



Parenting an organisation

There are many similarities between parenting a child and parenting an organisation. A parent, parents a child right from the time the foetus is in the womb to birth, and then through infancy, being a toddler, a child, a teenager, a young adult, a grown up adult, middle age and thereafter. An organisation also goes through a very identical growth path, requiring very similar parenting.

The contours of parenting change with the changing maturities, requiring different responses appropriate to the maturity. The child depending upon the stage of maturity requires nurturing, support, supervision, control, guidance, and review. Of course, right from the time in the womb, the parents are planning for the brightest future for the child.

All this also requires creating and managing the right circumstances and environment for its growth.

Even in the child's life, there are stakeholders. The number of stakeholders and the magnitude of their interest keep increasing over the life span. Similarly, the number and magnitude of stakeholder expectations change over the life of an organisation.

Programme content

The program would

- liken every stage of child parenting to contextualize it to organisation parenting,
- bring out the key characteristics at each stage of growth
- highlight the support and the affirmative responses that have to be provided at the respective stages
- introduce concepts of
- stakeholders
- planning
- support, supervision, control, guidance, and review
- creating the right environment

✓ **Case studies of an organisation that has not parented well**



Will take the participants through the facts of an organisation, the way the organisation has handled its growth and the present the position, which is not at all envious, in fact far from it.

✓ **Appreciating stakeholder expectations**

The stakeholders to an organisation are its promoters / shareholders, employees, customers, suppliers, lenders, government, society, etc.,. This section will cover the expectations of each of the stakeholders and how each of them view the organisation from their point of view.

✓ **Business planning**

The participants will be taken through the various aspects of business planning and the benefits.

✓ **Controls, systems & reviews**

Organisations should be system centric and not people centric. There would be discussions on systems & controls & governance.

✓ **Some people aspects**

Will discuss people parity; roles, responsibilities & accountability; loyalty dilemma; people rules

This would be a one day programme