

Company Structure; “What Got You Here Won't Get You There”

These famous words by Marshall Goldsmith are appropriate for anyone who has surpassed the five million in sales mark with aspirations of growing to over ten, maybe even thinking of fifty million in annual sales. If you fall into this category, don't miss the profound truth in this quote, because the things that have worked to get you where you are today will not get you to where you want to go tomorrow.

To grow your business to the next level you must implement a systematic company structure, or infrastructure to support the complexities that come with growth. The company structure you take on has to fit into your culture, support your strategic objective and drive results both for you customers and your bottom line. That means you have to implement a system that runs the business so you can work on growth.

Do you have a system in place that you know will take you into your next phase of growth? Are you people at the level they need to be, do you have the right people on the bus, are you delegating decisions, not tasks, to your team. Is your team delegating decision making?

A system that runs your company should have three primary components; It should support the selection and development of your team; it should provide a systematic delegation system; it should provide an infrastructure in which the company can grow.

Here are some symptoms that your need a systematic leadership system.

- Everything you used to do that worked, does not work any longer, levers you used to use to make things happen no longer make things happen
- First hand role up sleeves efforts are no longer sufficient
- Frustration levels are climbing and you cannot sleep any longer, irritable etc.

Are the Right People on the Bus?

In Good to Great James Collins coined the phrase “Do you Have the Right People on the Bus” it has since become a consistent theme in business circles. Do you have the right people on the bus. You can recognize the right people, they are the ones that are coaching others, mentoring them, taking interest in their personal and work lives. They seem to know how to figure out what the right things are to do, not just how to do them right. They can be coached on how to convey the company's strategic objective to others, encouraging everyone to align to company priorities.

Do you have a Company Structure to Support Delegation?

Do you have a systematic way of delegating decision making to lower levels of management? Don't confuse tasking others with things to do as delegating, that's supervisor level management. Leaders learn how to delegate the decision making process to lower levels of the business, they don't hire people to make decisions and then make them guess at how to do it, they provide the system within which people can confidently make decisions.

Does Your Company Structure Provide the Infrastructure to Grow?

If your company structure consists of a legal structure and a organizational chart, it is time to simplify life. A properly implemented business infrastructure will run your company so you and your executives can work on growing it. Of course it requires vigilance, but as time goes by your will find you have the time to do the things you know make the company grow.

Do you have the right people on the bus? Are you delegating decision making within the context of a company structure and business infrastructure?

Make it Work with V³ Leadership System

VLS provides a solid solution to each of these pervasive problems in business. Emerald's V3 Leadership system includes a business infrastructure that empowers leaders to clearly define and implement objectives in a way that makes delegation a disciplined part of the process of running the business. Once VLS is in place, leaders can work on the business while VLS runs it.

V3 Leadership System Overview

V1 – Vision Setting Premise

V2 –Vision Enabling Strategy

V3 – Vision Empowered Results

VLS runs the business so CEO's and owners can grow their business. VLS empowers leaders in the development of their managers and engages them in building business.

Emerald provides consulting services to support the installation and implementation of VLS

An important aspect of Emeralds VLS implementation services is the use of a sophisticated strengths assessment process developed and implemented by Emerald, it identifies and deploys management strengths and leadership styles.

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