

11th

Programme on

Succession **P**lanning for **E**ntrepreneurial **C**ontinuity **(SPEC)**

To equip wards of
'entrepreneurs' for their role
as 'successors'.

January 17 – 28, 2000



Entrepreneurship Development
Institute of India
Ahmedabad

Endless instances can be cited to bring forth how family businesses are bequeathed to immediate successors without taking into consideration their level of expertise and capabilities. And the consequence of such a situation is 'downfall' of otherwise flourishing business of forefathers. This situation is quite apparent in small and medium enterprises.

RATIONALE

It is often noticed that in family owned businesses procedural ethics and working methodologies are not constantly reviewed and assessed, meaning that they lose their significance in the long run. This happens more so beyond the tenure of its promoters. One significant reason that can be cited for this is that the successors are not properly equipped, they lack entrepreneurial qualities, thus failing to lead the planning driven business unit of forefathers. Percepts about a certain standard of success and the desirable ways of achieving it, lack strategy, knowledge and intelligence. What then emanates is failure to develop the business further, thus leading to stagnation.

But the problem is not without an answer. Professional entrepreneurship and intrapreneurial management within the organisation can radically alter the growth graph and promote overall economic growth.

THE PROGRAMME

Recognising this, the Entrepreneurship Development Institute of India, Ahmedabad developed a training capsule, way back in 1990, that aims at taking the responsibility of preparing nominees of family businesses, so that they can develop capabilities to run the family business successfully. Over ten such training events, EDI has successfully developed about 200 potential successors. The eleventh programme in the line has been scheduled for January 17 - 28, 2000. As it targets at helping business houses prepare a succession plan for their enterprises, the programme is called 'Succession Planning for Entrepreneurial Continuity (SPEC)'.

THE INPUTS

Typically a programme on SPEC offers the following inputs:

- | | |
|------------------------------|------------------------------------|
| * Entrepreneurial Motivation | * Business Opportunity Recognition |
| * Project Report Preparation | * Transition Management |
| * Family Business Dynamics | * Managerial Process and Functions |

12 days of interaction with practitioners and experts from EDI and other reputed organizations such as IIM, Ahmedabad grooms the trainees to perfection. They are expected to prepare concurrent action plans orbiting around their role and the nature of their association with their family businesses. This exercise has proved to be quite useful to the trainees in helping them identify their potential and the areas in which they can contribute best.

DETAILS ABOUT PARTICIPANTS AND FEE

Sons, daughters and other potential successors or partners of entrepreneurs will find the programme immensely useful. The programme is residential and would be held at the elegant campus of the Institute located near Ahmedabad airport. The participants would be accommodated in well-furnished air-conditioned hostels of the Institute on double occupancy basis. The fee for the entire programme is Rs. 17,500/-.

FEEDBACK OF PARTICIPANTS OF EARLIER SPEC PROGRAMMES

“EDI was excellent and this was the most memorable experience of my life. More than textual knowledge I think the interactions and informal sessions with faculty members helped me in making the experience.”

“The course has helped me in understanding the environment of family business and also built my confidence in tackling future problems - now everything seems possible.”

“The SPEC really helped me in viewing my business from a very different and more practical angle”.

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: 79-2864367, E-Mail: ediindia@ad1.vsnl.net.in

The last date for receiving nominations is January 7, 2000

THE INSTITUTE

The 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 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.

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. This in turn has led to several training programmes around strategic thrust areas.

With a vision to create 'world class' entrepreneurs EDI has been undertaking research, training and consultancy programmes for existing entrepreneurs thus ensuring that they have a sustainable potential base to grow. One such significant programme is 'Succession Planning for Entrepreneurial Continuity' which aims at ensuring smooth transition management by training successors to join family business. Till date, EDI has conducted 10 such programmes and groomed 197 successors of family business.

Some other programmes for existing entrepreneurs, include 'Intrapreneurship Development', 'Growth Strategies' etc. and aim at helping these entrepreneurs examine their enterprises in an objective manner and plan for improvement and growth. The Institute has also contributed significantly towards introducing entrepreneurship-oriented curricula in schools in various parts of the country.



Entrepreneurship Development Institute of India

Ahmedabad, P.O. Bhat 382 428, Gujarat, India.

Tel : (091) (79) 2864331/2864084 Fax : (091) (79) 2864367

E-mail : ediindia@ad1.vsnl.net.in Website : <http://www.ediindia.org>

EDI Regional Offices :

Lucknow Office :

Entrepreneurship Development Institute of India
432/36, Kala Kankar Colony
Old Hyderabad, Lucknow - 226 007
Phone : (0522) 387820; Fax: (0522) 387856
E-mail : edinro@lw1.vsnl.net.in

Bangalore Office :

Entrepreneurship Development Institute of India
No. 133, XI 'A' Cross, I Main, II Stage,
West of Chord Road, Bangalore 560 086
Telefax : (080) 3496580,3490384
E-mail : ediro@giabg01.vsnl.net.in
