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SMALL GIANTS

Companies
that Choose to
be Great Instead of Big

"This book should inspire thousands of entrepreneurs"
Jim Collins, author of *Good to Great*

Bo Burlingham



Small Giants Companies That Choose To Be Great

Bo Burlingham



Small Giants Companies That Choose To Be Great:

Small Giants Bo Burlingham, 2016-10-11 How maverick companies have passed up the growth treadmill and focused on greatness instead It s an axiom of business that great companies grow their revenues and profits year after year Yet quietly under the radar a small number of companies have rejected the pressure of endless growth to focus on more satisfying business goals Goals like being great at what they do creating a great place to work providing great customer service making great contributions to their communities and finding great ways to lead their lives In *Small Giants* veteran journalist Bo Burlingham takes us deep inside fourteen remarkable companies that have chosen to march to their own drummer They include Anchor Brewing the original microbrewer CitiStorage Inc the premier independent records storage business Clif Bar Righteous Babe Records the record company founded by singer songwriter Ani DiFranco Union Square Hospitality Group the company of restaurateur Danny Meyer and Zingerman s Community of Businesses including the world famous Zingerman s Deli of Ann Arbor Burlingham shows how the leaders of these small giants recognized the full range of choices they had about the type of company they could create And he shows how we can all benefit by questioning the usual definitions of business success In his new afterward Burlingham reflects on the similarities and learning lessons from the small giants he covers in the book

Small Giants Bo Burlingham, 2017-08-07 *Small Giants Companies That Choose to Be Great Instead of Big* By Bo Burlingham

Finish Big Bo Burlingham, 2014-11-28 No two exit experiences are exactly alike Some people wind up happy with the process and satisfied with the way it turned out while others look back on it as a nightmare The question I hope to answer in this book is why What did the people with good exits do differently from those who d had bad exits When pioneering business journalist and Inc magazine editor at large Bo Burlingham wrote *Small Giants* it became an instant classic for its original take on a common business problem how to handle the pressure to grow Now Burlingham is back to tackle an even more common problem how to exit your company well Sooner or later all entrepreneurs leave their businesses and all businesses get sold given away or liquidated Whatever your preferred outcome you need to start planning for it while you still have time and options The beautiful part is that if you start early enough the process will lead you to build a better stronger more resilient company as well as one with a higher market value Unfortunately most owners don t start early enough and pay a steep price for their procrastination Burlingham interviewed dozens of entrepreneurs across a range of industries and identified eight key factors that determine whether owners are happy after leaving their businesses His book showcases the insights exit plans and cautionary tales of entrepreneurs such as Ray Pagano founder of a leading manufacturer of housings for security cameras He turned down a bid for his company and instead changed his management style resulting in a subsequent sale for four times the original offer Bill Niman founder of the iconic Niman Ranch which revolutionized the meat industry He learned about unhappy exits when he was forced to sell to private equity investors leaving him with nothing to show for his thirty five years in business Gary Hirshberg founder of organic yogurt pioneer

Stonyfield Farm He pulled off the nearly impossible task of finding a large company that would buy out his 275 small investors at a premium price while letting him retain complete control of the business Through such stories Burlingham offers an illuminating and inspirational guide to one of the most stressful and yet potentially rewarding processes business owners must go through And he explores the emotional challenges they face at every step of the way At the end of the day owning a business is about more than selling goods and services It s about making choices that shape your entire life both professional and personal Finish Big helps you figure out how to face your future with confidence and be able to someday look back on your journey with pride *Small Giants*,2010 **Summary: Small Giants** Businessnews

