EMERGENT PARTNERS

TAKEAWAYS FROM THE 2019 ROUNDTABLES

Part of the Emergent Partners Business Roundtable Series

As a wrap up to 2019, we discussed with roundtable participants what were their greatest takeaways from the roundtables over the past year. Here are some of the highlights.

Changes in Perspective

The majority of participants believe changing their perspectives on their businesses through the roundtable discussions was the most valuable takeaway from 2019. Most participants were preparing to grow and/or expand their businesses. They understood that seeing their businesses in a new way was going to be important to their success and agreed that their experiences with the roundtable discussions had allowed them to do this.

Talent

Identifying and managing talent continues to be at the top of the list of challenges for participants. The challenge of working with the younger generations who are entering or who have recently entered the workforce is particularly of note. Participants were inspired through the conversations to begin looking for new and inventive ways to inspire and motivate new talent. This topic will continue to be a point of emphasis during the coming year.

Growth

With most participants expecting some form of growth in the near future, managing growth was another topic on the minds of roundtable participants. Conversations about scaling processes, operations, and structure were helpful. However, even more helpful were conversations about maintaining continuity of core values and culture as well as those highlighting the perspectives of leadership in growing companies.

Community

Virtually every roundtable participant was mindful of their communities and business markets. Takeaways from 2019 included ways to develop a better understanding of business markets and what participants could do as individuals and organizations to improve their markets. Also important was understanding how to positively contribute to psychological factors in markets and communities. Community involvement and improvement will be an important topic for continued discussions in 2020.

Setting Goals and Defining Success

Effectively setting individual and organizational goals was an ongoing theme in 2019. Through the insights they gained from the roundtable discussions, participants have already begun working on more creative ways to do this. This especially applies to goals and successes related to managing talent and growth.

Better Decision Making

The collaboration between roundtable groups in defining the Four M's decision making model has created a fresh perspective for participants to evaluate business decisions. While participants have already begun applying the model to their business decisions, more thorough discussions of the model and examples of its application will be discussed in the coming year.

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Hot Topics for Roundtable Participants in 2020

The following is a list of topics that are important to roundtable participants in 2020:

- Managing Growth (and Stagnation)
- Understanding Markets (Trends and Cultures)
- Attracting and Managing Talent/Working with Younger Generations
- Internal Controls
- Identifying Outsourcing Opportunities
- Reviewing Business Models of Well-Known Companies
- Exit Strategies and Succession Planning
- Creating Business Opportunities and Differentiating from Competition
- Community Involvement
- Setting Goals and Defining Success
- Improving Communication
- Managing Cash Flow and Risk
- Understanding Where Value is in an Organization

Emergent Partners would like to thank all participants in the 2019 roundtables for their insights and support.

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