

DRIVING GROWTH 

Building and Managing an Entrepreneurial Company

Leah Speser, JD, PhD, RTTP, NPDP

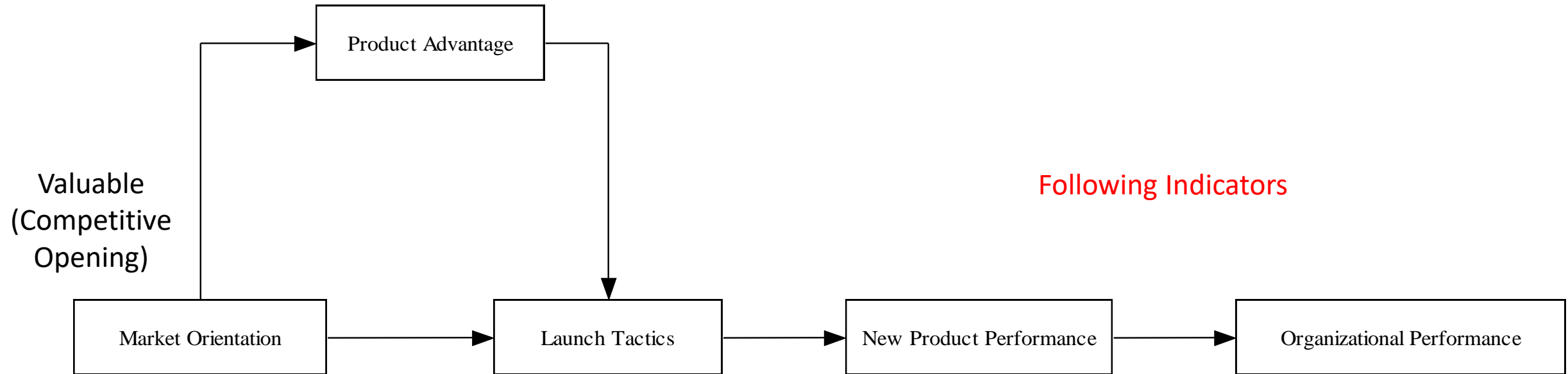


RESEARCH
& INNOVATION
FOUNDATION

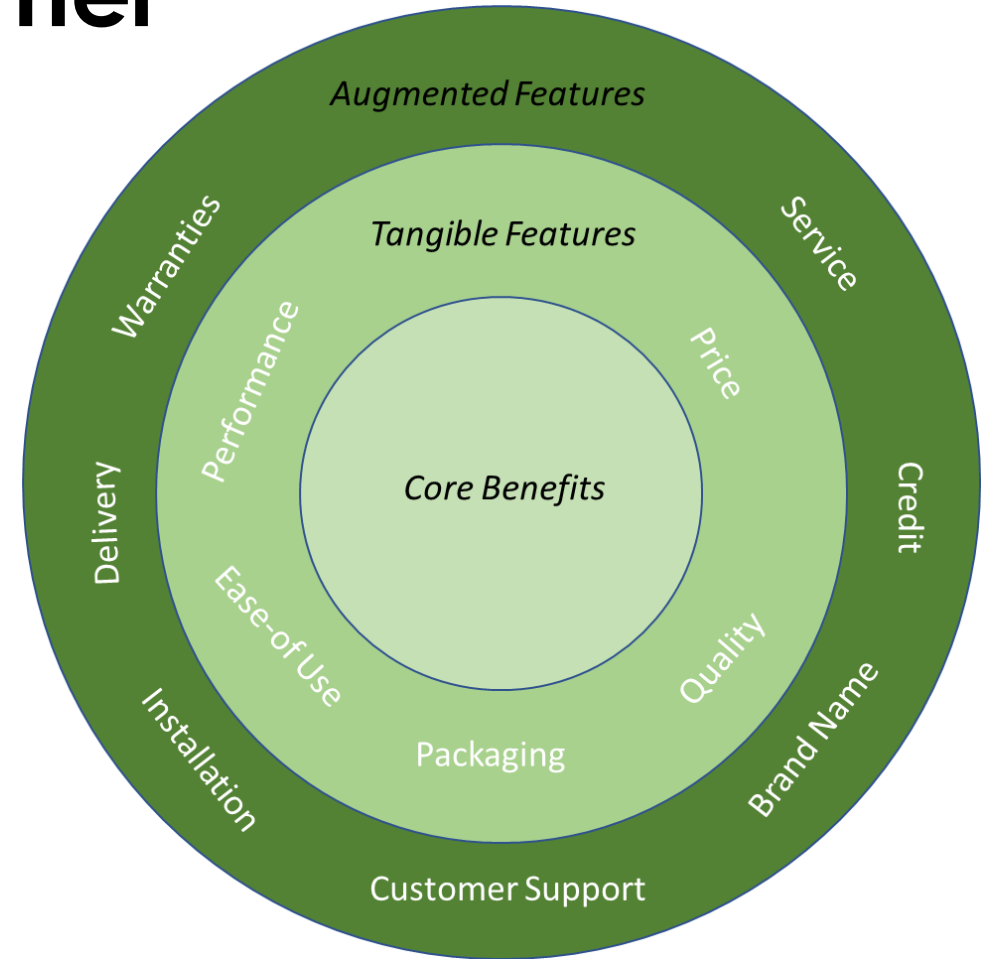
▶ Staying in Business: Delivering Value to Your Customers is How You Survive

Leading Indicators

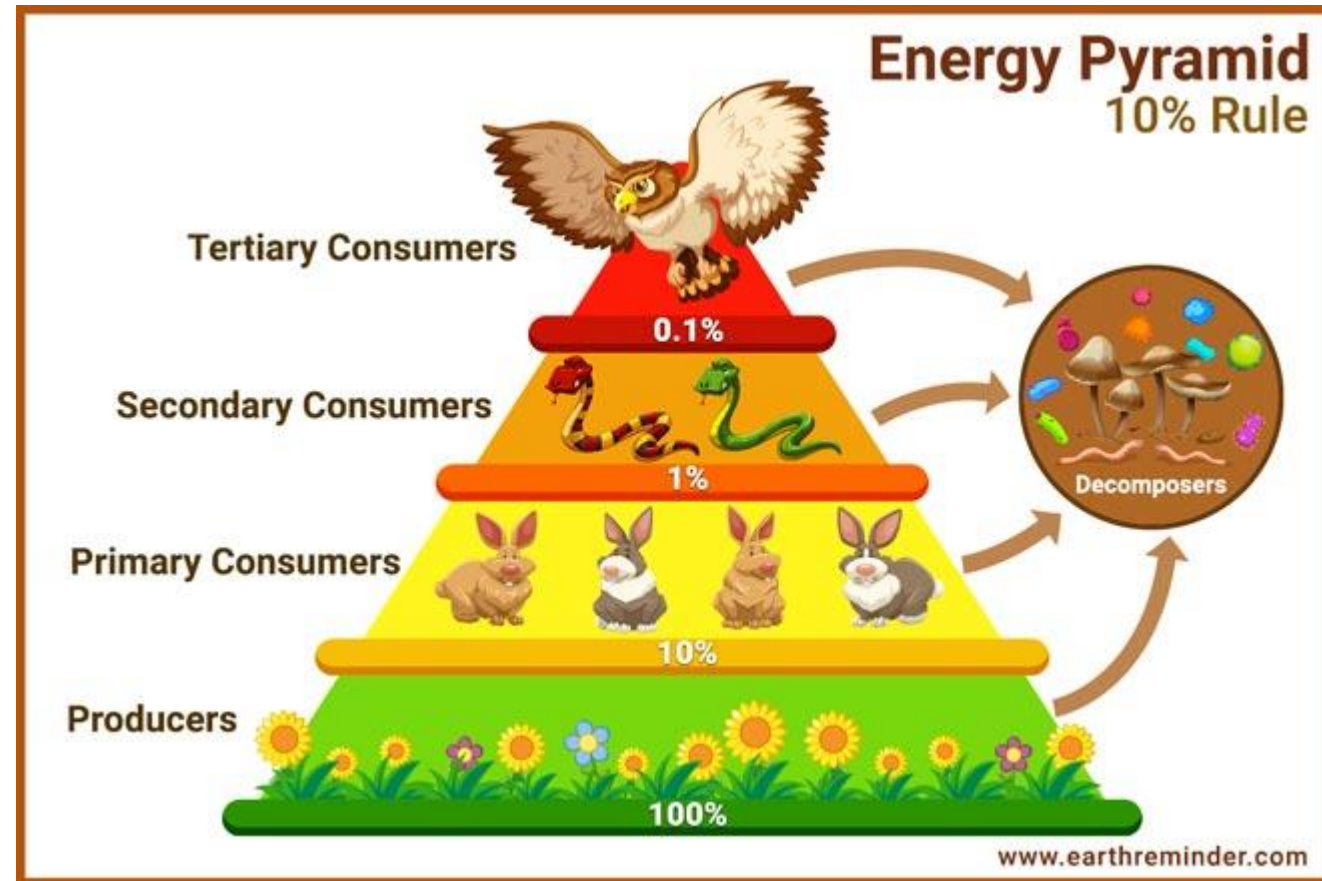
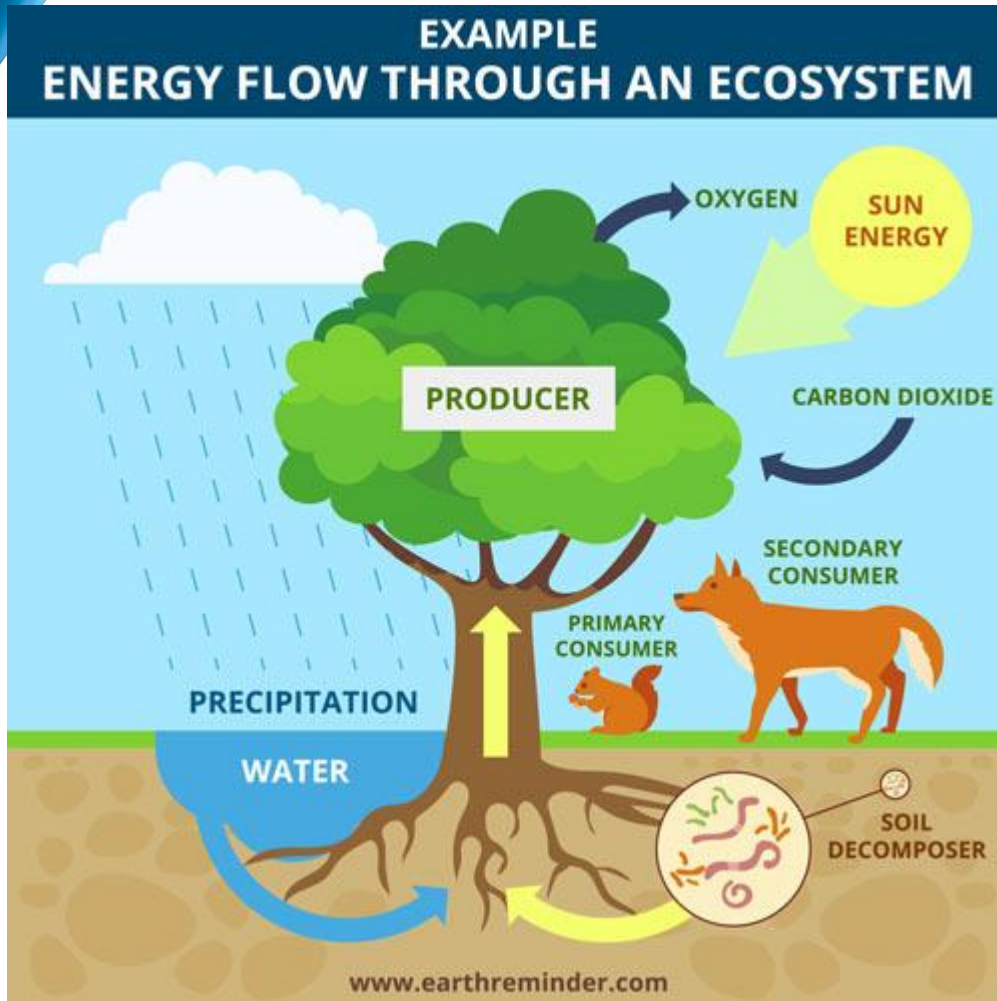
Commercialisable
(Competitive Advantage)



