

# 7 STAGES OF BUSINESS GROWTH

STAGES OF GROWTH	STARTUP 1	RAMP-UP 2	DELEGATION 3	PROFESSIONAL 4	INTEGRATION 5	STRATEGIC 6	VISIONARY 7
Total Number Staff	1-10	11-19	20-34	35-37	58-95	96-160	161+
Number of Key Managers	0	1-2	3-5	6-10	11-16	17-26	27-45
Number of Executives	1	2	2	3-4	5-6	7-9	10+
Builder-Protector Ratio	4:1	3:1	1:1	3:2	2:1	3:1	2:1
Target Focus Priority for Each Stage	Profit People Process	Profit Process People	People Profit Process	Process Profit People	Profit People Process	People Profit Process	People Process Profit
<b>Stage Five Primary Business Growth Challenges</b>  Source: <u>Navigating the Growth Curve</u> , J. Fischer	Cash Flow	High quality people	Get Staff Buy-In	Weak Project Mgt	Increase Sales	Get Staff Buy-In	Products Not Differentiated
	Chaos	Increase Sales	Leadership/ Staff Gap	Difficulty Diagnosing Problems	Difficulty Forecasting Change	Staff Satisfaction/Profit - ability Disconnect	Low Profits
	Slow pace getting to market	Cash Flow	Weak Business Design	Employee Turnover	Cost of Lost Expertise	New Staff Orientation Program	Slow Pace of Product to Market
	Limited Working Capital	Leadership/ Staff Gap	Unclear Core Values	Insufficient Systems in Place	Weak Business Design	Weak Business Design	Weak Business Design
	Increase Sales	Limited Working Capital	Culture Resistant to Change	Lack of Alignment in Company Growth	Increase Staff Training	Hiring Quality Staff	Rapid Changes in Markets