Publishing,2016-09-16 The must read summary of Bo Burlingham s book Small Giants Companies that Choose to Be Great Instead of Big This complete summary of the ideas from Bo Burlingham s book Small Giants shows how many people believe that success must be measured by growth However the vast majority of businesses are privately owned and can stay the same size and still generate excellent profits year after year In his book the author identifies seven keys to success for small business giants and how they can be implemented into any business This summary is the perfect guide for any businessperson that wants their company to work for them and their lifestyle Added value of this summary Save time Understand key concepts Expand your knowledge To learn more read Small Giants and discover how you can still be successful and generate profits without becoming a large publicly owned business **Small Giants** Bo Burlingham,2019-08-07 Small Giants Companies That Choose to Be Great Instead of Big by journalist Bo Burlingham author of Finish Big and co author of Street Smarts Most companies focus on growing their profits year after year however there are some companies that don t focus on profits and instead focus on being great at what they do Anchor Brewing Union Square Hospitality Group Citi Storage Inc and 11 other companies Korean edition translated by Kim Ju Ri The Management Gurus Chris Lauer,Soundview Executive Book Summaries Eds.,2008-07-31 Insightful summaries of fifteen outstanding management books Since 1978 Soundview Executive Book Summaries has offered its subscribers condensed versions of the most relevant and influential business books published each year The company has won acclaim as the definitive selection service for business book readers Following its successful first collection The Marketing Gurus Soundview has now compiled The Management Gurus which includes summaries of fifteen management classics One of them is a previously unpublished summary Jack Welch and the 4 E s of Leadership Other featured books include Winning with People by John Maxwell Judgment by Noel Tichy and Warren Bennis Managing Crises Before They Happen by Ian I Mitroff These summaries distill thousands of pages about leadership strategy crisis management organizational behavior and more perfect for busy executives and students *Companies We Keep* John Abrams,2008-11-08 Part memoir and part examination of a new business model the 2005 release of The Company We Keep marked the debut of an important new voice in the literature of American business Now in Companies We Keep the revised and expanded edition of his 2005 work John Abrams further

develops his idea that companies flourish when they become centers of interdependence or communities of enterprise. Thoroughly revised with an expanded focus on employee ownership and workplace democracy, *Companies We Keep* celebrates the idea that when employees share in the rewards as well as the responsibility for the decisions they make, better decisions result. This is an especially timely topic. Most of the baby boomer generation, the owners of millions of American businesses, will retire within the next two decades. In 2001, 50,000 businesses changed hands. In 2005, that number rose to 350,000. Projections call for 750,000 ownership transitions in 2009. Employee ownership, in both the philosophical and the practical sense, is gathering steam as businesses change hands, and Abrams examines some of the many ways this is done. *Companies We Keep* is structured around eight principles from *Sharing Ownership and Cultivating Workplace Democracy* to *Thinking Like Cathedral Builders* and *Committing to the Business of Place* that Abrams has discovered in the 32 years since he cofounded South Mountain Company on the island of Martha's Vineyard. Together, these principles reveal communities of enterprise as a potent force of change that can and will improve the way Americans do business. [The Great Game of Business, Expanded and Updated](#) Jack Stack, Bo Burlingham, 2013-07-16. In the early 1980s, Springfield Remanufacturing Corporation (SRC) in Springfield, Missouri, was a near-bankrupt division of International Harvester. That's when a green young manager, Jack Stack, took over and turned it around. He didn't know how to manage a company, but he did know about the principal of athletic competition and democracy: keeping score, having fun, playing fair, providing choice, and having a voice. With these principals, he created his own style of management: open book management. The key is to let everyone in on financial decisions. At SRC, everyone learns how to read a P&L; even those without a high school education know how much the toilet paper they use cuts into profits. SRC people have a piece of the action and a vote in company matters. Imagine having a vote on your bonus and on what businesses the company should be in. SRC restored the dignity of economic freedom to its people. Stack's open book management is the key: a system which, as he describes it here, is literally a game and one so simple anyone can use it. As part of the Currency paperback line, the book includes a User's Guide, an introduction, and a discussion guide created for the paperback by the author to help readers make practical use of the book's ideas. Jack Stack is the president and CEO of the Springfield Remanufacturing Corporation in Springfield, Missouri. The recipient of the 1993 Business Enterprise Trust Award, Jack speaks throughout the country on *The Great Game of Business and Open Book Management*. **Playing with Purpose** Steve Hutchinson, Helen Lawrence, 2017-03-02. *Playing with Purpose* shows how a facilitator, coach, manager, people developer, or trainer can invent or reinvigorate an artificial learning experience and make it so much more than a game. The authors look at a range of dilemmas, challenges, and problems faced by anyone wanting to run memorable training sessions, classes, and project meetings, and then demonstrate how to get powerful lessons from the simplest of household and office objects and situations. The exercises and ideas outlined provide a focused examination of a range of training aims and outcomes, including leadership, teamwork, communications, equality, and diversity, feedback, and

personal effectiveness as well as general energisers closers and problems to be solved Steve Hutchinson and Helen Lawrence believe that seeing their sustainable creative approach to experiential learning explicitly laid out will give you the confidence to develop your own solutions