▶ Value for the Customer



▶ Value Exists in the Context of an Ecosystem



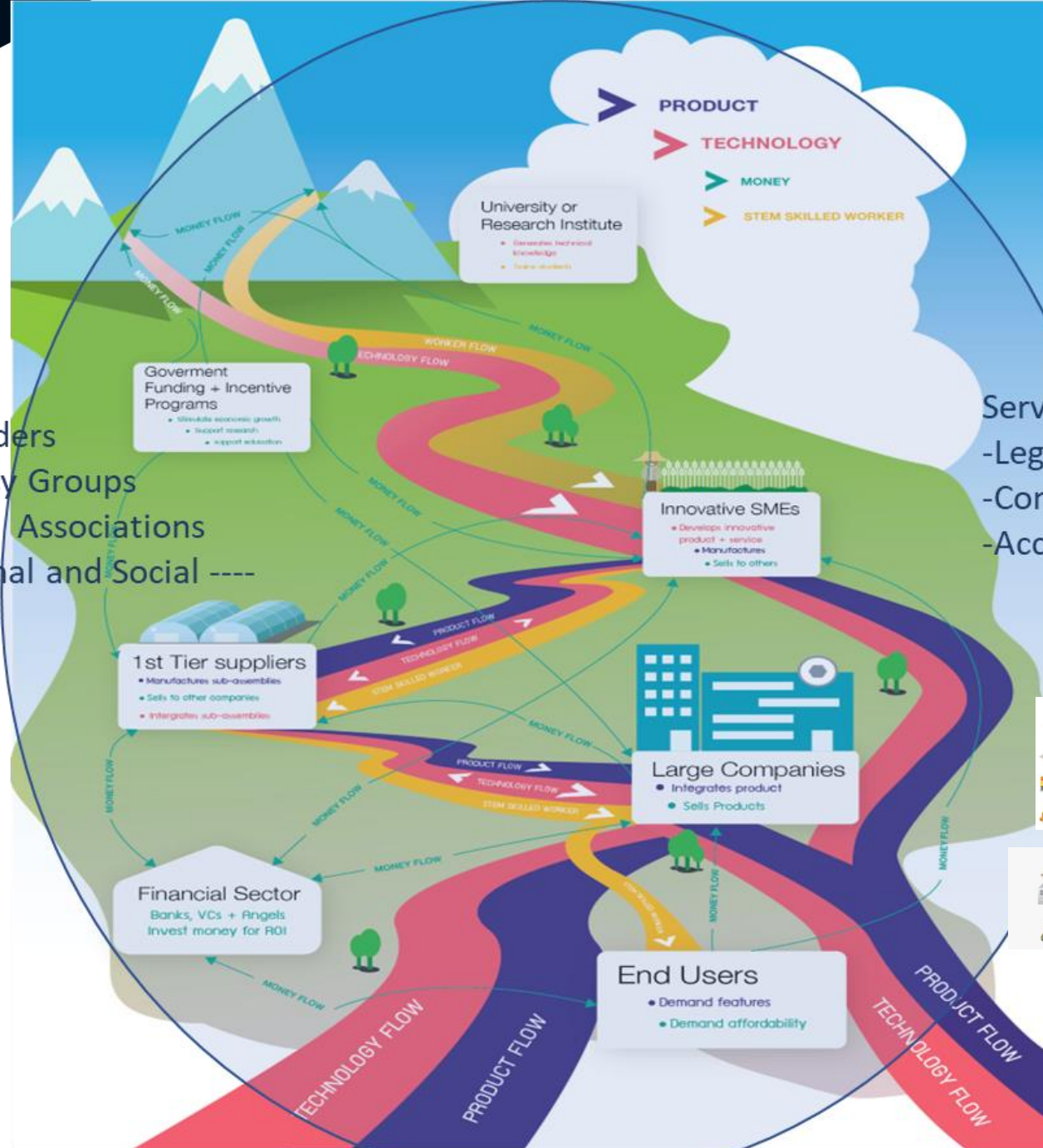
[How Does Energy Flow Through an Ecosystem? \(earthreminder.com\)](http://www.earthreminder.com)

Value Proposition



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Stakeholders
 -Advocacy Groups
 -Industry Associations
 -Traditional and Social Media

Services
 -Legal
 -Consulting
 -Accounting



Distributor



Retail Store



▶ Vision, Mission Statement, Value Proposition

Vision: Why does this company exist? Why was it founded?
(Long-term)

Mission Statement: What are its objectives?
(Mid-term)

Value Proposition: What is the benefit for the end-consumer will receive from your efforts?
(How you realize the vision and mission)

Mission Statement and Annual Objectives

(Short-term)

Organization					Organization	
Balanced Scorecard					January-99	
Organization	110					
Target	100					
Score represents percentage of goal reached with 100 as meeting target.						
Financial Perspective						
MEASURE	DATE	SCORE*	ACTUAL	TARGET	Notes	
Financial Measure 1	Jan 99	110	110.00	100.00		
Financial Measure 2	Jan 99		-	-		
Financial Measure 3	Jan 99		-	-		
Financial Measure 4	Jan 99		-	-		
Financial Measure 5	Jan 99		-	-		
Financial Measure 6	Jan 99		-	-		
Customer Perspective						
MEASURE	DATE	SCORE	ACTUAL	TARGET	Notes	
Customer Measure 1	Jan 99		-	-		
Customer Measure 2	Jan 99		-	-		
Customer Measure 3	Jan 99		-	-		
Customer Measure 4	Jan 99		-	-		
Customer Measure 5	Jan 99		-	-		
Customer Measure 6	Jan 99		-	-		
Business Process Perspective						
MEASURE	DATE	SCORE	ACTUAL	TARGET	Notes	
Process Measure 1	Jan 99		-	-		
Process Measure 2	Jan 99		-	-		
Process Measure 3	Jan 99		-	-		
Process Measure 4	Jan 99		-	-		
Process Measure 5	Jan 99		-	-		
Process Measure 6	Jan 99		-	-		
Learning & Growth Perspective						
MEASURE	DATE	SCORE	ACTUAL	TARGET	Notes	
Learning Measure 1	Jan 99		-	-		
Learning Measure 2	Jan 99		-	-		
Learning Measure 3	Jan 99		-	-		
Learning Measure 4	Jan 99		-	-		
Learning Measure 5	Jan 99		-	-		
Learning Measure 6	Jan 99		-	-		



