

# Blood or Competency – Part Two

## Part Two – Larger Organizations

Options differ for larger organizations.

- Larger Organization:
  - multi store operation, larger staff of people, greater financial needs, more complex, office off-site
  - If the owner attempts to do it all, things will suffer.
    - Puppeteer vs the puppet
  - Larger organizations all started as smaller organizations/one store operations.
- If you are plenty busy behind the scenes (i.e. working primarily in the office, not in store), the resources look different than a small organization.
- Where does competency & blood come in?
  - Still need the same things as the smaller organizations (more than ever); desire/drive, requires real competency, want to be there...
    - Larger organizations have the ability to have resources around to take over the areas that are not your strengths.
      - Opening a spot for someone else to be good at what they're good at, and you can excel at your own strengths.
- Must be honest with yourself and your successors about what roles they are capable of assuming in the family business.