Growing Local Value Laury Hammel, Gun Denhart, 2007 Growing a successful business is about meeting the needs of customers and by extension the needs of the entire community Turn your business into a good citizen and you can help ensure its success and contribute to making your community a great place to live and work Growing Local Value shows how to build a values driven business that is deeply embedded in local life Drawing on real world examples from Greyston Bakery Wild Planet Toys Powell s Books and many other companies Laury Hammel and Gun Denhart show how you can leverage every aspect of your business from product creation to employee recruitment vendor selection and raising capital to benefit both the community and the bottom line Growing Local Value explores in depth how your business can contribute to its community and the benefits it will receive when it does

Get A Grip Gino Wickman, Mike Paton, 2014-04-08 It s time to take your business to the next level Eileen Sharp and Vic Hightower were frustrated After years of profitable predictable growth Swan Services was in a rut Meetings were called and discussions held but few decisions were made and even less got done People were pointing fingers and assigning blame but nothing happened to solve Swan s mounting problems It felt as though they were working harder than ever but with less impact The company Eileen and Vic had founded and built for 10 years was a different place It just wasn t fun anymore Their story is not unusual The challenges they were facing are common predictable and solvable Get A Grip tells the story of how Swan Services resolves its issues by implementing the Entrepreneurial Operating System With the help of EOS Eileen Vic and their leadership team master a set of managerial tools that allow them to get traction on their business grow the business and deliver better results for clients The story of Swan Services is a fable but the Entrepreneurial Operating System is very real and has helped thousands of businesses worldwide A complete entrepreneurial toolkit EOS has helped thousands of businesses get to where they want to be In Get A Grip learn how Swan Services leaders learned to develop and commit to a clear vision establish focus build discipline and create a healthier and more cohesive team With characters and situations created from collective business experiences and stories Get A Grip is a fable that will ring true for entrepreneurial leaders the world over and guide them to get their companies on track

German Family Enterprises Maximilian Lantelme, Laura K. C. Seibold, Hermut Kormann, 2021-03-26 The second edition of this professional guide presents an extended overview of the German family enterprise landscape including its structure and industry distribution Its goal is to provide a detailed assessment of the development of German family enterprises Based on several new scientific studies conducted by the authors the prerequisites of corporate longevity and mature growth are investigated in detail Analyzing data from over 500 family firms the book offers a valuable reference guide for market research and academic research on family owned enterprises A unique factor the authors revealing insights into the decline of family firms

