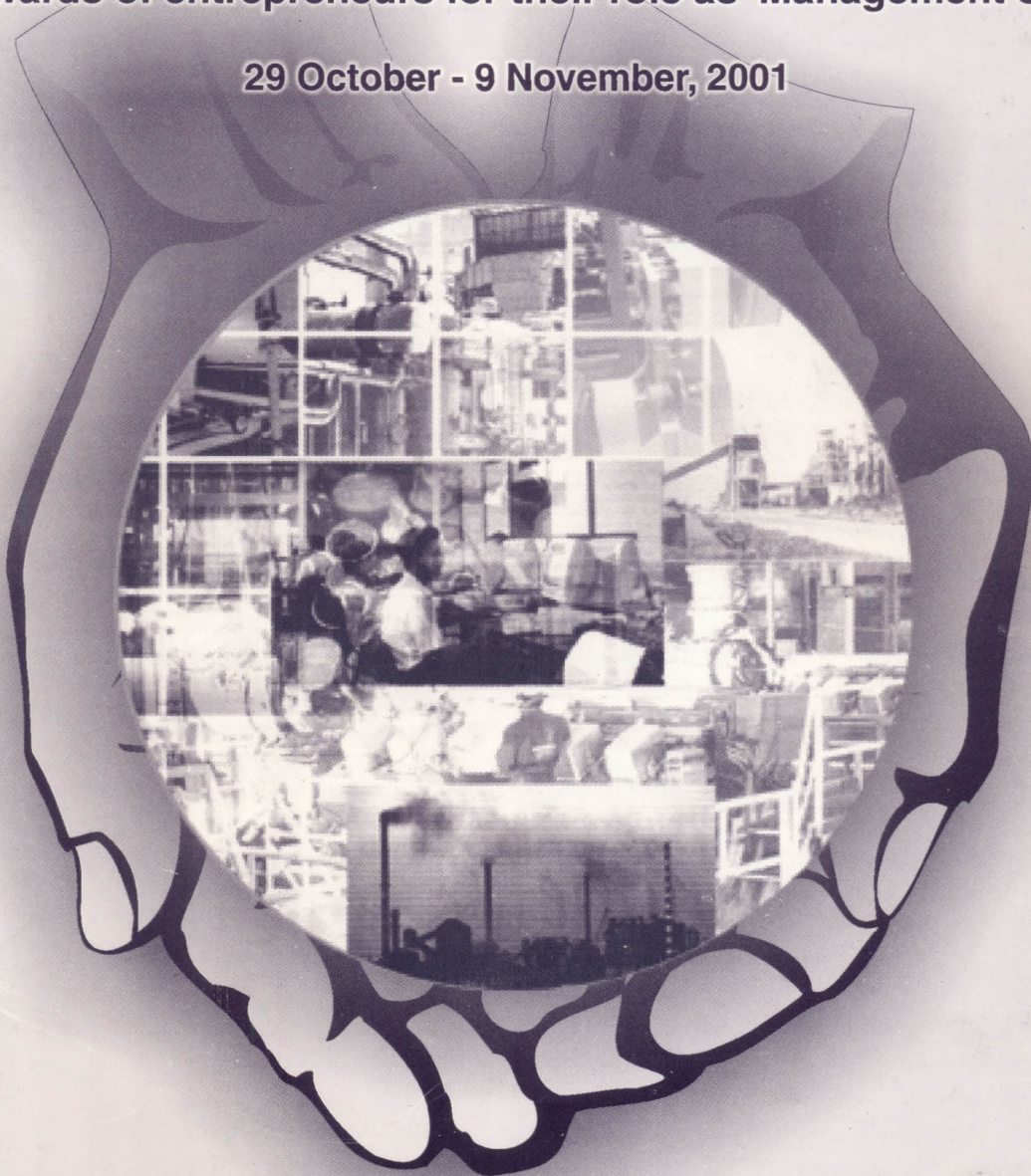


13th

SUCCESSION PLANNING FOR ENTREPRENEURIAL CONTINUITY (SPEC)

To equip wards of entrepreneurs for their role as 'Management Successors'

29 October - 9 November, 2001



Entrepreneurship Development Institute of India
Ahmedabad - Gujarat - India



Why Should Successors be Groomed?

One of the factors which is strongly regarded as a yardstick to judge the success of an enterprise is undoubtedly the capabilities of its owner-manager. Subsequent to the establishment of an enterprise, a continuous process of identification and mobilisation of resources, overall management of various systems and processes and sustainable growth, rest on entrepreneurial traits and characteristics. This, then becomes the building block of an enterprise. However, to ensure continuum of this dynamism within the enterprise, it is necessary that the succeeding generation imbibe these traits, so that 'maintenance' and 'expansion' are ensured as automatic results.

In the absence of grooming of the future leaders, a successful enterprise of forefathers can fall an easy prey to any demanding situation or competing forces.

Recognising the need to groom successors, Entrepreneurship Development Institute of India (EDI), Ahmedabad developed a training capsule titled '**Succession Planning for Entrepreneurial Continuity**', way back in 1990.

