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Business Book of the Year



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

David W. Gill



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 **Small Giants**, 2010 *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

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

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 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

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 **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 **Who's Your Gladys?** Marilyn SUTTLE,Lori Jo VEST,2009-09-09 Every customer oriented business has its own Gladys someone who demands more than most companies are able or willing to give one who pushes front line service representatives buttons one who requires a higher degree of skill to manage One who let s just say it can be difficult Yet how is it that some businesses prove able not only to satisfy their Gladys but turn her into one of their most loyal utterly pleased customers Filled with inspiring real life case studies Who s Your Gladys reveals how large and small companies from a variety of industries avoid creating difficult customers in the first place Readers will discover how they can Create a culture that values compassionate connection with their customers Use creative problem solving and emotional management skills to turn challenging situations into opportunities to strengthen relationships Form strong bonds by paying close attention to people s needs Customize service to different market segments Cement unbreakable customer relationships with absolutely anyone The Boss of You Emira Mears,Lauren Bacon,2008-04-15 Female entrepreneurs are a growing force to be reckoned with Each year more and more women take the initiative and start their own business ventures at twice the rate of men Women continue to reshape the business world with innovative models both large and small So why is there a lack of clear cut expert advice aimed at this dynamic female audience In The Boss of You Emira Mears and Lauren Bacon founders

of Raised Eyebrow Web Studios Inc and co editors of the well known webzine Soapboxgirls set out to answer this question As intelligent entrepreneurs and straightforward writers Emira and Lauren offer insight into beginning and sustaining small businesses from the female perspective Peppered with stories from women who have been there from cautionary tales to success stories The Boss of You provides readers with real advice and career options that will allow them to live their values and achieve their own version of work life balance Whether you are an established professional or an entrepreneurial newbie The Boss of You is the definitive guidebook for starting maintaining and enjoying your own business Brand Ted Matthews,2013-05-22 After 5 years of appearances as a Globe and Mail business bestseller the fully updated and revised edition of this book could not be more timely The first edition was a plea to North American leaders to confront three crises hyper messaging the labor shortage and the rise of China by embracing the fact that a Brand is not a logo advertising or any other marketing communication but what people think of you Unfortunately these crises have only become more serious and the majority of North American executives still fundamentally misunderstand Brand s true meaning Yet there is good news Once you realize that your Brand is what people think of you you realize it is your culture Then you can build a remarkable Brand that cuts through competing messaging helps you attract retain and inspire the best and brightest and leverage the full power of Branding our single remaining advantage over the East Asian economies This new edition is packed with 37 entertaining and practical new stories along with numerous actionable frameworks on how to build a Brand for the 21st century starting by rooting it in an inspiring core purpose and Brand Foundation You can put this book to work at your organization whether B2B not for profit B2C or government today **Built to Sell** John Warrillow,2012-12-24 Run your company Don t let it run you Most business owners started their company because they wanted more freedom to work on their own schedules make the kind of money they deserve and eventually retire on the fruits of their labor Unfortunately according to John Warrillow most owners find that stepping out of the picture is extremely difficult because their business relies too heavily on their personal involvement Without them their company no matter how big or profitable is essentially worthless But the good news is that entrepreneurs can take specific steps no matter what stage a business is in to create a valuable sellable company Warrillow shows exactly what it takes to create a solid business that can thrive long into the future

The book delves into Small Giants Companies That Choose To Be Great. Small Giants Companies That Choose To Be Great is an essential topic that needs to be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Small Giants Companies That Choose To Be Great, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Small Giants Companies That Choose To Be Great
 - Chapter 2: Essential Elements of Small Giants Companies That Choose To Be Great
 - Chapter 3: Small Giants Companies That Choose To Be Great in Everyday Life
 - Chapter 4: Small Giants Companies That Choose To Be Great in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, the author will provide an overview of Small Giants Companies That Choose To Be Great. This chapter will explore what Small Giants Companies That Choose To Be Great is, why Small Giants Companies That Choose To Be Great is vital, and how to effectively learn about Small Giants Companies That Choose To Be Great.
 3. In chapter 2, this book will delve into the foundational concepts of Small Giants Companies That Choose To Be Great. This chapter will elucidate the essential principles that must be understood to grasp Small Giants Companies That Choose To Be Great in its entirety.
 4. In chapter 3, this book will examine the practical applications of Small Giants Companies That Choose To Be Great in daily life. The third chapter will showcase real-world examples of how Small Giants Companies That Choose To Be Great can be effectively utilized in everyday scenarios.
 5. In chapter 4, the author will scrutinize the relevance of Small Giants Companies That Choose To Be Great in specific contexts. This chapter will explore how Small Giants Companies That Choose To Be Great is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, this book will draw a conclusion about Small Giants Companies That Choose To Be Great. The final chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Small Giants Companies That Choose To Be Great.

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Table of Contents Small Giants Companies That Choose To Be Great

1. Understanding the eBook Small Giants Companies That Choose To Be Great
 - The Rise of Digital Reading Small Giants Companies That Choose To Be Great
 - Advantages of eBooks Over Traditional Books
2. Identifying Small Giants Companies That Choose To Be Great
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Small Giants Companies That Choose To Be Great
 - User-Friendly Interface
4. Exploring eBook Recommendations from Small Giants Companies That Choose To Be Great
 - Personalized Recommendations
 - Small Giants Companies That Choose To Be Great User Reviews and Ratings
 - Small Giants Companies That Choose To Be Great and Bestseller Lists
5. Accessing Small Giants Companies That Choose To Be Great Free and Paid eBooks
 - Small Giants Companies That Choose To Be Great Public Domain eBooks
 - Small Giants Companies That Choose To Be Great eBook Subscription Services
 - Small Giants Companies That Choose To Be Great Budget-Friendly Options
6. Navigating Small Giants Companies That Choose To Be Great eBook Formats
 - ePub, PDF, MOBI, and More
 - Small Giants Companies That Choose To Be Great Compatibility with Devices
 - Small Giants Companies That Choose To Be Great Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Small Giants Companies That Choose To Be Great
 - Highlighting and Note-Taking Small Giants Companies That Choose To Be Great
 - Interactive Elements Small Giants Companies That Choose To Be Great

8. Staying Engaged with Small Giants Companies That Choose To Be Great
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Small Giants Companies That Choose To Be Great
9. Balancing eBooks and Physical Books Small Giants Companies That Choose To Be Great
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Small Giants Companies That Choose To Be Great
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Small Giants Companies That Choose To Be Great
 - Setting Reading Goals Small Giants Companies That Choose To Be Great
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Small Giants Companies That Choose To Be Great
 - Fact-Checking eBook Content of Small Giants Companies That Choose To Be Great
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
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Small Giants Companies That Choose To Be Great Introduction

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