

## **Building Sustainably Successful Organizations**

**Eric Flamholtz, PhD and Yvonne Randle, PhD**

**With the participation of Ivailo Illiev**

**June 1, 2017**

**Purpose:** A one day Executive Seminar with limited attendance for entrepreneurs and C-level executives of rapidly growing enterprises.

**Objective:** To help you understand how to manage rapid growth and build a sustainably successful organization.

### **Description:**

Based on more than 35 years of research and experience, Flamholtz and Randle will explain why some companies succeed after promising starts while others experience difficulties and even fail.

They will provide methods for assessing your organizations strengths and opportunities for improvement and developing the key management systems required to grow successfully over the long term.

Examples of applications will include Starbucks, Amgen, Neutrogena, Movenpick Restaurant Group, Techcombank (Vietnam), Riverside Group (China), The Kusto Group (Singapore & Kazakhstan), and Ballistic Cell (Bulgaria).

This practical in depth session consists of four parts:

**Part 1 will provide a framework or strategic “lens” for understanding how to build sustainable successful organizations.**

- 1) Why some companies succeed and other fail?
  - Comparison of business successes and failures.
- 2) The Six key building blocks of organizational success and drivers of financial results.
- 3) The seven Stages of organizational development:

- At what stage is your organization and what are the key development tasks you need to perform to be successful?
- 4) Growing Pains: how much does your organization suffers from gaps in its organizational development?
- 5) Workshop Application to your Organization:
  - Analyzing the growing pains in your organization
  - Benchmarking versus other companies in Bulgaria and others globally.

**Part 2 will examine the methods and tools for Building successful organizations**

- 1) How to decide where to lead your company?
  - The paramount importance of the “Business foundation”
- 2) Elements of the business foundations:
  - Business definition
  - Strategic Mission
  - Core Strategy
- 3) Tools for organizational development
  - Strategic planning
  - Performance management
  - The Pyramid of leadership development
  - Culture management

**Part 3 will examine actual case examples of from Management System’s experience:**

- 1) Starbucks: From Start up to Global Leader
- 2) Ballistic Cell

**Part 4 will deal with any Questions about applications in your company**

- 1) Questions about culture management in your company.

## Special Features

- 1) Participants in this program will receive copies of two books in Bulgarian:
  - a. Eric Flamholtz and Yvonne Randle, *Growing Pains: Building Sustainably Successful Organizations*. Wiley, 2016. Bulgarian Edition.
  - b. Eric Flamholtz and Yvonne Randle, *Corporate Culture: The Ultimate Strategic Asset*, Stanford University Press, 2016. Bulgarian Edition.
  
- 2) Participants in this program will have an opportunity to complete two surveys of “organizational effectiveness” and “Growing Pains” about their own company and receive a ***confidential report*** of their company’s score.
  - a. Data will be provided during the session to enable participants to “benchmark” their scores *vis a vis* other Bulgarian companies and other global organizations.