

**15th
SUCCESSION PLANNING FOR
ENTREPRENEURIAL
CONTINUITY (SPEC)**

(October 6 - 17, 2003)

To equip wards and nominees of entrepreneurs for their role as "Family Business Successors"



Entrepreneurship Development Institute of India
Ahmedabad, Gujarat, India.

Need to groom successors:

For a healthy and a growing business environment, it is necessary to incubate entrepreneurial culture within the organisational structure. Much of the knowledge and resource base necessary for growth and expansion of a business is drawn from the entrepreneurial attributes of its owner-manager which help overcome inefficiencies and risks.

Although it is widely believed that entrepreneurial competencies are self-perpetuating and the successor naturally imbibes these, the fact remains that the succeeding generation requires systematic training on the various aspects of business and its management before taking in his / her hands the reins of the business. It is important to equip the succeeding generation with entrepreneurial competencies and the foresight of forefathers in order to ensure that the business when in their hands does not step on to a slack path.

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. EDI has been offering the programme regularly after suitably modifying and updating it, to suit the needs of the changing environment. The Institute announces the programme for the current year.

Objective:

The singular aim of this training is to prepare wards / 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, implications for business and possibilities for 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; inter-personal conflicts and need for succession planning.
- Module 4 would highlight the relevance of basic business strategies for sustenance and growth and for cost competitiveness.
- Module 5 would relate to entrepreneurial and managerial competencies, management audit of the firm, intrapreneurship and 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 entrepreneurial 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, nominees of entrepreneurs. It would be particularly useful to prospective successors in small and medium 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 residential halls of the Institute on double occupancy basis.

Duration:

This two-week programme will be organised during October 6 - 17, 2003.

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.

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

Programme Director (SPEC) at EDI Head Office

E-Mail: sunilshukla@ediindia.org

The last date for receiving nominations is **September 26, 2003**.

Feedback of Past Participants:

Our earlier programmes have brought about significant change in the knowledge level and the attitude of participants. This is evident from the reactions of some of our past participants.

"My motivation level is enhanced and I feel equipped with the ability to seek opportunities. I plan to implement my learnings carefully and reap rich benefits."

- **Nirav Patel**
Bangalore

"I am more focussed and determined to target high-order achievements."

- **Zeeshan Bahadur**
Rajnandgaon

"I have the right attitude and knowledge today and this gives me the confidence of generating the right results."

- **Swapna Hedge**
Pune

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., IDBI, ICICI Ltd., IFCI Ltd. and 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.

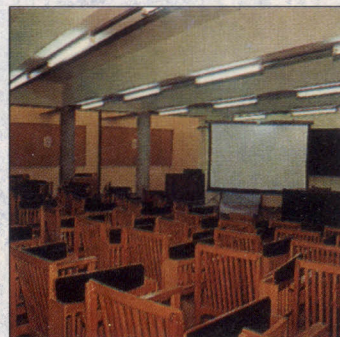
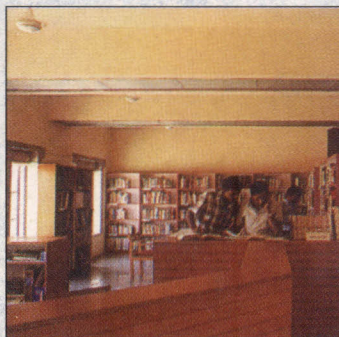
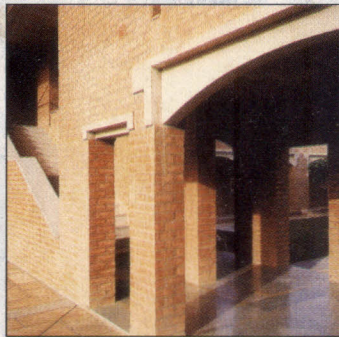
EDI has been spearheading entrepreneurship movement throughout the nation with a belief that entrepreneurs need not necessarily be born, but can be developed through well-conceived and well-directed training. This, in turn, has led to the design of several training programmes around strategic thrust areas like

Entrepreneurship in Education, Micro Enterprise and Micro Finance Development, Strengthening ED Organization, Entrepreneurship Environment and Support System, Performance Improvement of Existing Enterprises and International Interactions.

As a partner in the European Union - India Economic Cross-Cultural Exchange Programme (ECCP), EDI was 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 attempted to establish networks among European and Indian enterprises through 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 14 such SPEC programmes, the Institute has groomed 232 successors of family businesses.

EDI also offers one-year academic programmes leading to Post-Graduate Diploma in Business Entrepreneurship and Management and Post Graduate Diploma in Management of NGOs.



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