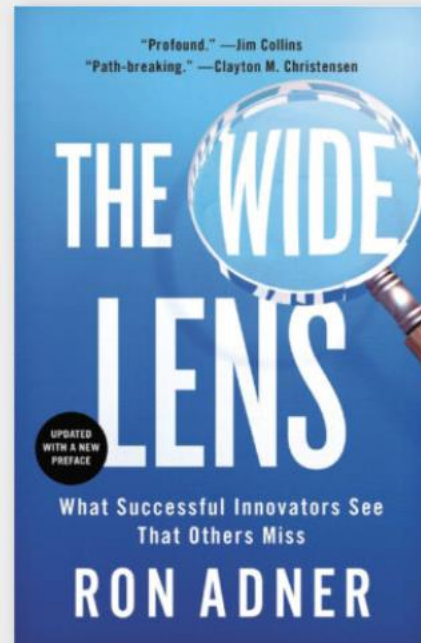
▶ Exercise

Vision

Mission Statement

Value Proposition

► Implementation Risks



How to **innovate** in a world of ecosystems

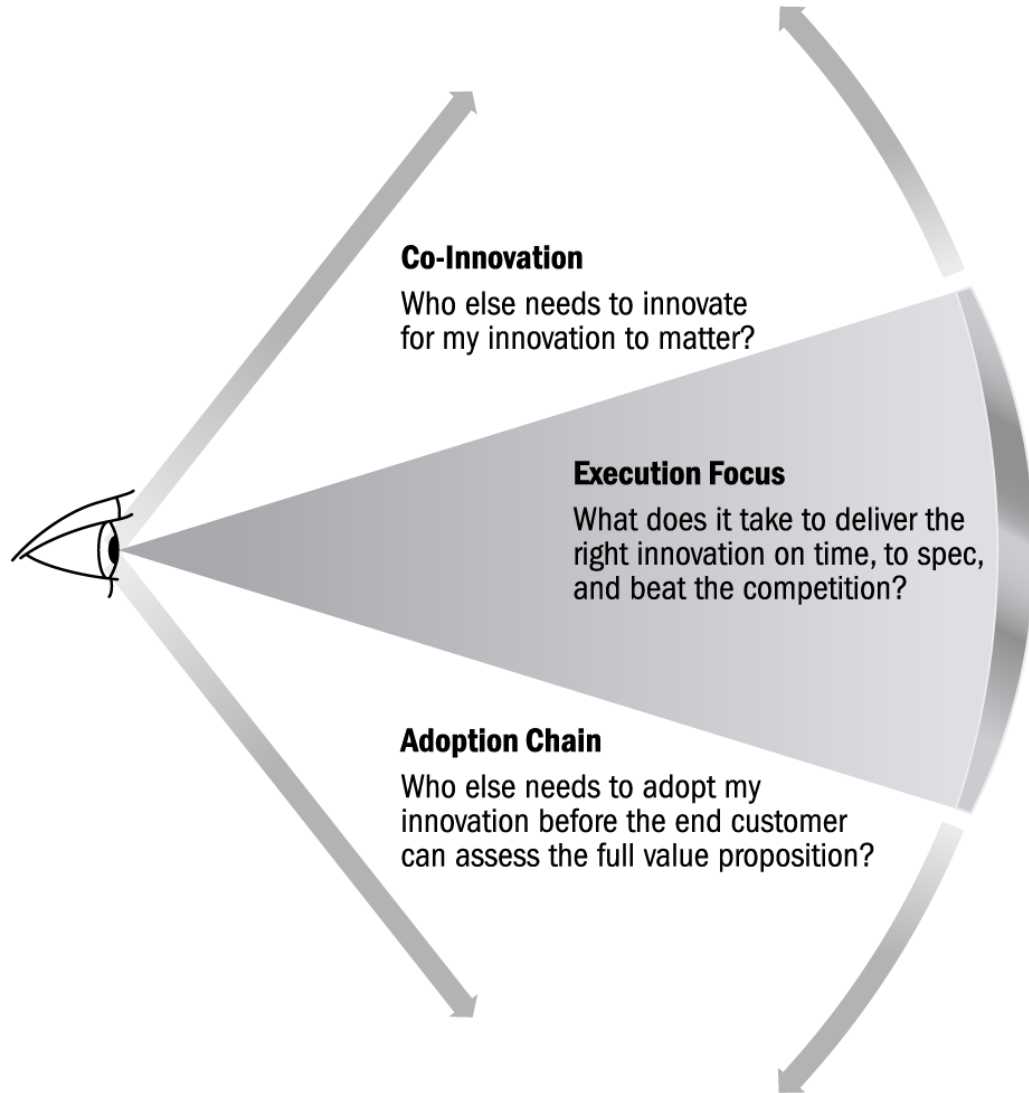
Breakthrough methods to help eliminate your strategy blind spots and multiply your odds of success.

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<https://ronadner.com/books/>

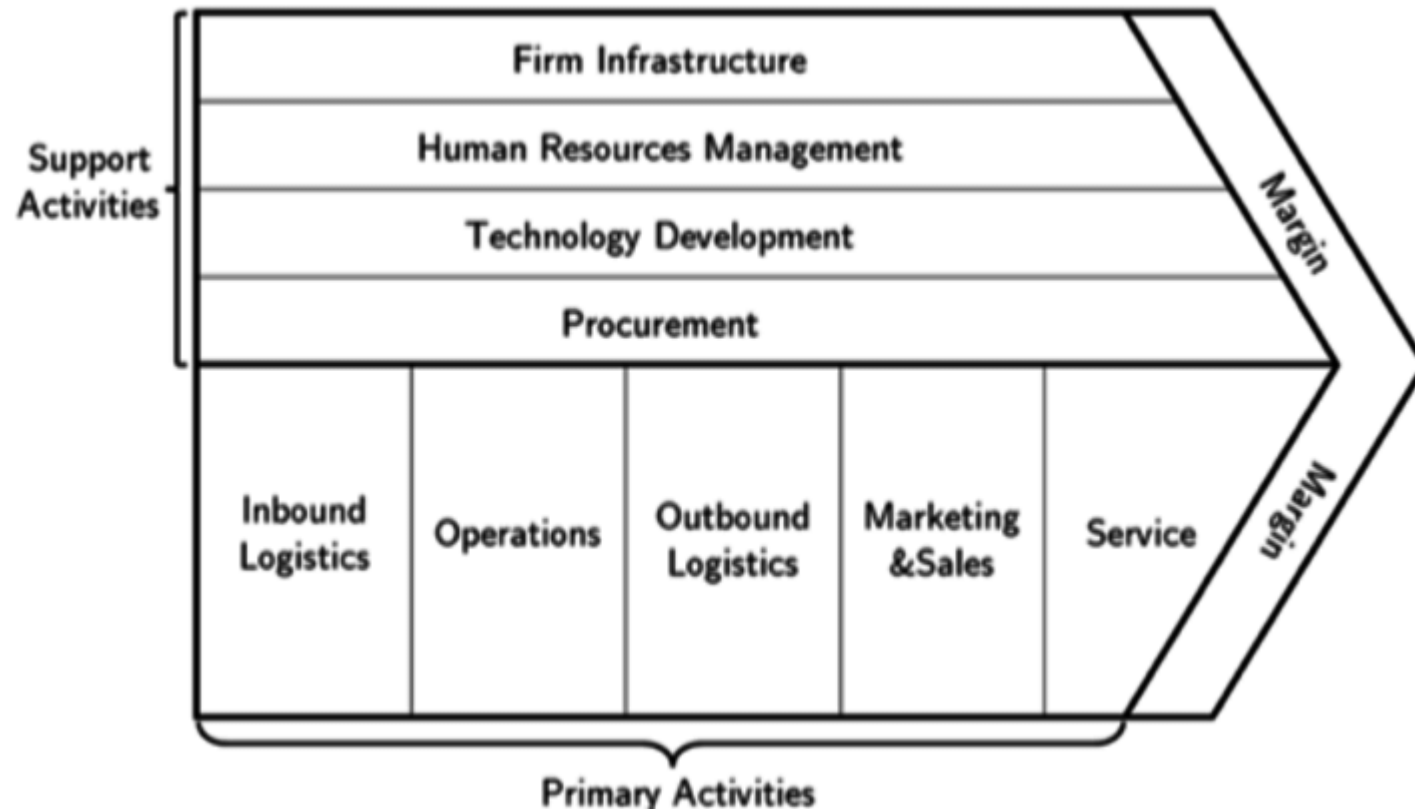
► Kinds of Risks



► Management of Risks

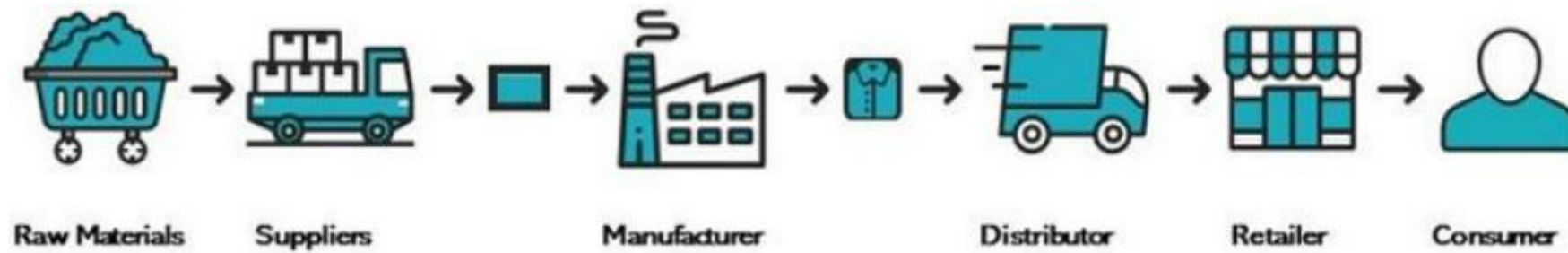
Significance/ /Likelihood of / Occurance	High	Low
High	Avoid	Mitigate (Contingency Plans)
Low	Mitigate (Contingency Plans)	Accept (Muddle Through)