Objectives

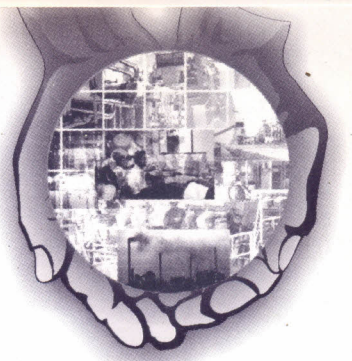
The singular aim of this training is to prepare nominees of family businesses in such a way that they acquire entrepreneurial and managerial skills to ensure smooth transition and in turn achieve success of their enterprise during the times of booms and recession alike. The programme will, therefore,

- ensure that the entrepreneurial vision resulting in the birth and consolidation of an enterprise is transmitted to the next generation of leaders,
- sharpen the capabilities of future leaders of an enterprise so that they acquire the capability to gauge the constraints and opportunities in the ever changing, competitive environment,
- sensitise the future leaders about the problems of transition and the need for organizational innovation and human resource development in the wake of changing business scenario.

Programme Contents

The programme content will have the following 6 modules :

- Module 1 would deal with entrepreneurial environment and possibilities for product innovations in the context of structural changes in Indian industries; particularly those represented by the participants in the programme.
- Module 2 would cover government regulations, project and corporate planning, sources of finance on regional, national and international levels and networking with financial institutions.
- Module 3 would focus on problems of transition management.
- Module 4 would highlight the relevance of basic business strategies such as; marketing, advertising, and organisational innovations for business growth.
- Module 5 would relate to motivational competencies and communication skills, both oral and written.
- Module 6 would expose the participants to a series of historical experiences in succession planning of a variety of organisations.



Pedagogical Methods

A variety of teaching methods - case discussions, role playing, written exercises, lectures and discussions - would be used. The participants will be encouraged to use the Institute's library and Computer centre.

For Whom

The programme is open to those who are in line for top leadership in a business concern such as sons, daughters and nominees of first generation entrepreneurs. It would be particularly useful to prospective successors in the small and medium enterprises.

Venue

The programme would be residential and it would be held at the elegant and sprawling campus of the Institute located near Ahmedabad airport. The participants would be accommodated in comfortably furnished air-conditioned hostels of the Institute on double occupancy basis.

Duration

This two-week programme will be organised during October 29 - November 9, 2001.

Fee

The fee for the entire programme would be Rs. 17,500. It would cover lodging, boarding and the cost of instruction and teaching material.

Feedback of Past Participants

Our earlier programmes have left an indelible impact on the participants as evident from their reactions.

"The programme has cleared some very crucial aspects of business for me. I feel capable now."

"I learnt that expansion of an enterprise is just as important as maintaining its present position. I learnt the tricks of this. Thanks to SPEC & EDI."

"I got a deeper insight into tackling some commonly ignored yet critical issues."

How to Apply

Nominations must be sent in the enclosed proforma and mailed along with a demand draft of Rs. 17,500/- drawn in favour of EDI, Ahmedabad, to:

Dr. KVSM Krishna
Programme Director
Entrepreneurship Development Institute of India
Ahmedabad
P.O. Bhat - 382 428, Gujarat
Fax: (79) 3269164, E-Mail: ediindia@ad1.vsnl.net.in

The last date for receiving nominations is 19th October, '01

The Institute

Entrepreneurship Development Institute of India (EDI), set up in 1983, is an autonomous institution registered under the Societies Registration Act and sponsored by all India financial institutions viz., Industrial Development Bank of India (IDBI), Industrial Credit and Investment Corporation of India Ltd. (ICICI), Industrial Finance Corporation of India Ltd. (IFCI) and State Bank of India (SBI) with active support of the Government of Gujarat

The EDI has been spearheading entrepreneurship movement throughout the nation with a belief that entrepreneurs need not necessarily be born, but can be developed through well-conceived and well-directed training.

The Institute is a National Resource Centre governed by its own Board. Committed to education, research and training, it has earned a great deal of national and international recognition for its efforts as reflected in the support it has received from the World Bank, International Labour Organization, UNIDO, Commonwealth Secretariat and several other international agencies.

The United Nations Industrial Development Organisation (UNIDO) and the Government of India have appointed EDI as the 'Inter-Regional Centre for Entrepreneurship and Investment Training (IRC)'. The institute is a National Facility for Science & Technology based Entrepreneurial Innovations sponsored by National Science and Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology, Government of India.

As a partner in the European Union - India Economic Cross-Cultural Exchange Programme (ECCP), EDI is responsible for removing cultural barriers and information asymmetries between India and west European Entrepreneurs. In collaboration with partner institutions from UK, Germany and Austria, EDI attempts to establish networks among European and Indian enterprises by forging a variety of linkages.

The 'Succession Planning for Entrepreneurial Continuity' (SPEC) programme of the institute has established itself as a rigorous grounding phase for successors of family businesses. As of now, through SPEC, the Institute has groomed 219 successors of family businesses.

The EDI launched a one-year academic programme, in the year 1998, leading to Post-Graduate Diploma in Business Entrepreneurship and Management with a unique stream of specialisation in Family Business Management.



Entrepreneurship Development Institute of India

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Phone : (0361) 453797 Fax : (0361) 459112 E-mail : edinero@india.com / edinero@sify.com

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