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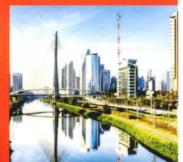




















学英文知天下

财富热读

主编 灵子

























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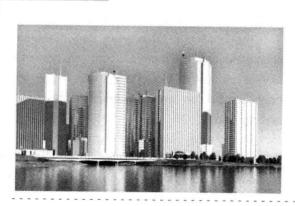
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Watch the Economy 观看经济 财富热读



The story: By the late 1990s, fast food chain McDonald's had enjoyed 40 years of exceptional performance. In 1997, for example, the company had registered 10 years of 20 percent per annum growth.

The challenge: That year, Jack Greenberg became the company's fourth chief executive. His main concern was how to lead the business in less **favourable**¹ market conditions. McDonald's was facing concerns about fatty foods and about beef; competition was **squeezing**² margins; and growth from international markets was slowing.

The strategy: Mr Greenberg did what the textbooks suggest. First, he focused on improving the core³ business, announcing it as his top priority. Then, he also set a second priority: to find a new platform for growth. With this audacious⁴ goal in mind, he supported five acquisitions of related restaurant businesses including Chipotle, a Mexican food restaurant, and 50 percent of Pret A Manger, the U.K. sandwich chain and he setup the Partner Brands Division, to be responsible for these new businesses. Mr Greenberg also opened the door to a number of other, more organic initiatives led by his head of strategy, Mats Lederhausen.

What happened: Mr Greenberg found it difficult to dedicate enough attention to both **priorities**⁵. The core business continued to deteriorate and in 2001

McDonald's announced its first quarterly loss and the resignation of Mr Greenberg.

Jim Cantalupo, a retired McDonald's executive, was asked to return as CEO. His first announcement was that McDonald's had been trying to do too many things. He shut down many of the organic initiatives and housed all the new businesses into a structure called McDonald's Ventures.

Mr Cantalupo instructed Mr Lederhausen to identify those businesses that could become significant for McDonald's without distracting management from its core business and to sell or close the rest. The result was that over the course of the next few years, almost all of them were either sold or closed.

The lessons: First, this story is common. A company forecasts reduced growth in its core business, looks for new sources of revenue, launches initiatives, and makes acquisitions only to find a few years later, that it is back where it started, having sold or closed its new ventures.

Second, the textbook advice set a growth ambition, try a **portfolio**⁶ of related ventures and invest heavily in the few successes at the same time as attending to the core does not always work, in spite of its continuing popularity.

So, what is the alternative? When the core business starts to mature, leaders should be patient rather than energetic. The main risk is that attention is distracted from the core. Therefore, avoid launching a portfolio of initiatives; don't set targets for growth outside the core; and don't set up a new business division or venturing unit.

Do scan opportunities, but with a tough screening process and the expectation that none will be suitable. Expect to use spare cash to buy back shares, until a really good opportunity comes along.

Above all, look for people rather than projects successful new growth outside the core nearly always comes from individuals or teams who happen to have a rare combination of both grassroots knowledge of a particular area and an understanding of how your company's strengths can be used to succeed.

What happened next: The company's leaders have stuck to and revived the core. In fact, as is often the case with a strong core, the hamburger business is growing again, partly because of the fast growth of emerging markets such as China.

McDonald's is still looking for other opportunities but in a patient way.

财富热读

参考旬

- 1. favourable ['feivərəbl] adj. 赞成的;令人高兴的;有帮助的
- 2. squeeze [skwi:z] vt. 榨取,汲取;轻轻地捏;向……勒索(或榨取)
- 3. core [ko:(r)] n. 中心,核心,精髓;果心,果核
- 4. audacious [ɔ:'deifəs] adi. 大胆的; 鲁莽的; 有冒险精神的
- 5. priority [prai'orəti] n. 优先,优先权:(时间,序上的)先,前:优先考虑的事
- 6. portfolio [po:t'fauliau] n. 公文包,文件夹:证券投资组合:部长

背景:截至20世纪90年代末,快餐连锁店麦当劳的非凡表现已经持续了40年。 比如说,到1997年,该公司已连续10年维持着20%以上的年增长率。

挑战:那一年,杰克·格林伯格成为该公司第四任首席执行官。他首先考虑的是如何在市场状况恶化的形势下领导公司继续前进。当时麦当劳面临着以下问题:人们对高脂肪食品和牛肉心存顾虑;激烈的竞争正挤压着利润率;来自国际市场的增长正在放缓。

