

DARRYL BLAKE

SKROO THE RULES

WHAT THE WORLD'S MOST
PRODUCTIVE WORKPLACE
DOES DIFFERENTLY

Based on interviews with Graham SKRADDY Turner,
CEO and founder of the fastest growing travel company
on the planet - the billion-dollar company that is...

FLIGHT CENTRE LTD

Skroo The Rules

Dorsey Gardner

Skroo The Rules:

Skroo the Rules Darryl Blake,2001 Who wants to be a millionaire Australia s 4th largest retailer says 50 employees do Fifty front line employees have become millionaires over the last two years at what is now the world s fastest growing travel company Flight Centre Ltd Skroo The Rules shows how a focus on its employees including a free in house wealth generation service has lead Flight Centre to be one of the most passionate productive and profitable workplaces in the world with one new store opening every 72 hours There are very few businesses apart from Flight Centre that actually have a corporate goal to create say 30 new employee millionaires over the next three years says author Darryl Blake Yet these are just some of the differences that set Flight Centre apart Learn how any organisation can use the business model outlined in Skroo The Rules to ensure higher levels of performance than the competition Using Flight Centre as a living example Skroo The Rules reveals the importance of Scrapping hierarchy and replacing it with families villages and tribes Replacing employees with Soul Proprietors Profit sharing for everybody not just management Egalitarianism and equality no privileges unless everyone gets them And much more Skroo the Rules was written by speaker and business consultant Darryl Blake and is based around interviews with Flight Centre CEO and co founder Graham Skroo Turner Blake has consulted to Flight Centre for the last six years developing in the process a model that can be used by any business to fire up the passion and commitment of every team member

Family Village Tribe: Revised and Updated 2013 Mandy Johnson,2013 Flight Centre Limited is an anomaly in the business world a modern day organisation that uses Stone Age strategies to achieve phenomenal success This updated edition of Family Village Tribe describes the company s ongoing evolution and is essential reading for anyone interested in the machinations of starting a successful business from the ground up and staying there I didn t realise my life had been hijacked until a year after it happened That s Mandy Johnson s take on her introduction into the world of Flight Centre Limited the travel company that divides its workforce into prehistoric families villages and tribes and rewards them with autonomy and incentives From its origins in 1973 as a UK tour company with a single bus called Bollocks FCL revolutionised the travel industry and morphed into a global giant It faced challenges including the War on Terror and SARS that wreaked havoc on business It battled the encroachment of the internet a disastrous internal restructure and a US acquisition that delivered a profit wipe out just months before the global financial crisis And yet each time FCL has come back stronger than before almost doubling in size every five years relying on its Stone Age tribal structure as its platform for success Its founders were two 23 year old veterinarians from Queensland Australia Neither had any business experience and the idea for the company was hatched while celebrating in a Munich beer hall So how did they make it work Mandy Johnson and Katrina Beikoff have enjoyed full access to all the major players in FCL to bring us the full story in this updated edition

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Mandy Johnson,2005 Flight Centre Ltd is an anomaly in the business world a modern day organisation with an underlying corporate structure that comes from the Stone Age A billion dollar company started by 23 year old vets with no business experience How did they lead by the maverick genius of Graham Turner make it work Flight Centre started out as a double decker tour company conceived in a Munich beer hall in 1973 Their unconventional approach to business was carried through into the new Flight Centre operation which started in Australia in 1982 The company changed the face of the Australian travel industry They were ostracised investigated and even received death threats for their audacity From the CEO who served clients dressed in a garbage bag to the manager who invested his shop profits in red beans on the futures market Flight Centre pioneers paint a picture of tiny make shift offices a mongrel dog approach to sales and a business that emphasised fun rather than formality Turner structured the company into families villages and tribes Rather than trying to force people to fit the company s mould people could now work in their preferred environment within the larger organization They created a unique system of remuneration that provides incentives based on outcomes From the maintenance employee whose pay is based on shop refurbishment to the in house financial adviser who is paid on how much he increased someone s personal wealth The year 2000 saw the company s biggest one off business blow out a new interactive state of the art website Then September 11 2001 was the first blow in the ongoing conflicts that would change the very face of travel As a result Flight Centre went back to basics acquired and built more businesses in China India and the USA In 2005 the company has been confronted by the ACCC and survived faced profit downgrades and share price crashes But in the words of the indomitable Graham Turner Many people look at Flight Centre and talk about how big we are They talk about our shop numbers our acquisitions and our overseas operations As far as we re concerned we ve come a long way We ve still got a long way to go Our story is only just beginning Business Man's Dictionary and Guide to English ,1920 **GUIDE TO SPELLING PROGRESS** ,1941 **The Oxford American Dictionary and Language Guide** Frank R. Abate,Oxford University Press,1999 A guide to everyday American words and phrases including a number of slang informal and technical words and phrases Includes unique in text language tips **Misspeller's Guide** Joel Schroeder,Ruth Schroeder,1996

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