

Growth Programme

Target group: Owners and senior executives of fast growing SMEs

Objectives: Help the participants to seek and manage growth

Structure: Four training sessions of two days each
Three days of individual consulting

Group size: 15

Stage 1

Day 1

The importance of growth companies

Owners as the source of overall goals and control

An efficient Board of Directors as a resource

The importance of an efficient Management Team from an operational viewpoint

Corporate governance

Business plan

Day 2

Strategic planning (mission, vision, company culture, SWOT)

Other strategic decisions, strategy map

Strategic plan

Stage 2

Day 1

Opportunities for growth: organic growth vs. acquisitions

Processes and process development

Primary and support processes

Systems that make growth possible

Day 2

Competencies (identifying needs, evaluation)

Developing competencies

Recruiting the right people

Financing growth

Stage 3

Day 1

Change management

Cooperation and networking

Day 2

Mergers & acquisitions

Legal considerations in acquisitions

Company valuation

Financing acquisitions

Implementation

Adjusting to life after an acquisition

Stage 4

Day 1

Growth and international operations

Differences in business culture

Organising accounting and operations in an international company

Day 2

Managing an international company (management systems, responsibilities)

HR and people management

Leadership in an international company

Management development