策略:格林伯格完全依照教科书行事。首先,他着力改善核心业务,宣称这是自己的第一要务。其次,他确定了第二项优先事项,即寻找新的增长平台。怀着这样的雄心,格林伯格支持实施5起收购,将一些相关餐饮企业收入麾下,其中包括一家墨西哥餐厅Chipotle,以及英国三明治连锁店Pret A Manger 50%的股权。同时,他成立了伙伴品牌部门,负责管理这些新业务。格林伯格还同意了主管战略的马茨·利德豪森提出的许多更具内生性的举措。

结果:格林伯格发现难以兼顾两个优先事项。核心业务每况愈下,到了2001年, 麦当劳首次出现季度亏损,格林伯格本人辞职。

麦当劳请当时已经退休的原高管吉姆·坎塔卢波重新出山,出任首席执行官。 坎塔卢波上任后马上宣布,麦当劳一直以来手头的事情太多。他叫停了许多内生性 措施,并把所有新业务合并在一起,称之为麦当劳的商业冒险。

坎塔卢波指示利德豪森,从这些业务中挑选出一些未来可能变得较为重要、但 不至于让管理层分心的业务,并将其余业务转手出售或关闭。结果,短短几年内,几 乎所有的这些业务不是被卖掉,就是关业大吉。

教训:首先,这个案例具有普遍性。一家公司预计其核心业务增长将会放缓,于 是着手寻找新的收入来源,推出各项举措,并进行收购——而数年后却只能回到起 点,把所有新业务卖掉或关停。

其次,教科书上的建议——制订远大的发展蓝图,尝试开展一系列相关业务, 在致力于核心业务的同时,遇有好时机就大举投资——尽管一直备受推崇,却并非 总是行之有效。

那么又该怎么做呢? 当核心业务开始成熟时,领导人应当保持耐心,不可"勇往直前"。这样做最大的风险是可能分散对核心业务的注意力。所以,这时要避免采取一系列行动,不要制订核心业务以外的增长目标,也不要设立新业务部门或者开拓新业务。

要留心机会,但一定要细加筛查,抱着不会有什么合适的机会的心态。想着有富余资金就回购股票,除非出现真正的良机。

最重要的是,应该物色的是人而非项目——一般来说,能够从非核心业务获得新的增长,往往是因为负责新业务的个人或团队难得地兼具以下两大优点:既切实了解某个特定领域,也明白如何利用公司的有利条件获取成功。

后续:麦当劳的管理层全心投入,终于重振核心业务。部分得益于中国等新兴市场的迅速增长,该公司汉堡业务重新恢复增长。就核心业务极其强大的案例来说,这其实是十分寻常的。

麦当劳依然在寻找其他机会,但很有耐心。

笑话集锦

The Lost Purse

A lady lost her handbag in the bustle of Christmas shopping. It was found by an honest little boy and returned to her.

Looking in her purse, she commented: "Hmmm... That's funny. When I lost my bag there was a \$20 bill in it. Now there are twenty \$1bills."

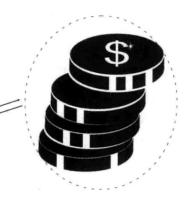
The boy quickly replied: "That's right, lady. The last time I found a lady's purse, she didn't have any change for a reward."

丢失的钱包

一位女士圣诞节大购物,在匆忙中 丢失了钱包。有一个诚实的小男孩捡到 了钱包并还给了她。

女士看着钱包,说:"嗯,真有趣。我 丢失钱包的时候,里面有一张 20 元的钞票,但现在变成了 20 张 1 元的零钞。"

小孩马上回答道:"没错,小姐。上次 我捡到了一位女士的钱包,但是她没有 零钱作酬金。" Ten Lessons of the Bankruptcy of Lehman 雷曼破产十训



Lehman Brothers had two distinct histories: one of a **migrant¹** family and its descendants who created an American success story, the other of the contemporary Wall Street types who threw it all away. Behind this sad tale lie what we might call the 10 lessons of Lehman.