▶ Value Chain



Execution Risk

► Physical Supply Chain



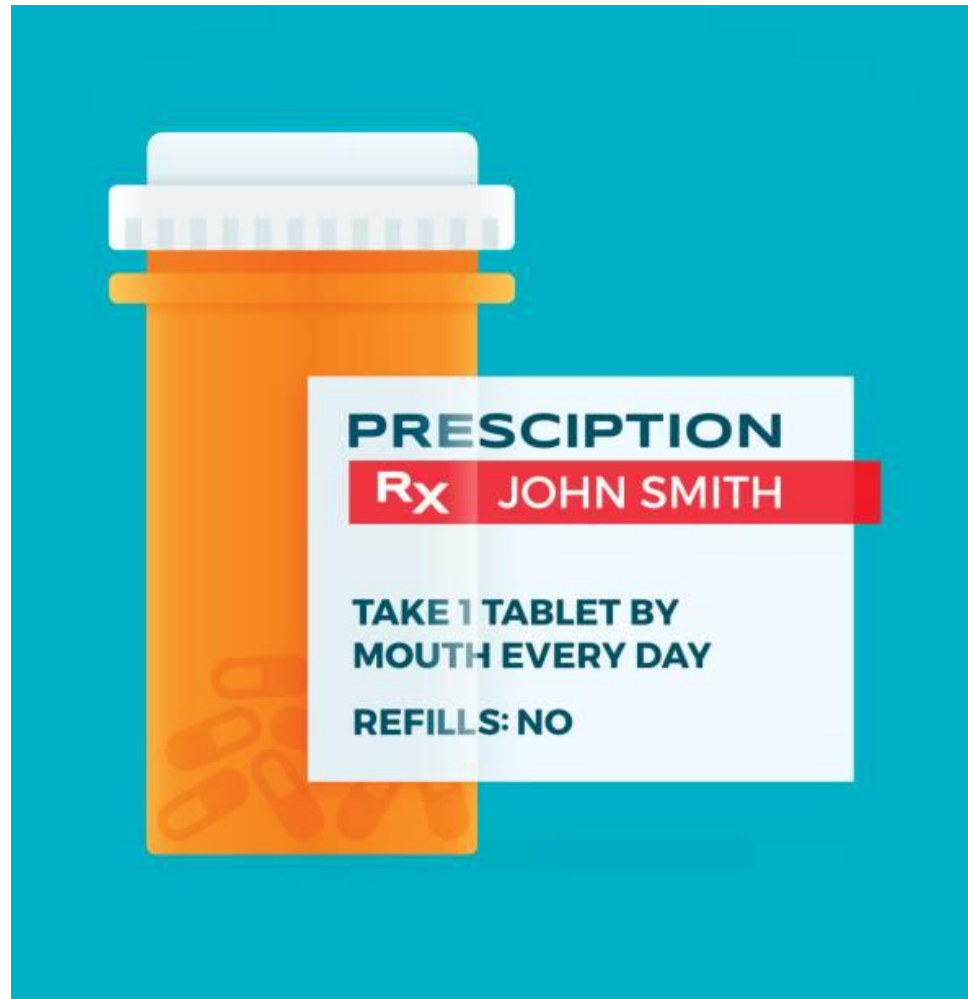
Co-Execution Risk

▶ Intellectual Asset & People Supply Chain



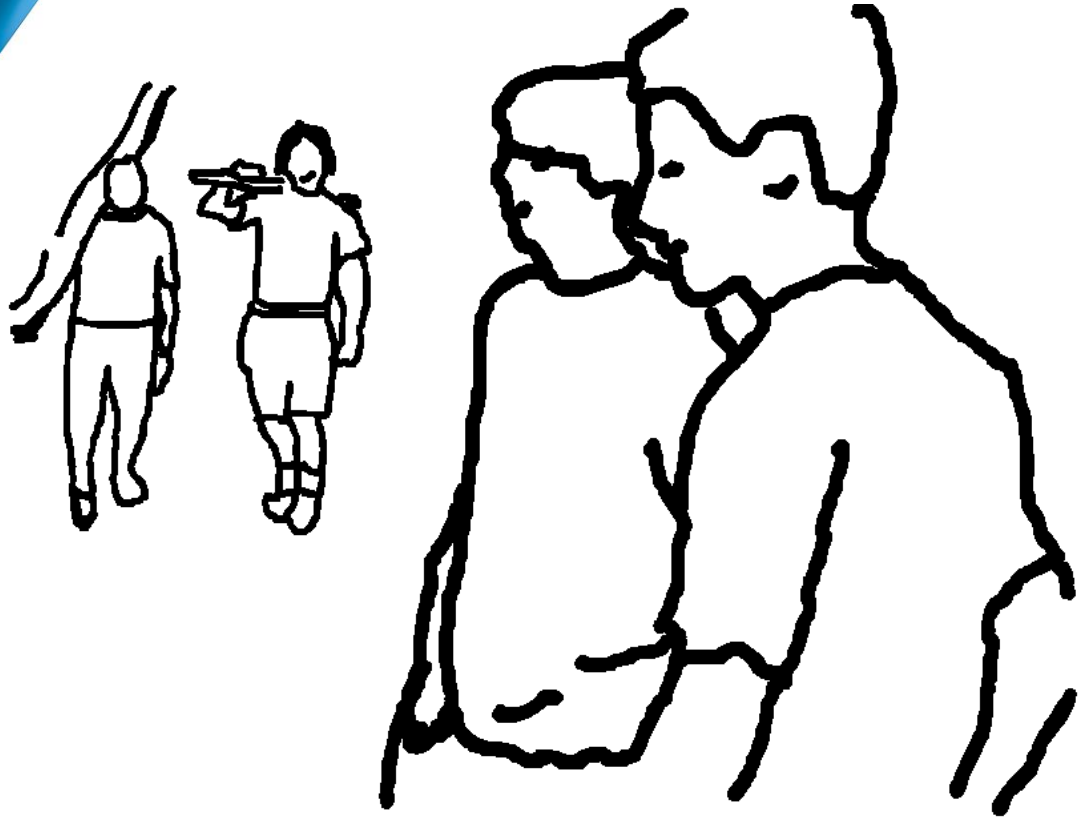
Co-Innovation
Risk

► Sales



Adoption Risk

▶ The Best Advice I Was Given Along the Way



→Ops

- **“Hire people better than you at what you want them to do.”** David Speser, Foresight
- **“Bonus is for exemplary work. Salary is what you pay to get the job done.”** Lorry Lokey. Business Wire
- **“Quality is leaving a little extra value on the table for the customer.”** Don Marioni, Argo Systems



► **Take-Away**

Entrepreneurial Management
requires
Managing Risk
while
Realizing the Vision
and
Completing the Mission

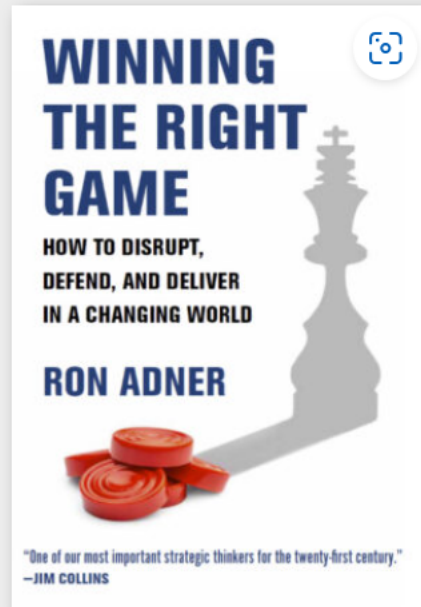
► Stretch and Discussion





▶ **Growing**

Company Growth
requires maintaining
Strategic Alignment
with your
Customers and the End-Users
and the
Ecosystem



