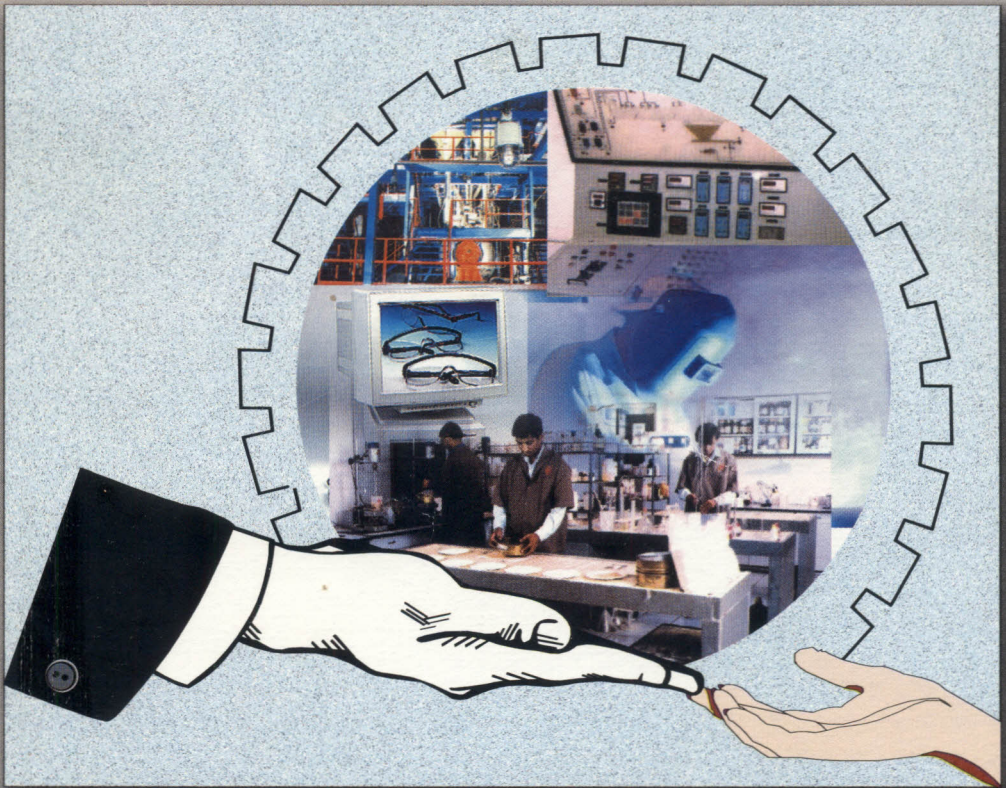


14th

SUCCESSION PLANNING FOR ENTREPRENEURIAL CONTINUITY (SPEC)

To equip wards of entrepreneurs
for their role as
'Family Business Successors'
30 September - 11 October, 2002



Entrepreneurship Development Institute of India
Ahmedabad - Gujarat - India

Need to Groom Successors

An aspect that holds validity when it comes to naming factors that help sustain growth and performance of a family business is "capabilities of entrepreneur". The capabilities of an entrepreneur can certainly create and foster entrepreneurial processes within an organisation, and this then ensures sustained organisational performance. More so, as far as the eventual health of an organisation is concerned, the role of an entrepreneur in identifying and mobilising resources, overall management of processes, ensuring survival, adaptability and sustenance of enterprise assumes crucial importance.

However, to maintain this performance and growth for generations to come, it is extremely important that the succeeding generation imbibes the understanding of forefathers and functions in a way as to enhance the effectiveness of organisation. The belief that successors acquire the right kind of knowledge only by way of experience has been proved wrong, time and again, by several evidences. The fast changing and competitive business scenario demands updated knowledge in successors, which only formal training can impart.

Recognising the need to groom successors, Entrepreneurship Development Institute of India (EDI), Ahmedabad, developed a programme titled '**Succession Planning for Entrepreneurial Continuity**', way back in 1990 EDI has been offering the programme regularly after suitably modifying and updating it. The Institute announces the programme for the current year.

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.

Programme Contents

The programme content will have the following 6 modules :

- **Module 1** would deal with entrepreneurial environment and possibilities for product/service 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; family business dynamics; interpersonal conflicts.
- **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 entrepreneurial and managerial competencies; intrapreneurship; change management
- **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 plays, simulation exercises, lectures and discussions - would be used. Relevant and standard psychometric tests will be used to assess participants' potential and develop their comprehensive personality profile.

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 entrepreneurs. It would be particularly useful to prospective successors in small and medium size enterprises.

Venue

The programme is residential and 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 September 30 - October 11, 2002.

Fee

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

Feedback of Past Participants

As evident from the reactions of some of our past participants, our earlier programmes have left an indelible impact on them.

"I learnt how to plan entrepreneurially and acquired knowledge on how to exploit an opportunity in a way that gives a business the desired momentum"

-Sahil S.Shah,
Ahmedabad

"I wonder as to what would have I done in my father's business without this specialisation in Family Business Management. I realised how important formal training in this area is"

-Apurva Doshi
Mumbai

"My perspective has widened and I already feel like an able entrepreneur"

-Abdulla Javeed
Mangalore

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. Sunil Shukla
SPEC Programme Director, at EDI Head Office address
E-mail : sunilshukla@ediindia.org

The last date for receiving nominations is September 16, 2002.

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 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 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 network 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 224 successors of family businesses.

Besides organising programmes for executives and entrepreneurs like 'Intrapreneurship Development', 'Growth Strategies' etc. to help them examine their enterprises in an objective manner and plan for improvement and growth, the Institute has also contributed towards introducing entrepreneurship-oriented curricula in schools and colleges in various parts of the country.

EDI also offers a one-year academic programme leading to Post-Graduate Diploma in Business Entrepreneurship and Management

ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA

P.O. Bhat 382 428, Dist. Gandhinagar, Gujarat

Tel : (079) 3969163, 3969161, 3969162,

Fax : (079) 3969164

E-Mail : ediindiaad1@sancharnet.in

Visit us on website : <http://www.ediindia.net> & <http://www.ediindia.org>

EDI Regional Offices:

Bangalore office:

No. 133, XI 'A' Cross, I Road, II Stage,
West of Chord Road, Bangalore-560 086.

Telefax: (080) 3496580, 3490384

E-mail: ediro@giasbg01.vsnl.net.in

Lucknow office:

432/36 Kala Kankar Colony,
Old Hyderabad, Lucknow - 226007.

Phone: (0522) 780820

Fax: (0522) 780856

E-mail : edinro@sancharnet.in

EDI Branch Offices :

Guwahati office :

Maniram Dewan Lane, G.S. Road
Ulubari, Post Box No. 42,

Guwahati-781 007

Phone : (0361) 453797,

Fax : (361) 459112

E-mail : edinero@india.com / edinero@sify.com

Cuttack office :

Friends Colony,
Bajraka Bati Road,

Cuttack-753 001