

The 7 Stages of Growth Matrix

Themes	Stages of Growth:	Start –Up1	Ramp –Up2	Delegation3	Professional4	Integration5	Strategic6	Visionary7
Total Number of Staff		1–10	11–19	20–34	35–57	58–95	96–160	161–500
Number of Managers		0	1	3–5	6–10	11–16	17–26	27–45
Number of Executives		1	1	1	2–3	4–5	6–8	9–15
Builder–Protector Ratio		4:1	3:1	1:1	3:2	2:1	3:1	2:1
Three Gates Focus	1st Priority	Profit People Process	Profit Process People	People Profit Process	Process Profit People	Profit People Process	People Profit Process	People Process Profit
CEO Modality Manager Modality Staff Modality		Dominant Supportive Facilitative	Dominant Supportive Facilitative	Facilitative Supportive Dominant	Facilitative Dominant Supportive	Facilitative Dominant Supportive	Dominant Supportive Facilitative	Dominant Facilitative Supportive
Three Faces of the Leader Blend								
Visionary		40%	40%	10%	10%	30%	45%	75%
Manager		10%	20%	60%	70%	60%	50%	20%
Specialist		50%	40%	30%	20%	10%	5%	5%
		Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6	Stage 7
5 Five Primary Challenges of the Company		Cash Flow	Hiring Quality People	Staff Buy in	Weak Project Mgmt	Improve Sales	Staff Buy in	Products Not Differentiated
		Destabilized by Chaos	Improve Sales	Improve Sales	Difficulty Diagnosing Problems	Difficulty Diagnosing Problems	Staff Satisfaction / Profit Relationship Not Seen	Inadequate Profits
		Slow Product Development & Getting to Market	Cash Flow	Weak Profit Design	Employee Turn Over	Cost of Lost Expertise	New Staff Orientation	Slow Getting Offering to Market
		Limited Capital to Grow	Leadership/Staff Gap	Core Values Unclear	Not Getting Systems in Place	Weak Profit Design	Weak Profit Design	Weak Profit Design
		Improve Sales	Limited Capital to Grow	Culture Resistant to Change	Organization Uninformed About Company Growth	Staff Training	Hiring Quality Staff	Marketplace Changes Too Quickly
Leadership Style Focus								
	Primary	Visionary	Coaching	Coaching	Coaching	Democratic	Affiliative	Visionary
	Secondary	Coaching	Pacesetting	Democratic	Affiliative	Visionary	Pacesetting	Coaching
	Auxiliary	Commanding	Commanding	Pacesetting	Pacesetting	Affiliative	Visionary	Democratic