How to **compete** in a world of ecosystems

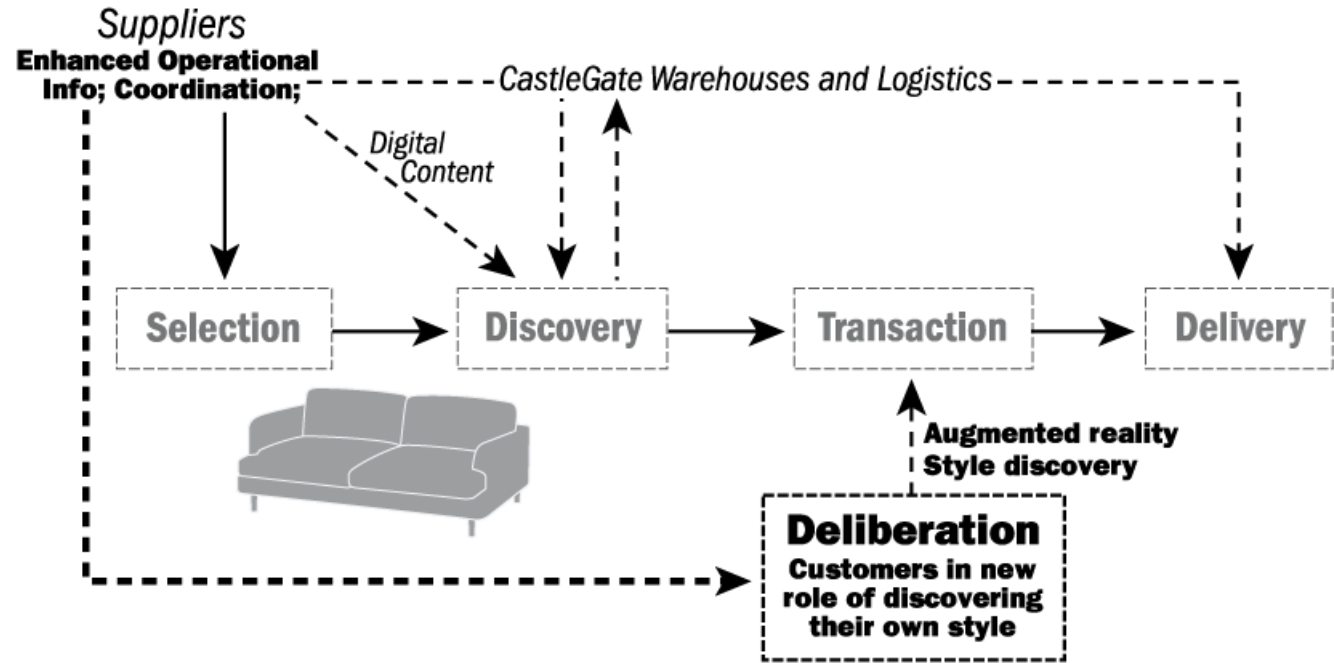
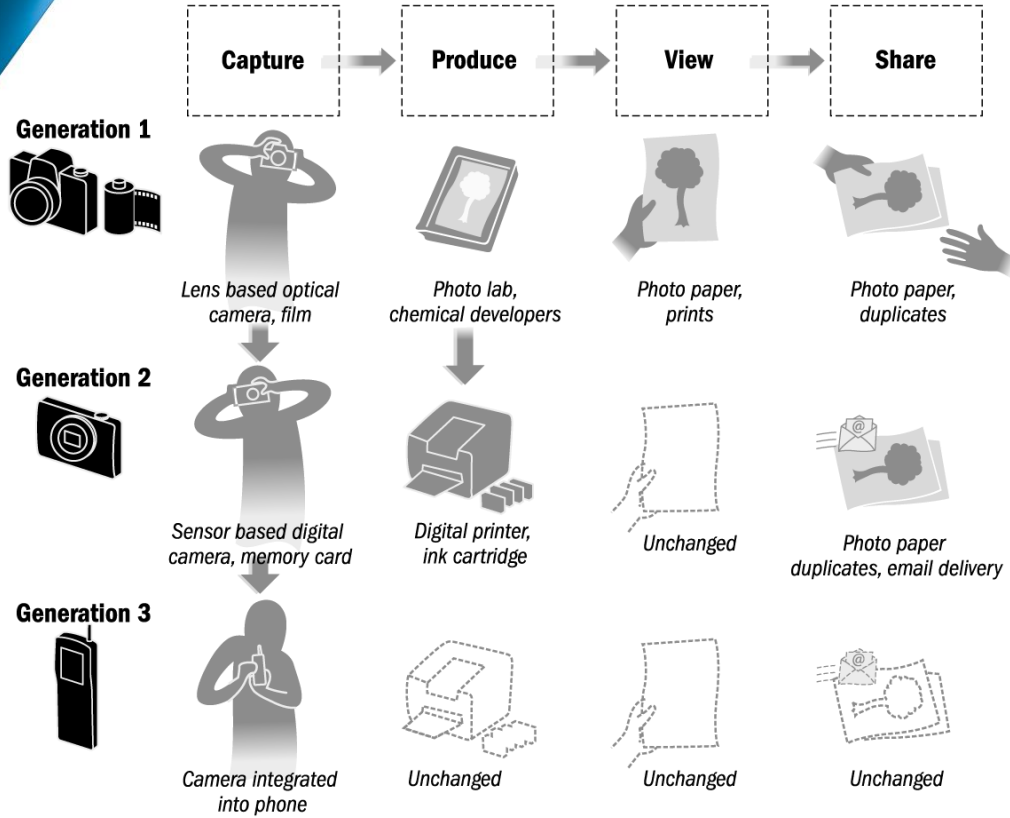
Strategies and tools for offense, defense, timing, and leadership in a changing competitive landscape.

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Value Architecture



► Framework

- Value Architecture defines the Business Model and tasking needed to delivery value
- Size, age, and ecosystem influence your Business Model and how you accomplish the tasking (your Value Chain)
- Major Disruption → Value Architecture Disruption



Business Model Disruption



**1st Foresight Value Architecture (for Leverage
the Federal Government for Good)
1980 – 1989**

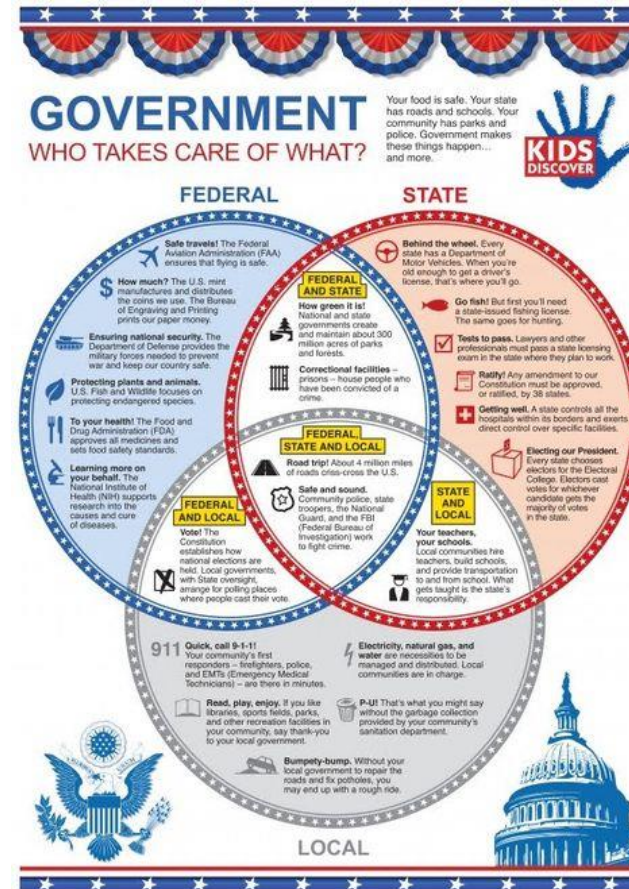
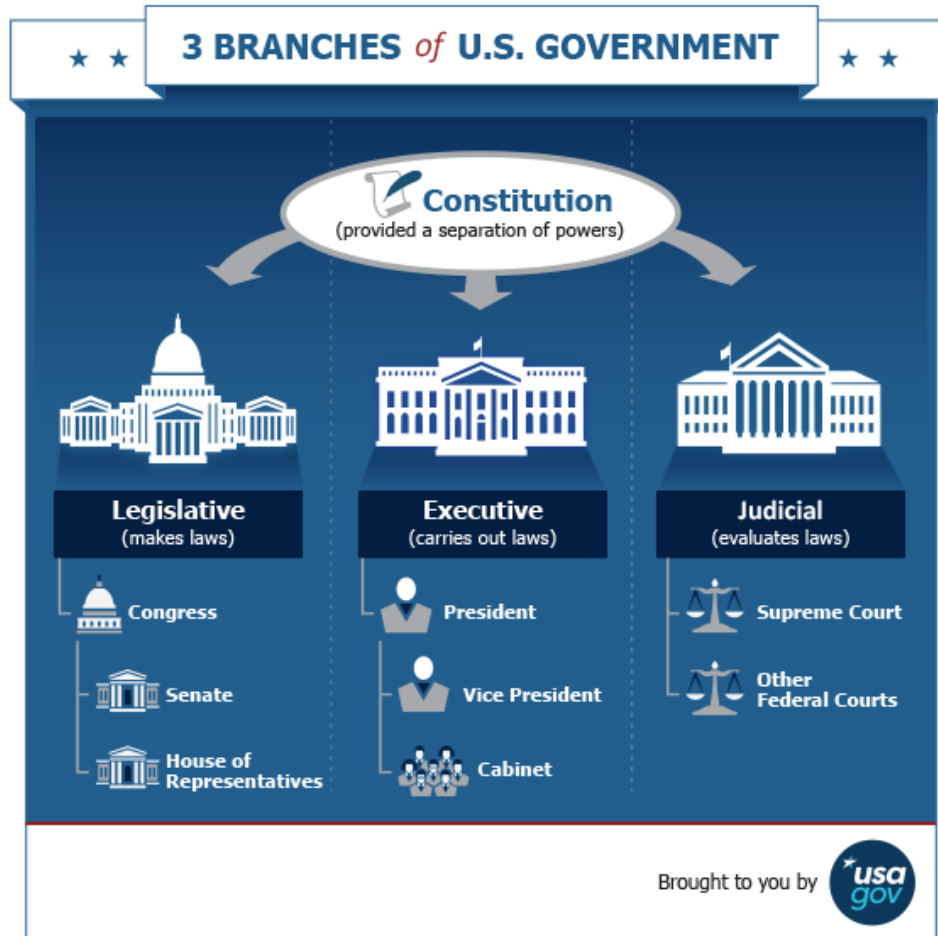