- 1. Always have an exit route. The original brothers Lehman came to the U.S. from Bavaria in the 1840s, peddling household goods on the byways of the south before setting up as cotton brokers in Montgomery, Alabama. As the American civil war approached, they widened their options and began moving north to New York, where they established their bank. In September 2008 the final head of Lehman, Dick Fuld, had no such alternatives as he waited for destruction to close in.
- 2. Be on the inside. Lehman Brothers had the ear of presidents from Teddy Roosevelt to Richard Nixon but lost such links when bond traders in the mould of Mr Fuld took over in the 1980s. These were merchants of fast transactions rather than long-built relationships. Goldman Sachs, on the other hand, has nurtured relations with government since the 1930s. When Hank Paulson, the Bush administration Treasury secretary and former head of Goldman, distributed bail-out funds after the crash of 2008, his old company won a generous share. Lehman Brothers went to the wall.
- 3. Herbert Lehman would never have let it happen. Industrialist, banker and partner at Lehman Brothers, Herbert Lehman was the governor of New York who with President Franklin D. Roosevelt built the New Deal of the 1930s. He believed bank failures turned the crash of 1929 into the Great Depression. Rather than letting his family bank or others go under, he would have saved and rigorously regulated them.

- 4. Invest long term. Lehman Brothers financed much of 20th-century America: Pan American Airways, Philip Morris, Hertz Corporation. It sponsored the rise of American retail through Sears and Roebuck, Woolworths and Macy's of New York. In Hollywood, it was the money behind films such as *Gone with the Wind*. All that disappeared years later when it fell into the hands of short-termists intent on immediate profit.
- 5. "Grabbing and greed can go on for just so long, but the breaking point is bound to come sometime." Herbert Lehman again, by now **senator**² from New York and speaking of the perils of giant business shortly before he retired in 1957. Today's banking bonus culture might have left him lost for words.
- 6. Listen to the old guy. Pete Peterson, head of Lehman Brothers for 10 years until 1984, had served as commerce secretary in the Nixon administration and was a skilled negotiator who wanted to foster links with Europe and Japan. His traders thought him an insufferable gasbag and threw him out. They promptly lost control of the bank to American Express, which owned Lehman for the next decade, while Mr Peterson became founder of Blackstone, the private equity company, and a billionaire. Now in his 80s, he has spoken of the immorality of providing tax cuts to "fat cats" like himself.
- 7. Get a hinterland. With their 15-hour days and enormous incomes, investment bankers have limited grasp of cultures beyond investment banking. Robert "Bobbie" Lehman, senior partner for 40 years until his death in 1969, had a lifelong love of art and built America's finest private collection. It has its own wing in New York's Metropolitan Museum. Mr Fuld sponsored a room of Rothkos and other works in the Museum of Modern Art shortly before Lehman Brothers went under. But, as he said at the time, this was mainly the initiative of his wife Kathy. It remains a monument to what might have been.
- 8. Don't trust the maths. Bobbie Lehman discovered such entrepreneurs as Juan Trippe of Pan Am and Charles Thornton of Litton Industries, the electronics pioneer, and said of his investment philosophy that he "bet on the man". Dick Fuld bet on the formula, notably the **algebra**³ that said arcane financial instruments backed by subprime mortgages could not fail.
- 9. Bring back enlightened government. Lehman Brothers was at its peak in the 1950s, the prosperous Eisenhower years when public and private partnership was an economic given. Lehman Brothers died at a time when regulation had been driven out by a private sector that said it knew best. It didn't.
 - 10. Stop selling rubbish. Capitalism now makes money by betting on failure



财富热读

rather than success. As the FT reported last week, George Sorosand John Paulson, the hedge fund managers, bring in more than Boeing. They would not be so prosperous without the billions they made betting against the fanciful financial instruments mentioned above. The Lehman Brothers of old was an enterprise that dealt in goods of real value. The one that died did so when it was caught peddling junk.

参考包

- 1. migrant ['maigrant] n. 移民,移居者
- 2. senator ['senətə(r)] n. 参议员
- 3. algebra ['ældʒibrə] n. 代数学;代数

雷曼兄弟的历史由两个截然不同的部分组成:其中一部分是一个移民家庭及 其后代谱写了一段美国式的成功故事,另一部分是当代华尔街人士把他们的成功 彻底葬送。我们或许可以把这个悲剧背后的教训称为"雷曼士训"。

第一,要始终留有退路。最初的雷曼兄弟是19世纪40年代从德国巴伐利亚移居 美国的。他们先是在美国南部走街串巷兜售日用品,后来在亚拉巴马州的蒙哥马利 当起了棉花经纪人,建立起自己的事业。美国内战临近时,他们拓宽了自己的选择, 开始北上纽约,在那里建立了自己的银行。而2008年9月,雷曼最后一位掌门人迪克·富尔德在等待毁灭来临之时,却没有这样的退路。

