

Stages of ORGANIZATIONAL GROWTH



The following chart shows the three stages of organizational growth and how leaders evolve at each stage to ensure continued success:

| | START UP | RAPID GROWTH | MATURITY |
|------------------------------|--|---|---|
| ORGANIZATION CHARACTERISTICS | <ul style="list-style-type: none"> • Responsibility unstructured • Rapid change • High risk • High reward • Lack of systems • Lack of precedence <ul style="list-style-type: none"> - Decision making is rapid | <ul style="list-style-type: none"> • Building structure while growing • Rapid change • Less risk • Some reward • Systems proliferating • Precedence and culture developing: <ul style="list-style-type: none"> - Decision making - Meeting quality • Organizational priorities <ul style="list-style-type: none"> - Customer/process focus - Teams, cross-functional | <ul style="list-style-type: none"> • Responsibility structured • Some change • Minimal risk • High reward • Systems • Precedence <ul style="list-style-type: none"> - Decision making is structured |
| LEADERSHIP BEHAVIORS | <ul style="list-style-type: none"> • Entrepreneurial drive • Push change • Compete | <ul style="list-style-type: none"> • Organization building while multi-tasking • Tension between democratic/participative vs. autocratic/entrepreneurial | <ul style="list-style-type: none"> • Expert maintenance • Process control • Task management |

A behavioral assessment can help take the guesswork out of assembling a leadership team that can bring about rapid growth. Data provided by Predictive Index® (PI®) can help identify those who are energized by the unique aspects of scaling a company past start-up mode. Coupled with skill-based assessments, organizations can strategically build the leadership they need to move a company forward.