Define

Build
Coalition

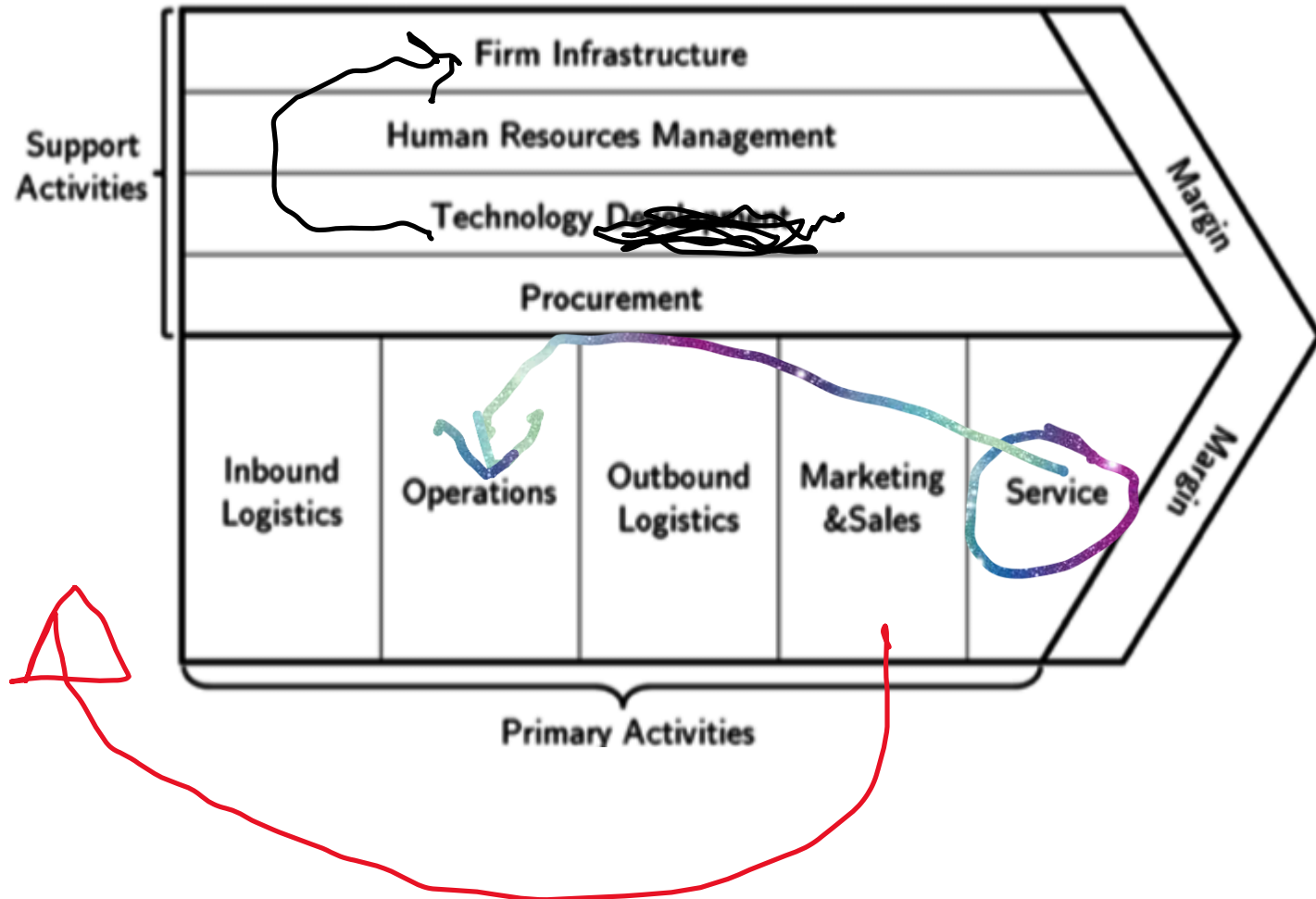
Execute

► Ecosystem for Value Architecture



Early Internet

▶ Value Chain



▶ Government Relations

Leadership

- Charismatic
- Vision driven
- Jack-of-all trades and hands-on
- Every employee is a direct report

1 – 7 Staff Members

- Team focused
- Primary focus but multi-functional
- Work hard, party hard

DRIVING GROWTH ▲

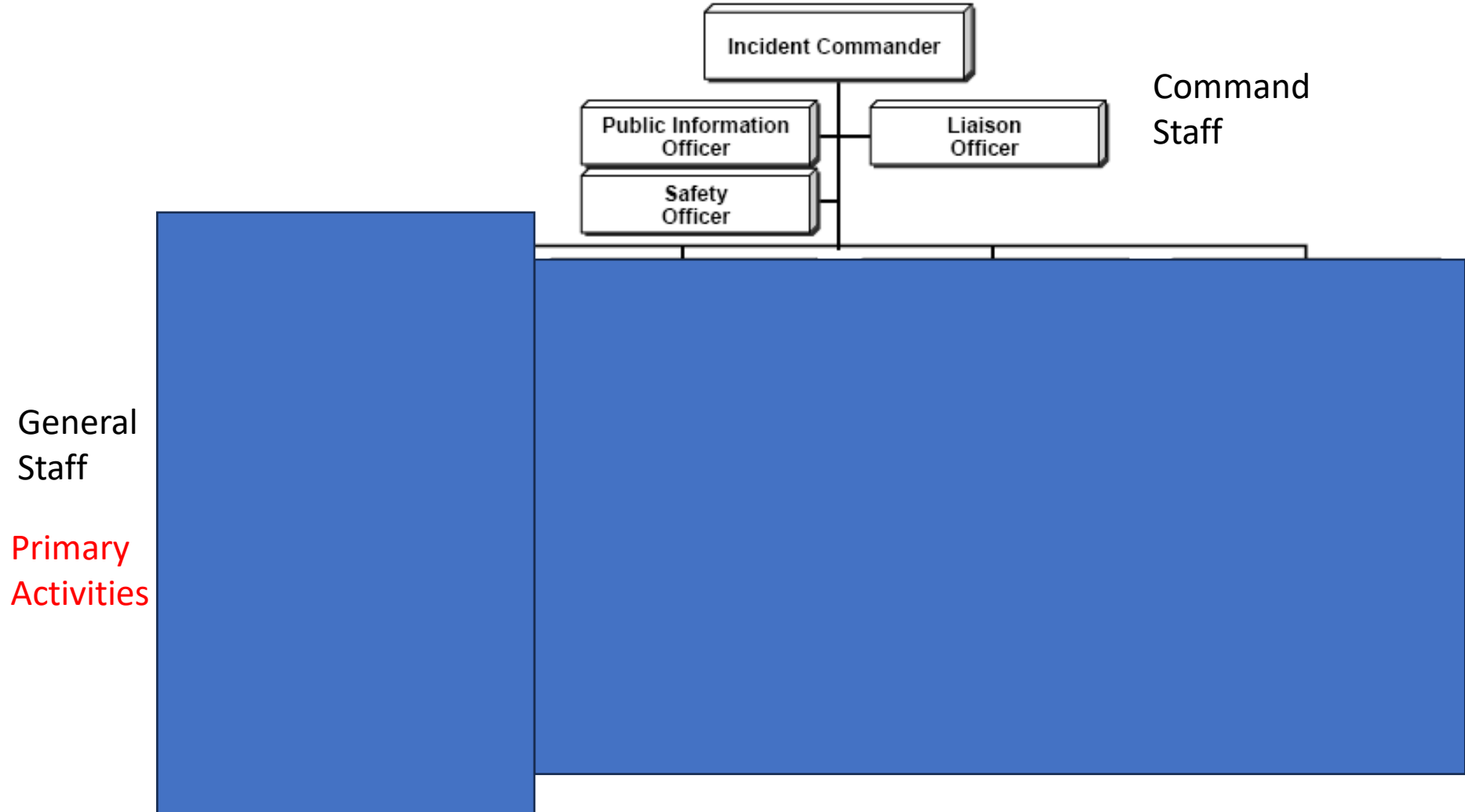
▶ Sell




► Risk Management



Incident Command System Management Model





2nd Foresight Value Architecture (for Bringing Socially Responsible Technology To Market 1990 – 1995 and 1996 – 2023



Map

Pitch

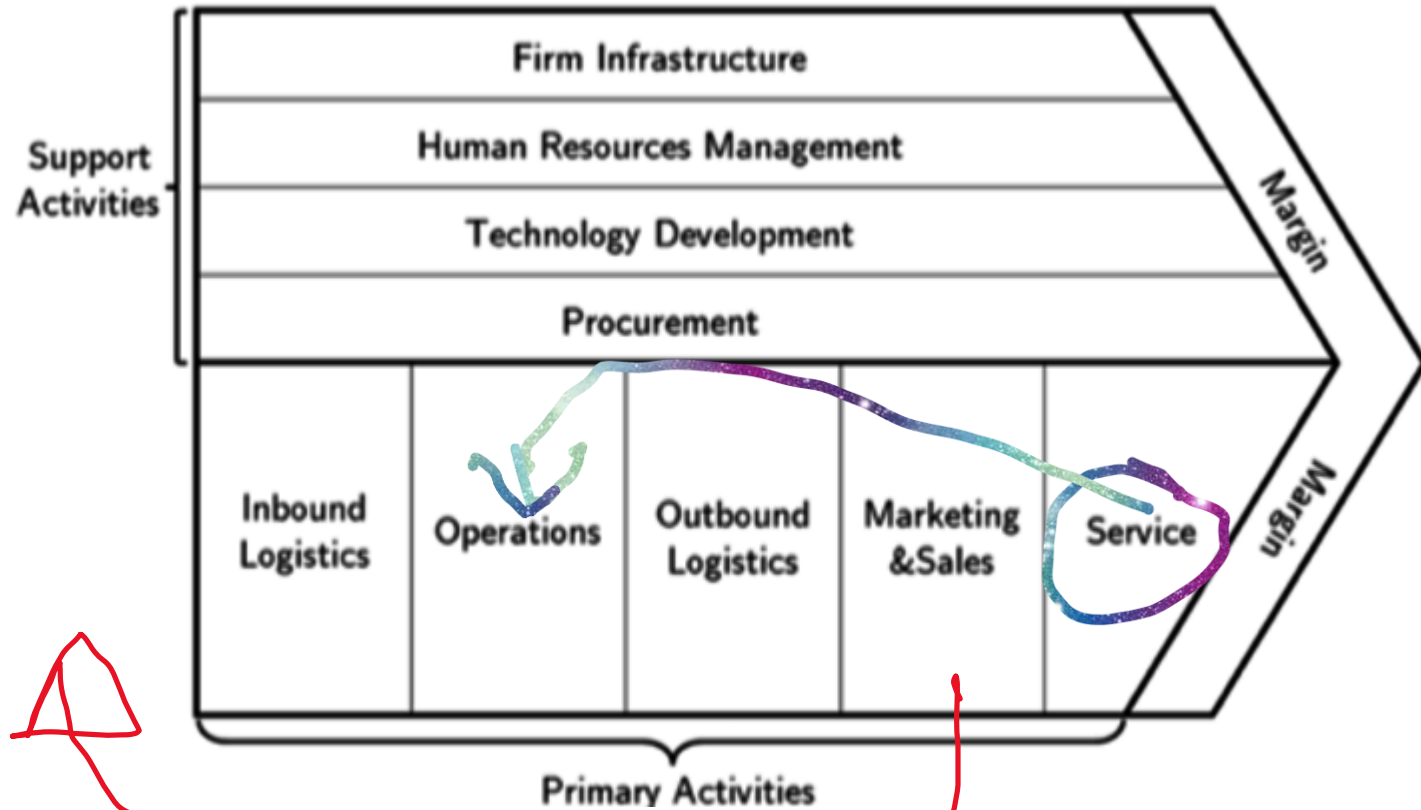
Negotiate

Internet Disruption and Early AI

► Ecosystem for Value Architecture



▶ Value Chain



Technology Transfer and Commercialization – 1st Phase

Leadership

- Mentor/Coach with Admin Asst.
- Intellectual Supply Chain critical
- Customer and Cash flow driven
- By end, ops mgr. or equivalent

