



FAST MOVERS SA 2009



TEC Group keeps leaders grounded

What should the leaders of fast-growing companies do first? The Executive Connection Group leader in South Australia, Jerry Kleerran says that kind of tough, basic question is hard to answer without help.

"Research shows us that TEC members grow faster than comparable companies that are not TEC members," Jerry says. "While TEC members come in all shapes and sizes many of them are fast-growing, entrepreneurial organizations."

The Executive Connection (TEC) is a peer-support group and business network that provides access to new ideas and fresh thinking through monthly peer think-tanks, one-on-one business coaching and speaker presentations.

"The vast majority of fast-growing company directors I see have experience but not necessarily in leading fast-growing businesses. For example, they may have great technical experience but not the experience of being a GM or Director.

"Alternatively, I see individuals who come from a corporate environment but lack experience in leading an organization through a period of very rapid growth.

"Fast growing companies face particular issues because of their rate of growth and change. Systems and processes need to be flexible and robust enough to expand quickly as the company grows. Managing cash flow is often a challenge as even very healthy fast-growing organisations can burn through cash and 'starve' themselves of the lifeblood of the business.

"Obtaining suitable employees at the right time can be quite difficult and keeping the culture appropriate during a fast growth period is always a real challenge.

"On top of all of this, fast-growing companies have all of the same issues and challenges that every other business has."

Jerry says fast growing companies leaders often are so passionate they create challenges for themselves.

"Peer group sessions like those used by TEC allow entrepreneurs a safe and challenging place to discuss issues and opportunities as well as learn from each other. Over the past few years I have seen someone who needed capital to fast track their business share the issue/opportunity with their peers. The other members were able to share their experiences and provide a sounding board for the entrepreneur.

"I have also seen an individual who was really struggling with setting priorities as the business was growing so rapidly. Peers were able to ask probing questions and offer sound advice. The peers shared their own personal experiences and ways that they overcame similar issues.

"Because the advice comes from peers who have no vested interest it is of such great value to the entrepreneur."



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