



Business

Business Leadership Series

#BLSuspaacc

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iTech Global / SevenTablets



Agenda

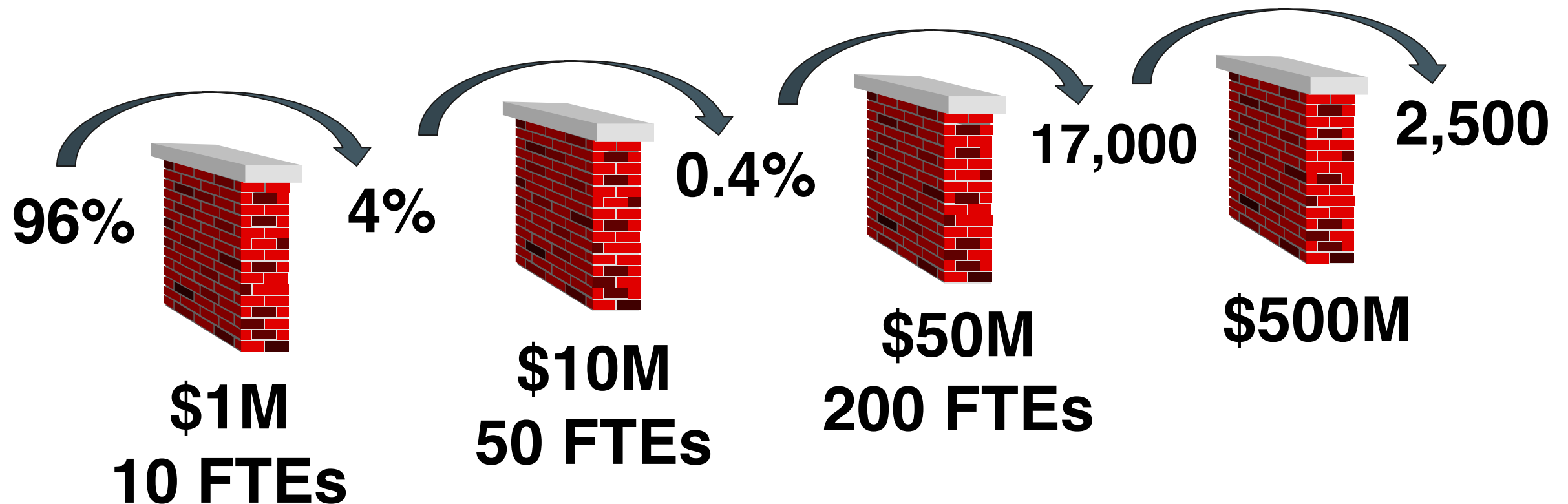
- **Start-Up Phase**
- **Growth Phase**
- **Transitioning into larger companies**
- **Lessons Learned**

Start-Up Phase

- **Euphoria/Excitement**
- **Numbers Challenge**
 - **Expenses underestimated**
 - **Revenues/sales cycles projections are too optimistic**
- **Entrepreneur's dependence for income**
 - **Business needs time to be on its own feet**
- **Owner's blind spots**
 - **Too emotionally invested to see objectively**
 - **Change is difficult**

