

# SUCCESSION PLANNING FOR ENTREPRENEURIAL CONTINUITY

10-22 DECEMBER, 1997



Organised by :



ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA  
AHMEDABAD



## **BACKGROUND :**

It is the dream of the founder of every organization that the enterprise which he has created and nurtured over the years survives and grows across generations. This can be made possible only by inculcating vision and other entrepreneurial qualities in the successors belonging to future generations.

It is estimated that about 95% of Indian business entities are either family managed or family controlled. Given that successors to family business need to be groomed to take up responsibilities, there is a need to consciously facilitate this process. The grooming process takes into consideration not only the transfer of entrepreneurial vision but also the need to prepare the successors to manage fresh challenges and opportunities drawn up by the constantly changing competitive environment. Thus, succession planning facilitates smooth transition of management from one generation to another, ensuring a judicious blend of continuity and change.

## **THE PROGRAMME :**

The Entrepreneurship Development Institute of India has formulated the training programme entitled '**Succession Planning for Entrepreneurial Continuity**' in order to meet this need. The forthcoming programme is the **ninth** in the series. Earlier programmes have elicited excellent feedback.

## **OBJECTIVES :**

Specific objectives of the programme are to :

- \* ensure that entrepreneurial vision resulting in the birth and consolidation of an enterprise is transmitted to the next generation of its leaders;
- \* equip the potential successors of family businesses with requisite motivation and skills for a leadership role;
- \* sharpen the capabilities of future leadership of an enterprise to manage intelligently the constraints and opportunities in the ever-changing, competitive environment;
- \* sensitize the future leaders of an enterprise about the problems of transition and the need for organisational innovation and human resource development in the wake of changing scenario.

## **PARTICIPANTS :**

The programme is open to those who are likely to join or have already joined their family business such as sons, daughters or other successors of business owners.

## **DURATION :**

Two weeks, 10-22 December, 1997.

## **VENUE & FEE :**

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 well-furnished air-conditioned hostels of the Institute on double occupancy basis. The fee for the entire programme would be Rs.15,000/-.

## **FACULTY :**

Faculty for the programme, will include experts from EDI & other renowned institution like the IIMA. Guest speakers from the Indian corporate world will be invited to share their experiences and insights.

## **THE PROGRAMME AS VIEWED BY THE PARTICIPANTS :**

Feedback of the Participants of Earlier Programmes :

- \* 'Thank you for the wonderful 13 days that I had at EDI', Shrawan Agrawal, Apex Knives, Mumbai
- \* 'I am pleased with the positive changes which are noticeable in my son Chi. Chanakya Contractor, subsequent to the training programme conducted by you', Praful Contractor, MD, Remik Trading Corporation.
- \* 'The SPEC programme really helped me in viewing my business from a very different and more practical angle', Girish Chitale, Chitale Diary, Sangli.

## **NOMINATIONS :**

Nominations must be sent on the enclosed proforma and mailed along with a demand draft of Rs. 15,000/- drawn in favour of EDI, Ahmedabad, to :

Mr. A. Narayanan

Programme Director

Entrepreneurship Development Institute of India,

Ahmedabad (Via Ahmedabad Airport and Indira Bridge) P.O. Bhat - 382 428, Gujarat.

Phones : (079)7864331, 7864084 Fax : (91) 79-7864367 E-Mail : ediindia@ad1.vsnl.net.in

The last date for receiving nominations is **November 25, 1997.**

Please await our formal confirmation of registration before finalising your travel plans.



## 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 Organisation, UNIDO, Commonwealth Secretariat and several other international agencies.

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 activities. This in turn has led to the design of several training programmes around strategic thrust areas like, New Enterprise Creation, Performance Improvement of Existing Enterprises, Succession Planning, etc.. The institute has trained 177 successors in the eight SPEC programmes organised by it. Besides organising some other programmes for existing entrepreneurs, like 'Intrapreneurship Development', 'Growth Strategies' etc to help 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

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