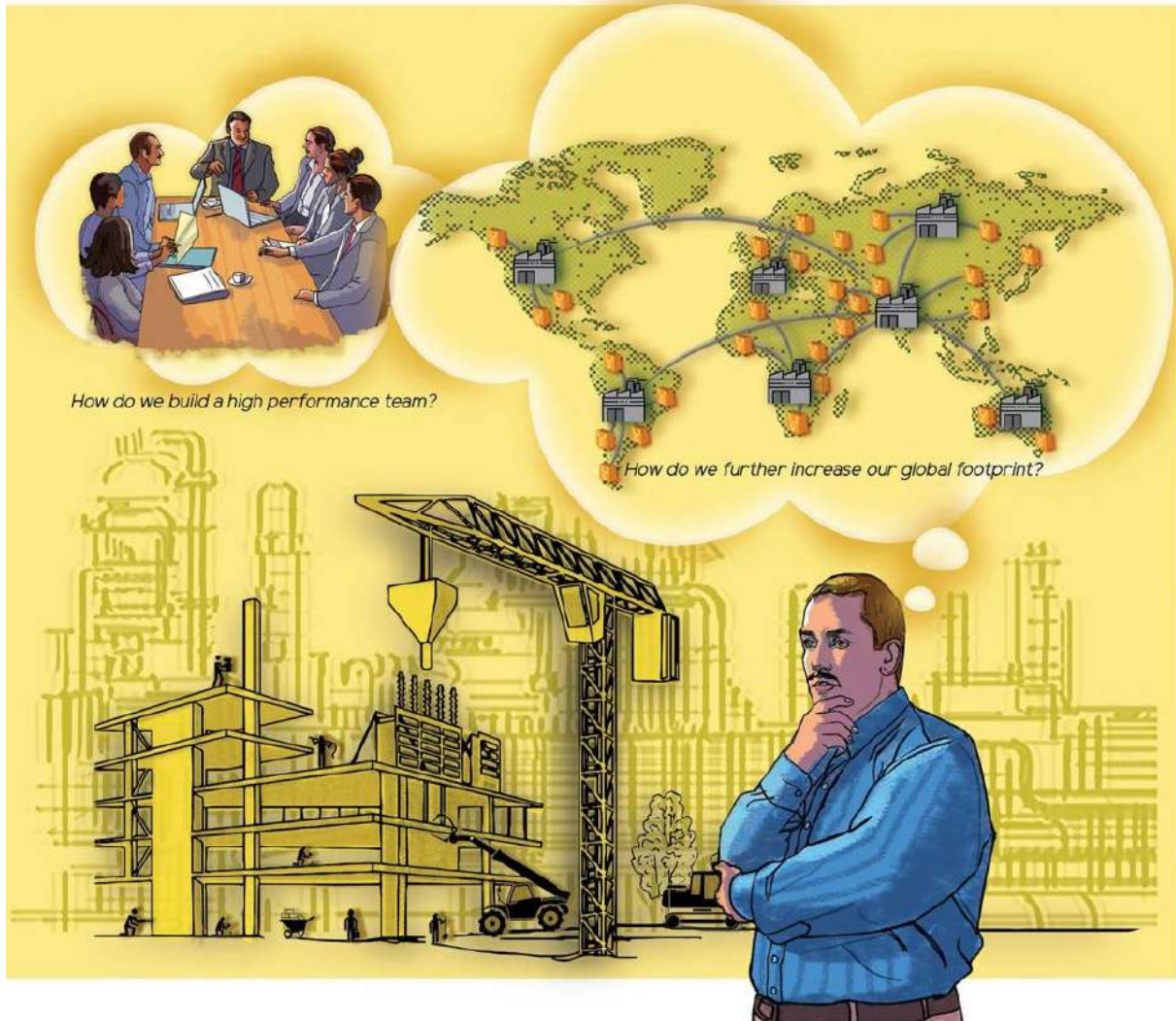


## Indian Family Businesses

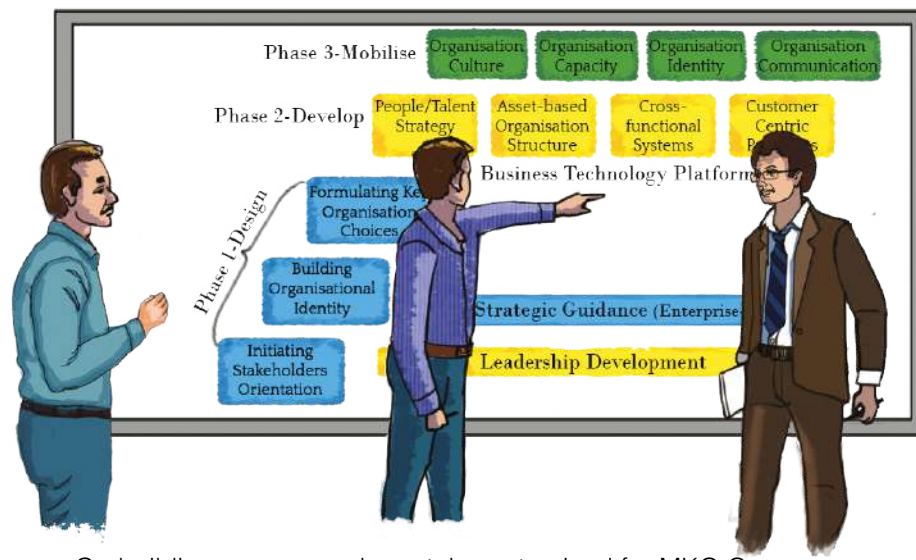
# Building a Growth Centric 21<sup>st</sup> Century Organisation

Date: 14 June 2017, Category: Insights on Business & Organisation Transformation, By SOCH Business Mentors LLP



Mr. Ramesh and his business partners realised that to thrive in global competition, MKG Group, a parent company with interests in various industries, will have to proactively adopt the best approaches and global practices. They will primarily have to:

- a) Create a 21st century sustainable organisation, run by a professional management team that delivers exponential growth for the family-owned business
- b) Build an unparalleled brand to attract customer loyalty and retain the best people in the organisation



Co-building an approach acutely customised for MKG Group

We, SOCH Business Mentors, worked with the founders and the management team to gain a deeper understanding of the problem areas and co-develop a multi-year strategy to achieve the ambition.

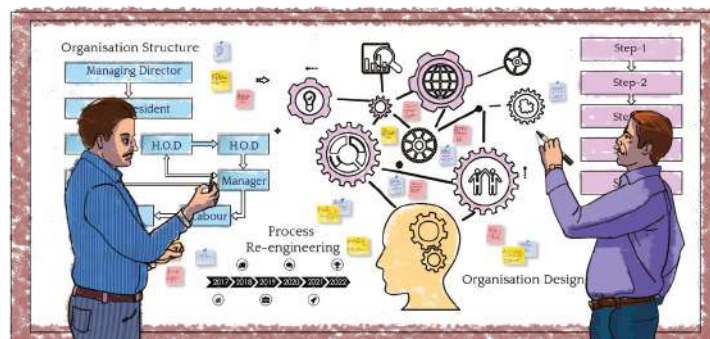
We started by having a series of discovery-led conversations and meetings to understand the founders' core belief system, aspirations and expectations from the business, today and tomorrow.



Working with founders to mentor next-in-line leadership

To deal with the dilemmas that emerged from cross-functional execution, our leadership mentors enabled the founding partners by enhancing internal clarity and facilitated essential dialogues for better decision making.

To create a high yielding organisation, we first analysed the current organisation design and ethos. Post analysis, we redesigned the organisation structure and formulated key choices on different business drivers such as workforce, management, vendors, suppliers, culture, processes and systems.



Designing the organisational structure, systems and processes



To achieve exponential growth, we directly engaged with the management and the workforce to integrate them with the new systems and processes. We focused on eliminating the bottlenecks that impact organisational performance.



Implementing the new systems and processes on the factory floor

The customised approach to deal with unique challenges and aspirations of MKG Group is capable of delivering engaged and high performing organisation that delivers sustainable growth.



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