



Organizational Growth in the *Fast Lane*

It is hard to grow an organization unless its people are growing.

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In the not-too-distant past, the traditional model for organizational growth allows organizations to plan for the future ... creating 5-year plans, sometimes even 10-year plans. It also allowed the organization to provide defined job descriptions, predictable career paths and job security for individuals who performed according to standards. It was possible for individuals to spend their entire career with a single organization, entering the organization at an entry level and working their way up to increasingly responsible positions within the company. In fact, the whole process of growth was so predictable; organizations didn't hesitate to take responsibility for their employee's career.

Is organizational growth as predictable today? The reality is that organizational growth is *not* predictable. There's stuff happening everywhere. Flash points going off all around us, creating all kinds of change. Organizational Flash Points hit us all the time, like new technologies, mergers, outsourcing, project teams, new bosses, new products, global expansions. With FlashPoints going off constantly, organizations work frantically to respond.

These organizational Flash Points create Career FlashPoints for individuals. The 21st century challenge is to rise to the occasion when a Career FlashPoint hits. The question is "How quickly can you ramp up, re-tool yourself and produce results that add major value when a Flash Point hits?"

The pressing challenge in today's work world is to get better quicker. We have entered a new and different age. It demands more rapid responses. Immediate adaptability. Fast results. Above all, it requires a personal growth rate that at least can match the growing pace of change.

The situation calls for a powerful new strategy, a methodology for rapidly mobilizing ourselves, so we can measure up. The secret is accelerated personal growth, a deliberate, disciplined routine that produces dramatic performance gains.

Fast Growth: A Career Acceleration Strategy to show individuals how to grow faster and easier.

The Fast Growth Challenge

*Narrow life down to what's precious and necessary.
In a world of complexity, the best weapon is simplicity.*