ROB YOUNG

CONSULTANT | SPEAKER | AUTHOR | TRAINER

Business growth creates operational complexity most founders were never trained to manage.



Businesses don't stall from bad ideas; they stall when growth outpaces the owner's business training. Growth is supposed to create freedom. Instead, many business owners find themselves buried in people problems, unclear numbers, decision paralysis, and constant firefighting.

SIGNATURE TALK: RUN YOUR FIRM LIKE THE BUSINESS IT IS

ABOUT ROB

Rob Young spent two decades as a technology executive, working in senior leadership roles in companies ranging from a startup to a global corporation.

After burning out on 80-hour workweeks, too much travel, and office politics, he left the corporate world. An accomplished DIY-er who loves working with his hands, Rob spent several years buying and renovating historic houses. When he hired contractors to help him, it was with the agreement that they would let him work as part of the crew and teach him to be a better craftsperson.

Rob worked side by side with talented architects, designers, contractors, and tradespeople. They were smart, skilled, and deeply committed to their craft. But not one of them had been trained to run a business. As their businesses grew, their lack of training showed. Some made bad financial choices. Others were simply overwhelmed by the challenges of being a business owner. He saw several of their businesses fail when business challenges outpaced their business training.

That experience resulted in a mission to use his corporate experience to help small businesses thrive. His goal is simple: to ensure that no owner loses the business they have built.

Rob created a simple, flexible framework for small businesses and launched Stage 3 Group, which is devoted to educating business leaders and making corporate best practices accessible to all businesses.

Rob is a principal at Stage 3 Group, the author of *Stage 3 Success*, a business trainer, and a frequent guest on business podcasts.

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