STRATEGY FOR GROWING AND FAMILY BUSINESSES

Your company grew. *The way you run it didn't.*

For owners whose company is doing well, but where every decision still goes through them.

Zenos Business consulting

01 Diagnosis

02 Professionalisation

03 The next step

STRATEGY FOR GROWING AND FAMILY BUSINESSES

Your company grew. *The way you run it didn't.*

Who this is for

You own a company that is doing well. It grew, maybe it is a family business, maybe you built it from nothing. But every decision still goes through you. Leave for a long weekend and your phone doesn't stop: approvals, questions, problems only you can solve.

Without you, the company stops. That kind of growth can't last, and it is not the company you want to hand over one day.

Questions worth asking yourself

1. What happens if you don't come to work for two months?
2. Which knowledge exists only in one person's head?
3. Who could run this company in five years?
4. Where is the company losing money or time without anyone noticing?
5. If a buyer or investor looked at your company tomorrow, what would they see?
6. Family members work in the company, but no one is sure who decides what.

What we do, in three steps

01
1–2 MONTHS

Diagnosis

Where the company really stands: what works, where it loses money and time, how much depends on you and on a few key people, and what the market around you is doing.

You get: a clear report on the current state, a map of key problems, strategic priorities and a development plan.

02
3–6 MONTHS

Professionalisation

We put in place what a company needs to run without you in every room: clear structure and roles, delegation and decision-making, reporting and KPIs, key people identified, and critical knowledge written down.

You get: a company that works when you are not there.

03
6–12+ MONTHS

The next step

Only now do we choose the path, together: a successor from the family, a professional manager, a sale or an investor, an acquisition, digital and green transformation, or new markets.

You get: a concrete plan for the path you choose, and support while you walk it.

Each step can be agreed on its own. *Most companies start with the diagnosis.*

How we work

DIAGNOSIS BEFORE SOLUTIONS

We don’t arrive with a ready answer. First we understand your company, then we say what to do.

PROFESSIONALISATION BEFORE TRANSITION

A new owner or director won’t fix a weak organisation. The structure comes first.

NO REPORT IN A DRAWER

We stay with you through implementation, not only until the report is delivered.

UNDER NDA

Your numbers and your plans stay between us.

Dr Ema Burić

PhD in Economics. Teaches entrepreneurship, business planning and talent management at several universities, and has worked with more than 300 businesses on their development and growth. She is supported by the Zenos team, with expertise in people, sales and marketing.

Let’s talk

info@zen-os.com

zen-os.com

We’ll tell you honestly whether we can help.

BOOK A FREE 30-MIN CALL

calendly.com/ema-buric/30min