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## Growing Pains Building Sustainably Successful Organizations

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Make the necessary transitions required to ensure sustainable success; Some companies, even after brilliant beginnings, lose their way as growth throws them for a loop. Growing Pains identifies the underlying factors that promote long term success, and gives you a framework for successfully managing the transitions of growth.

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An insightful and practical toolkit for managing organizational growth. Growing Pains is the definitive guide to the life cycle of an organization, and the optimization strategies that make the organization stronger. Whether growth is rapid, slow, or not occurring at all, this book provides a host of solid tools and recommendations for putting everything in order.

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Growing Pains deals with the problems of building sustainably successful organizations ® over the long term. The first edition of this book published in 1986 and titled, How to Make the Transition from Entrepreneurship to a Professionally Managed Firm was written after Eric Flamholtz became aware of the paucity of theory, research, and tools for the management of entrepreneurial organizations.

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This book provides a practical framework for managing the process, applicable to organizations of all sizes. Understand the key stages of growth and the challenges of each Measure your organization's growing pains and development Deploy new tools that facilitate positive organizational development Make the necessary transitions required to ensure sustainable success Some companies, even after

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rapid, slow, or not occurring at all, Eric G. Flamholtz and Yvonne Randle provide a wealth of effective  
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