8 – 15 Staff Members

- Function focused self-managing teams
- Increasing % of worker bees replaced by gig hires
- Cross trained
- Work hard, party hard

▶ Technology Transfer and Commercialization – 2d Phase

Leadership

- Managerial Approach
- Efficient Value Creation Focus
 - > Training or System problem before Personnel Problem approach
- Function managers
- Supply Chain Management critical
- Around 25, don't know all the staff anymore

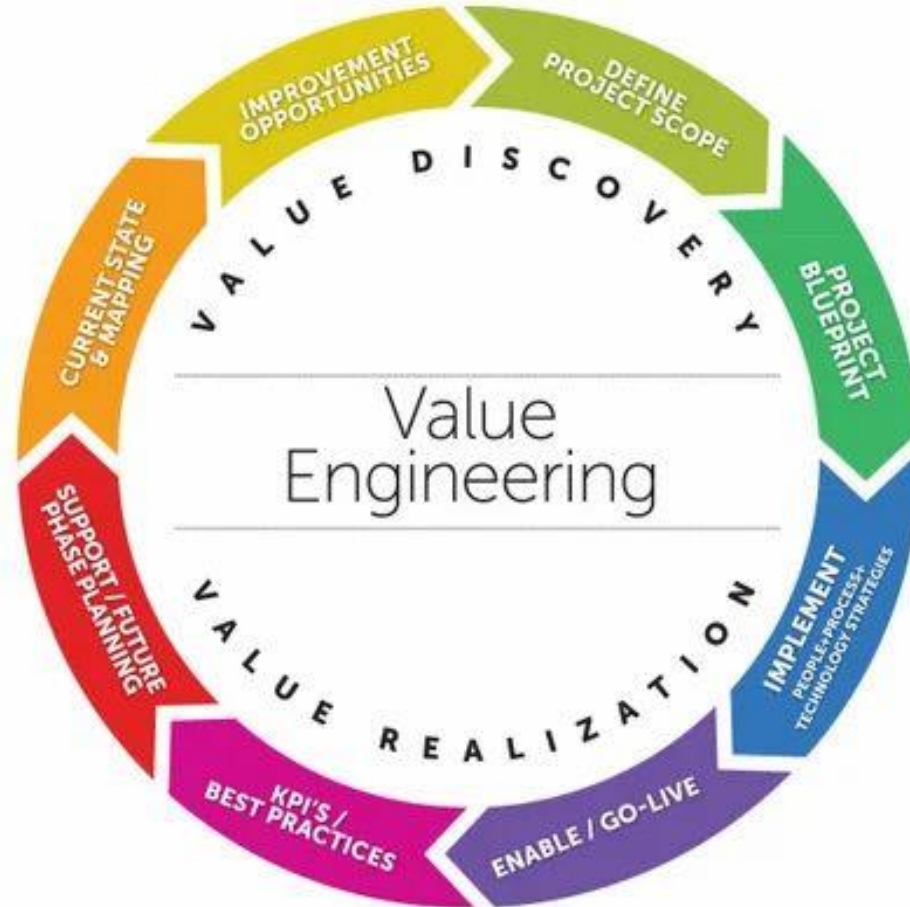
16-80+ Staff Members

- Function focused
- Majority worker bees
- Specialization
- Generic culture and ops training
- KPIs and formal reviews
- Limited/structured entrepreneurial opportunities

▶ Total Quality Management



▶ Value Engineering

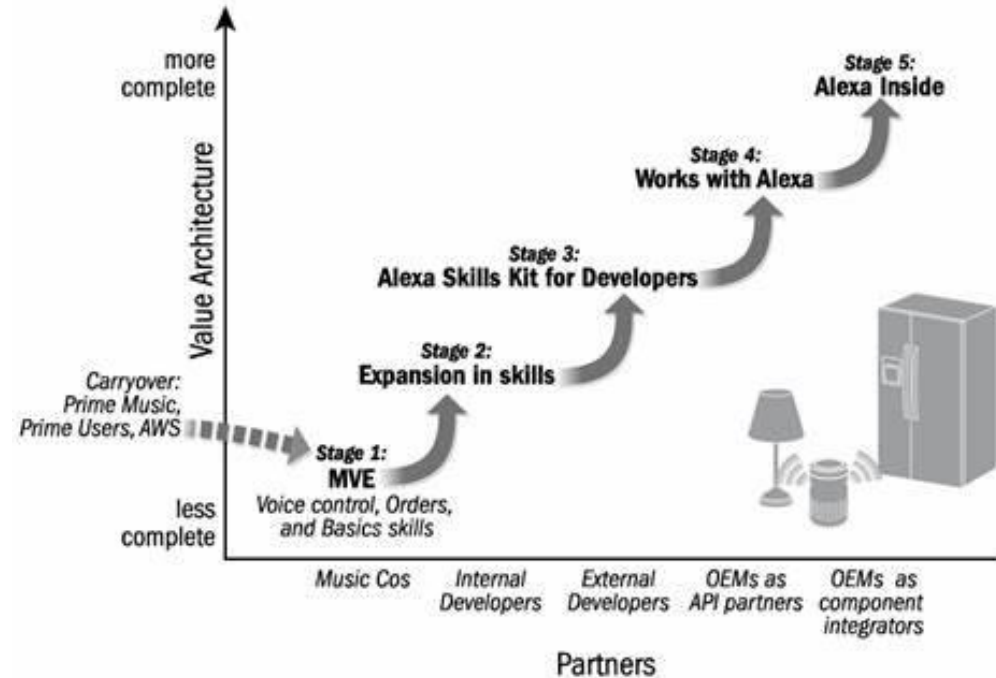
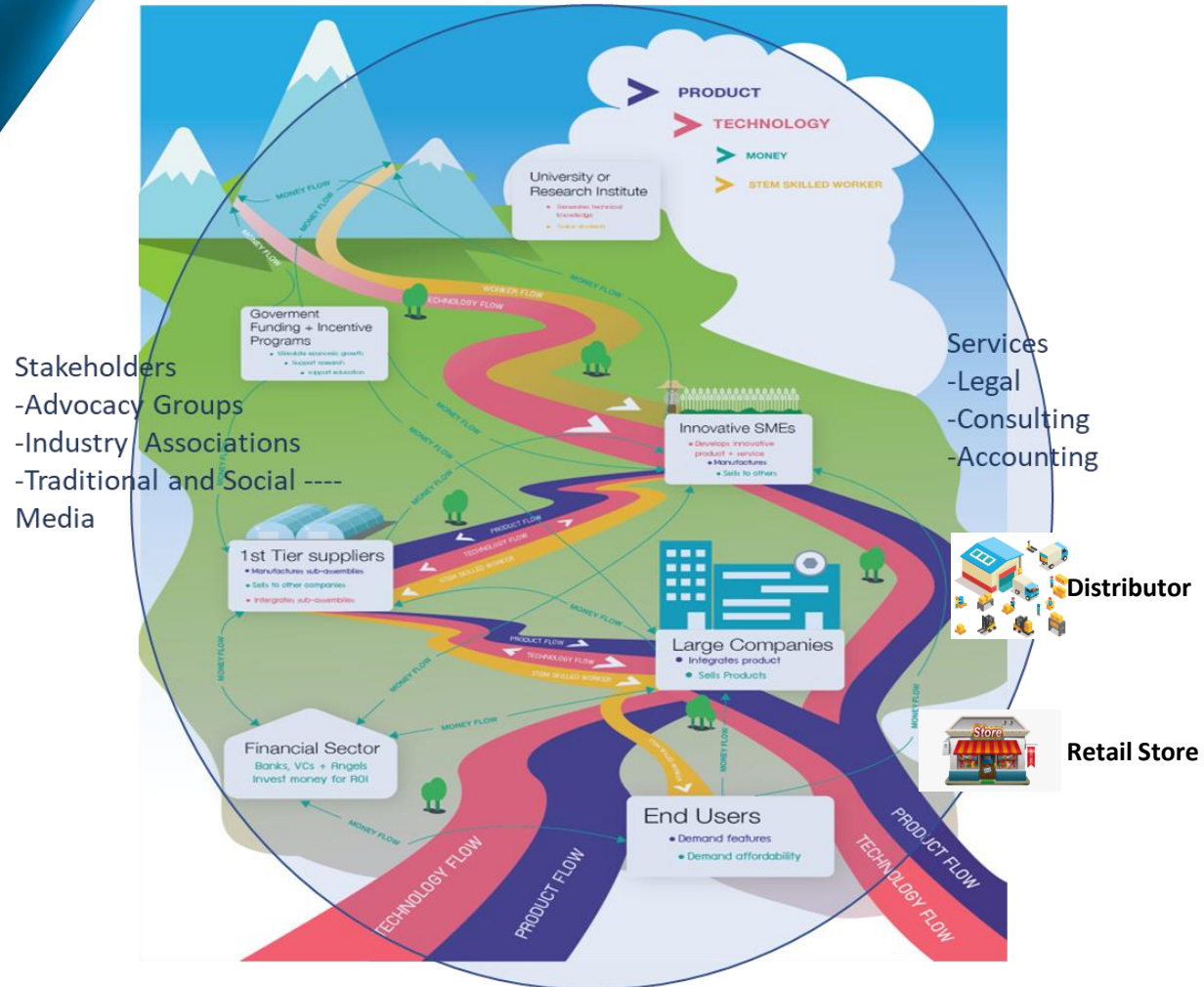


3rd Value Architecture (For Creating Beneficial Impacts through Better Technology) 2024 - ?