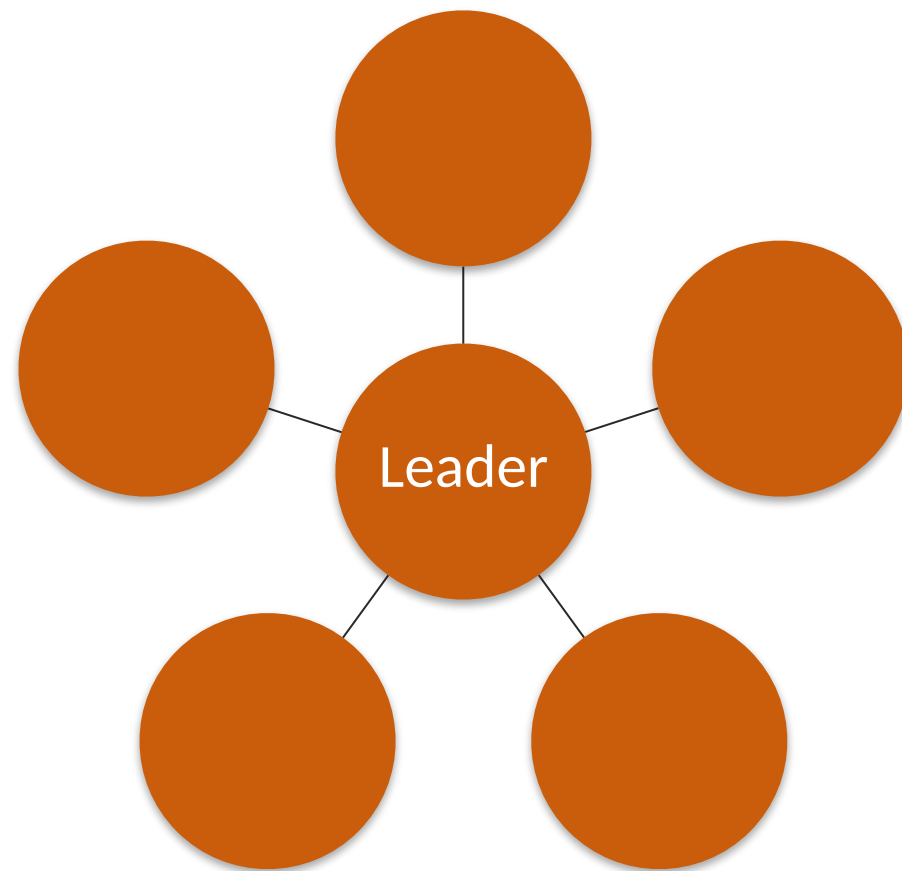
Growth Challenges

- Overcoming Barriers to Growth
 - *28M companies in US*
 - *96% fewer than 10 employees*

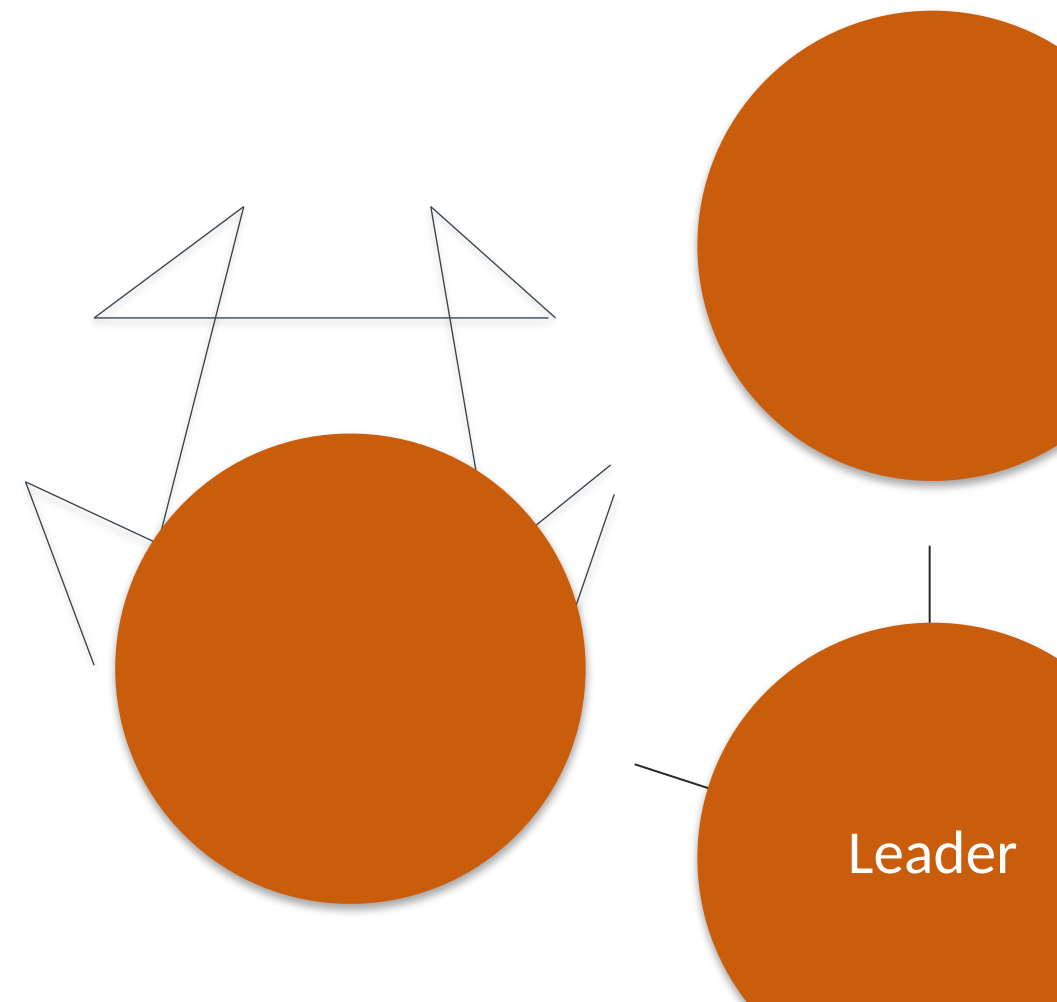


Management Challenges

- **C Barriers**
 - **Leadership Model is the critical shift**
 - *Directive Model vs. Delegation Model*
 - *Bottlenecks and Capacity Constraints*

