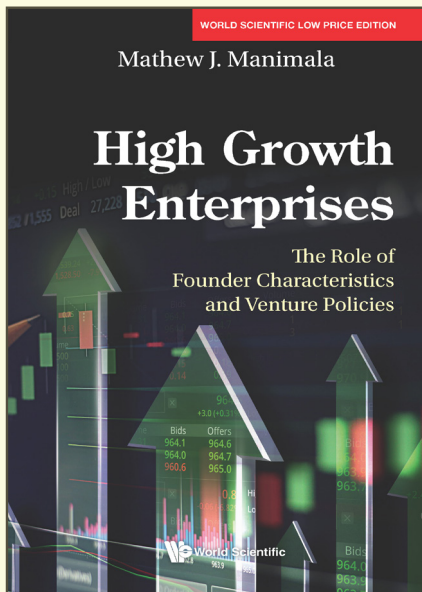


High Growth Enterprises

The Role of Founder Characteristics and Venture Policies



By **Mathew J. Manimala**
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ABOUT THE BOOK

The phenomenon of enterprise growth is more a function of the nature of the entrepreneurial person and the policies and strategies adopted by a venture rather than the economic and environmental factors such as profitability or industry growth. This book focuses on the role of founder characteristics and venture policies in promoting enterprise-growth, with special focus on High Growth Enterprises. The research reported in this book is triggered by the fact that almost 95% of business start-ups either get closed down or stagnate, with only about 5% taking to a growth path, even though many more of them are profitable. The study presented in the book investigates the relationships between enterprise growth and venture policies as well as entrepreneurial characteristics such as the traits, motives and background of entrepreneurs. It also identifies the general entrepreneurial characteristics and points to the need for reviewing/redefining some of the concepts traditionally associated with entrepreneurship, such as achievement motive, power motive, desire for independence, risk-taking ability, support and encouragement, etc.

READERSHIP

Advanced graduate and post-graduate students, researchers and practitioners in the fields of Entrepreneurship and New Venture Management.

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ABOUT THE AUTHOR

Mathew J Manimala (MBA-Cochin, MBS-Manchester, Fellow-IIMA) retired in 2018 after serving a term as Director of Xavier Institute of Management and Entrepreneurship (XIME), Bangalore. Prior to that, during 2001–15, he worked as Professor at the Indian Institute of Management Bangalore (IIMB), where he has also served as the Jamuna Raghavan Chair Professor of Entrepreneurship, the Chairperson of N S Raghavan Centre for Entrepreneurial Learning (NSRCEL), and as the Chairperson of OB-HRM Area. His earlier academic positions were as Senior Faculty and Chairperson-HR Area at the Administrative Staff College of India (ASCI), Hyderabad, and as Lecturer at Cochin University of Science and Technology (CUSAT), Kochi. He is a recipient of a few prestigious research fellowships (such as: EFMD Fellowship at Manchester Business School, UK; and the Shastri Indo-Canadian Fellowship at the University of Calgary, Canada), and academic awards including the Heizer Award of the Academy of Management for “Outstanding Research in the Field of New Enterprise Development”. He has published/presented about 100 research papers/case-studies (mostly in international journals, edited volumes and conferences) and 11 books in the areas of Entrepreneurship and Organizational Behaviour. He is the Editor (since 1999) of *South Asian Journal of Management*, published by AMDISA.

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