The 4-Hour Workweek, Expanded and Updated Timothy

Ferriss, 2009-12-15 The New York Times bestselling author of The 4 Hour Body shows readers how to live more and work less now with more than 100 pages of new cutting edge content Ever wonder How can I work smarter and not harder Forget the old concept of retirement and the rest of the deferred life plan there is no need to wait and every reason not to especially in unpredictable economic times Whether your dream is escaping the rat race experiencing high end world travel or earning a monthly five figure income with zero management The 4 Hour Workweek is the blueprint This step by step guide to luxury lifestyle design teaches How Tim went from 40 000 per year and 80 hours per week to 40 000 per month and 4 hours per week How to outsource your life to overseas virtual assistants for 5 per hour and do whatever you want How blue chip escape artists travel the world without quitting their jobs How to eliminate 50% of your work in 48 hours using the principles of a forgotten Italian economist How to trade a long haul career for short work bursts and frequent mini retirements The new expanded edition of Tim Ferriss The 4 Hour Workweek includes More than 50 practical tips and case studies from readers including families who have doubled income overcome common sticking points and reinvented themselves using the original book as a starting point Real world templates you can copy for eliminating e mail negotiating with bosses and clients or getting a private chef for less than 8 a meal How Lifestyle Design principles can be suited to unpredictable economic times The latest tools and tricks as well as high tech shortcuts for living like a diplomat or millionaire without being either The 4-Hour Work Week Timothy Ferriss, 2007 Offers techniques and strategies for increasing income while cutting work time in half and includes advice for leading a more fulfilling life **No Man's Land** Doug Tatum, 2007-09-13 If starting a company is difficult leading a company once the business has caught fire is infinitely more so Thousands of startups each year approach the dangerous transition that Doug Tatum calls No Man's Land when they are too big too be considered small but still too small to be considered big Rapid growth is every entrepreneur's dream but it never comes easily and is usually rife with dilemmas Such growth should spark self discovery acquired discipline and positive but difficult transition Unfortunately it often becomes an agonizing battle between the tendencies of a lonely entrepreneur and certain immutable laws of growth The result is confusion frustration stagnation loss of employee morale and at worst financial failure The good news is that Doug Tatum knows exactly what it takes to get through No Man's Land a map a high place from which to orient yourself and navigational rules to help you track your progress Through case studies and stories of successes and failures No Man's Land will help you learn how to Align your growing company with its market Execute the necessary changes in your management Confirm that your financial model is scalable Attract money and make smart decisions about financing your business If you're an entrepreneur this book will help you make your company all it can be and all you want it to be Leaders: Learn to Attract Top Talent Jim Kerr and Steven Kenney, 2014-09-17 How do senior leaders differentiate their companies from the competition By hiring top talent In this issue of TD at Work James M Kerr and Steven Kenney speak to senior leaders about how they can work with talent development professionals and put in place practices to attract quality employees They use

these four lenses to examine the best ways to craft strong cultures organizational identity human operating systems talent cultivation workplace evolution *Smart Stewardship for Nonprofits* Peter C. Brinckerhoff, 2012-03-06 A practical guide to effective decision making frameworks and tools for nonprofits that ensure successful stewardship The basic tenets of decision making for nonprofits are similar whether you're growing shrinking or trying to think your way out of a box Smart Stewardship for Nonprofits provides the tools to make the best stewardship decisions in these varied but common situations Coverage includes the keys to smart stewardship for your nonprofit the smart stewardship decision tree understanding capability and capacity making innovation the norm understanding the true cost of growth going to scale and smart stewardship in bad times Features tools to make the best stewardship decisions in every kind of situation Written for executive directors of nonprofit organizations nonprofit board members CPAs and other financial counsel for nonprofits development directors Provides a website hosting a variety of online tools and materials Also by Peter Brinckerhoff Mission Based Marketing Mission Based Management Social Entrepreneurship and Faith Based Management With innovative organizational change initiatives to foster new growth and effectiveness Smart Stewardship for Nonprofits offers your nonprofit the critical guidance it needs to get there It's About Excellence David W. Gill, 2011-08-01 It's About Excellence Building Ethically Healthy Organizations For too many businesses and their leaders today business ethics is just about staying out of jail Litigation indictment and penal system avoidance is not just the first but the only reason they think ethics is important It's about damage control It's not by accident that these damage control ethics programs are generally under the guidance of legal and compliance departments Of course companies need a damage control crisis management trouble shooting component in their ethics and management toolbox But if that's all there is something of critical business value is missing It's About Excellence tells the larger story Ethics is about identifying and pursuing excellence and business achievement It's about getting clear on an inspiring corporate mission and vision building a value embedded culture and pursuing principle guided practices Ethics is not a patch and repair add on here it's something woven through the whole organization created and owned by the whole workforce Living Above the Store Martin Melaver, 2009 Not Merely Sustainable Restorative A viable business is a living thing embedded in the complex web of economy community and ecology Done right business can help correct the modern stresses of environmental degradation and social fragmentation and create value for workers shareholders and additional stakeholders in the community Living Above the Store explores a road less traveled and chronicles how business can navigate a new path toward successful restorative practices Book jacket

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