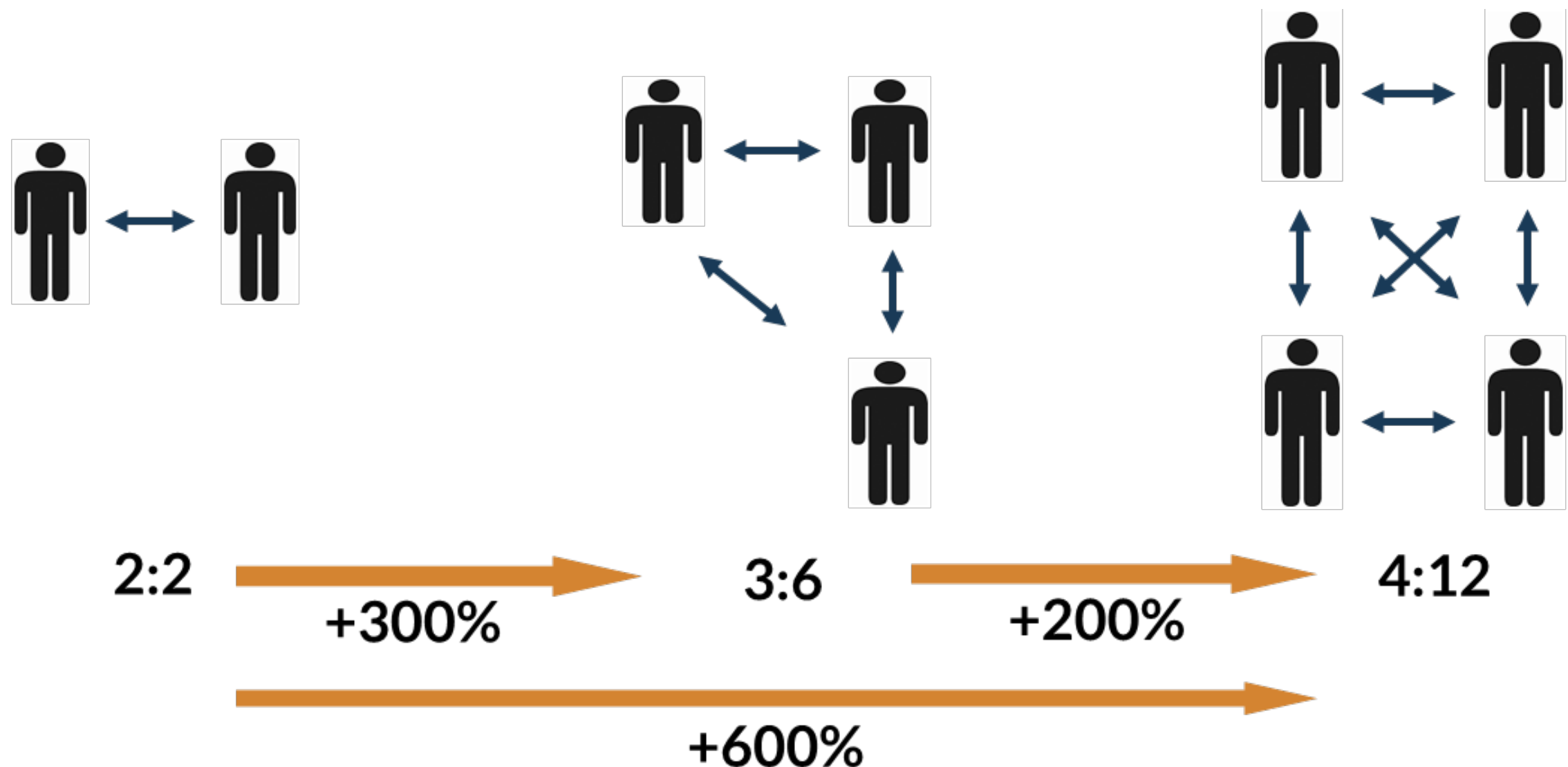


VS.



Management Challenges

- **Systems, Processes & Structures Barrier**
 - **Its all about managing complexity**



 = Employee, Customer, Vendor, Location, Competitor

Transitioning from a Medium to Large Business



Lessons Learned

- Work 'on' the business as the CEO
- Look at the horizon
- Board/Advisor/Mentor
- Be Nimble in altering the course