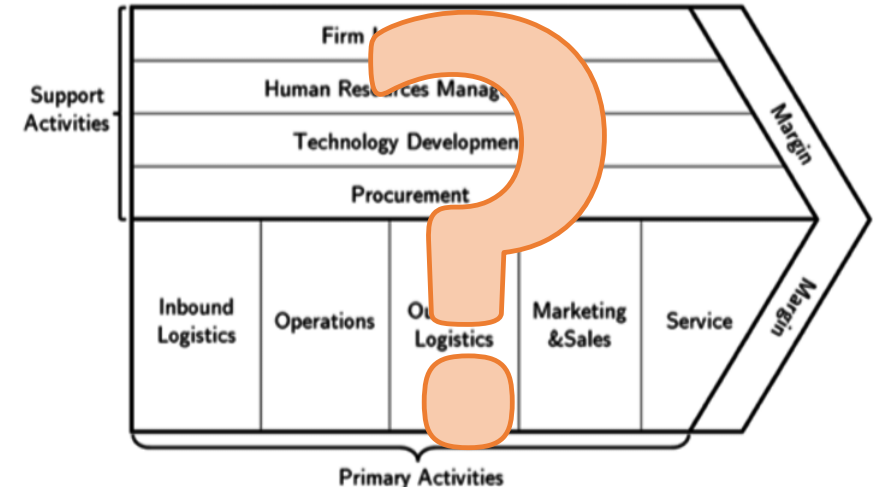
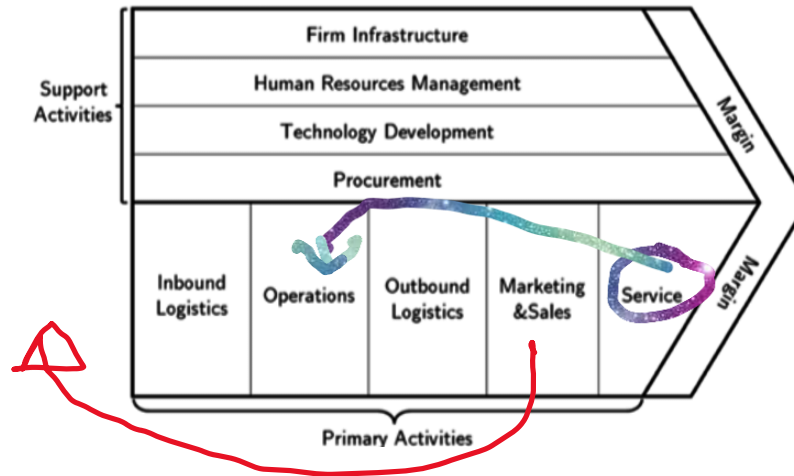


AI Disruption

► Ecosystem for Value Architecture



▶ Value Chain



▶ **Managing Disruption**

Leadership

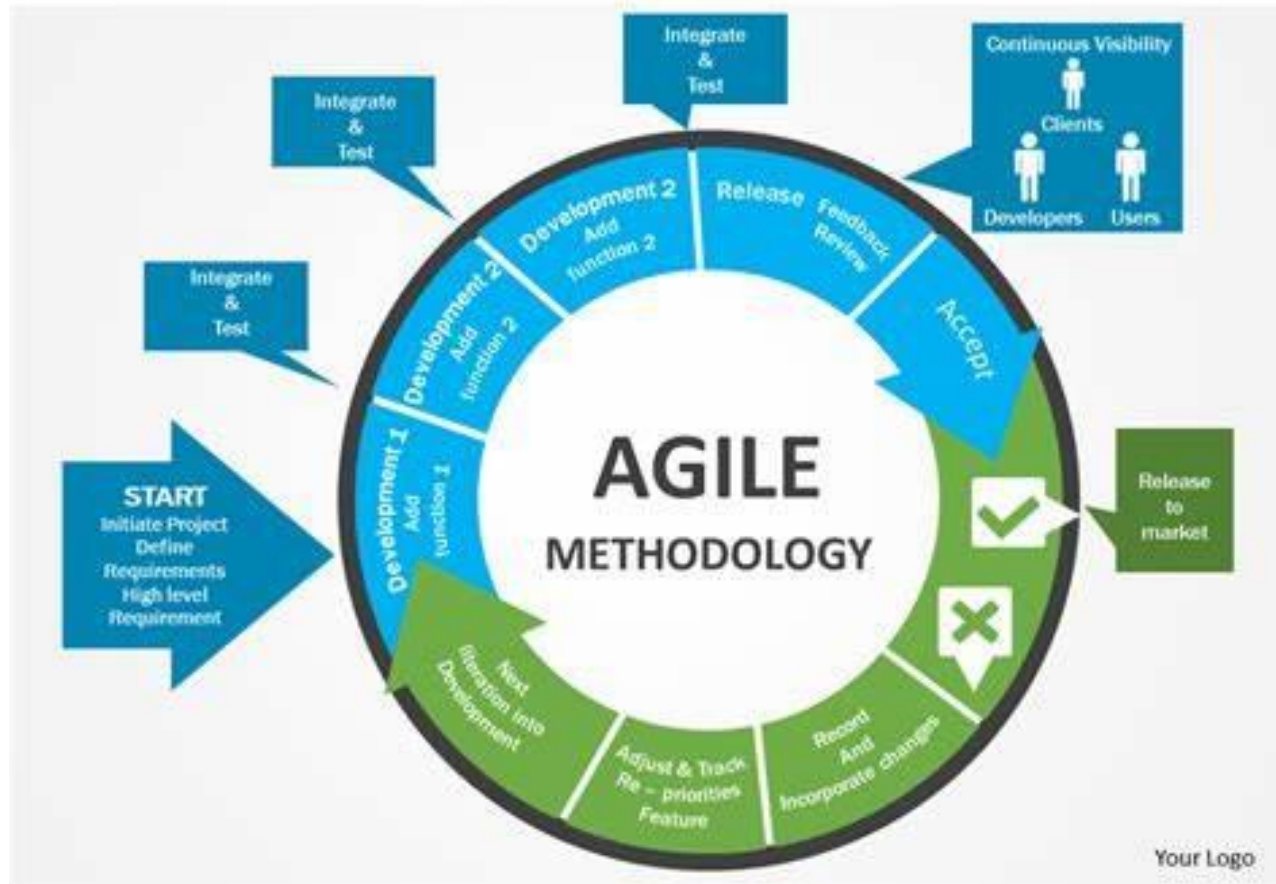
- Visionary Board with Strong Customer Ties
- Entrepreneurial CEO w Managerial President
- Strategy driven (growth and survival)
- Value Element managers
- Intellectual & people supply chain critical
- Establishment of formal NPD unit

80+ - ~130 Staff Members

- Tiger Teams
- KPIs and formal reviews
- Entrepreneurial opportunities with formal review process

▶ Agility

Agile Methodology Business Process



▶ The Best Advice I Was Given Along the Way

Strategy

- **“You know where you want to go but that doesn’t mean you know how to get there.”** Lorry Lokey, Business Wire
- **“Business Plans are overrated.”** Clifford Drown, Boeing
- **“Without positive cash flow companies die.”** David Speser, Foresight Science & Technology



▶ **Discussion and Break for 10 Minutes**



▶ Value Architecture and Business Model Canvases

Value Architecture (Strategy)

- What is the value proposition
- How will you deliver it
- What's the tasking for the Value Elements

Business Model Canvas (Tactics)

- What makes this a viable enterprise
- What's the value chain
- How will you make it profitable

▶ Value Architecture

Value Architecture			
Value Proposition:			
Value Element	Value Contribution	Critical Tasking	Source of Funding
Name:			
Name:			Workt
Name:			
Name:			

▶ Business Model Canvas

Business Model Canvas

Product/Service, Line, or Family

From Value Architecture

Key partners

From gaps between Key Activities and Key Resources

Key activities

From Value Architecture & Value Chain Mapping

Key resources

*Your people
Your equipment
Your facilities
Your Capital*

Value proposition

*What are you offering
Why should anyone care
Why are you the best ones to provide it
What does it cost*

Customer relationships

*B to B or B to Consumer
One time or repeating
Product/Service or + consumables, augmented features*

Channels

*Marketing
Sales
Placing*

Customer segments

*Who is the ultimate end-user
Who are you selling to
Who is paying you
What characterizes them
Where are they*

Cost structure

*From Key Activities, Key Resources, and Key Partners.
Fixed v. Variable Costs along the Value Chain*

Revenue streams

From Product/Service, Customer Segments and Customer relationships

How Do You Tell If It's Working and If Not, What is Not

→ Primary Metrics

- > Customer Satisfaction
- > Employee and Partner Satisfaction
- > NPV (Session 6)

→ What is the fix, if not?

> Product

- Voice of the Customer and Competitive Advantage (Session 2)
- New Product Development review (Session 3)

> Value Chain (Session 4)

- People and contractors/consultants, vendors, other partners
 - System or training
 - Yellow Card, Red Card or Baseball's 3 strikes
 - Make or Buy (Replace)
- Equipment and facilities
 - Repair or replace
 - Partner

> Strategy

- Change or keep Value Architecture
- Change or keep BMC
- SWOT in light of relevant strategy alignment (Session 5)



▶ Closing Thoughts

1. Be clear about where you want to go and flexible about how you get there.
2. Focus on value creation and risk reduction.
3. People are the most critical resource - invest in them to get the best and to keep them.
4. Maintain a viable span of control.
5. Quality is everyone's job.

▶ Thank you!

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