第二,政府里要有人。从泰迪·罗斯福到理查德·尼克松,雷曼兄弟跟历任美国总统都说得上话,但自从20世纪80年代,富尔德之流的债券交易员接掌雷曼后,此类联络就中断了。这些商人注重短线交易,而不关心长期建立起来的关系。相比之下,自20世纪30年代以来,高盛一直呵护着与政府的关系。2008年危机爆发后,当小布什政府的财政部长、高盛前掌门人汉克·保尔森分发纾困资金时,他的老东家分得了很大一份,而雷曼兄弟却陷入倒闭。

第三,赫伯特·雷曼绝不会让这一悲剧发生。作为实业家、银行家和雷曼兄弟合伙人,赫伯特·雷曼曾任纽约州州长,与总统富兰克林·罗斯福一起打造了20世纪30年代的新政。他相信,银行倒闭将1929年的危机转变成了大萧条。他不会让自己家族的银行或其他银行倒闭,而会拯救它们,严格监管它们。

第四,要做长线投资。雷曼兄弟为20世纪的美国提供了大量资金:泛美航空、菲

利普·莫里斯公司、赫兹公司。通过西尔斯罗巴克、伍尔沃斯和纽约的梅西百货等例子可以看出,雷曼兄弟帮助了美国零售业的崛起。在好莱坞,《乱世佳人》等许多影片的背后都有雷曼的资金。但多年后,当雷曼兄弟落入急功近利、眼光短浅之辈手中后,所有的这些都消失了。

第五,"掠夺和贪婪尽管横行,但崩盘的时刻终有一天会到来。"我们又说到了 赫伯特·雷曼,这是时任纽约州参议员的他在1957年退休前不久谈及巨型企业的危 险时说的话。今天的银行业奖金文化或许会让他不知该说什么好。

第六,要听老人言。皮特·彼得森在1984年以前做了10年雷曼掌门人。他曾任尼克松政府的商务部长,是一位希望与欧洲和日本发展关系的谈判专家。彼得森手下的交易员认为他是一个令人无法忍受的话痨,于是把他赶下了台。这些人很快便失去了对雷曼的控制权,在接下来的10年里,雷曼的所有权一直掌握在美国运通手中。彼得森则创建了私人股本公司百仕通,并成为一位亿万富翁。彼得森现已年逾八旬,他曾讲过,向他这样的"肥猫"提供减税是不道德的。

第七,要给自己找块心灵的净土。每天工作15个小时、收入丰厚的投资银行家们,对投资银行业以外的文化知之甚少。罗伯特·雷曼当了40年的高级合伙人,直到1969年去世。他毕生爱好艺术,打造了美国最精美的私人收藏。这些收藏在纽约大都会博物馆拥有自己的展厅。就在雷曼兄弟倒闭前不久,富尔德向现代艺术博物馆一个展示罗斯科和其他作品的展厅提供了资助。但正如他当时所说,这么做主要是出于他妻子凯西的提议。它成了一座纪念碑,提醒着人们世界本来的面目。

第八,不要笃信数学。博比·雷曼发掘出了像泛美的胡安·特里普和电子业先驱企业斯顿工业的查尔斯·桑顿这样的企业家。他曾说过,他的投资理念是"押注于人"。富尔德则押注于数学公式,特别是那些显示由次级抵押贷款支持的神秘金融工具不可能失败的公式。

第九,要重新引入开明的政府。雷曼兄弟的全盛时期出现在20世纪50年代繁荣的艾森豪威尔时代,那时公私合营是经济中理所当然的事。雷曼兄弟的覆灭则出现在一个私营部门排斥监管的时代。私营部门称自己最有头脑,事实并非如此。

第十,不要再兜售垃圾。资本主义如今的赚钱方式是押注于失败而不是押注于成功。正如英国《金融时报》上周所报道的,对冲基金经理乔治·索罗斯和约翰·保尔森如今赚得比波音还多。如果不是靠做上述稀奇古怪的金融工具赚了数十亿,他们就不会像现在这样富有。早年的雷曼兄弟是一家经营有实际价值的商品的企业。而倒闭的那个雷曼兄弟则是因为被发现在兜售垃圾才走上了绝路。