



Fishbowl Solutions Inc.

Growth rate: **4.19%**

No. **50**

2009 revenue:
\$3,896,736

President: **Tim Gruidl**

Business: **Implements information-sharing solutions to help organizations raise productivity using Oracle and PTC software**

Year founded: **1999**

Employees: **21**

Have you needed to seek financing from new or alternate sources in the past year?

Yes, we increased our bank line of credit.

How has your company managed to grow in this economy?

Right market: Companies from manufacturing to health care know that improving knowledge workers' efficiency is critical. Our cutting-edge solutions for content and product life-cycle management deliver real and tangible efficiency gains positioning companies to grow without expanding their head count.

Repeat clients: Customer success is our most important measure. Ensuring our customers hit their deadlines and budgets has driven their abilities to pursue new projects. In 2009, 68 percent of our business came from our existing client base.

Right people: We have the best and brightest employees who share our company focus on customer success, innovation and exceeding expectations.

What are the biggest untapped opportunities in your industry?

We believe that companies across all industries will utilize new technology, especially mobile, to increase productivity and stay competitive. Streamlining communication in a global marketplace should be easier with all the new mobile technology available, but we see companies struggling to keep their information organized, structured and accessible. Whether they need product life management software to centralize their CAD and intellectual property or content management for their unstructured content, when our customers make information more easily accessible to their employees, via the Web and mobile devices, they have seen tremendous innovation and increases in productivity.

Tips for managing and motivating people:

1. Hire for values: Form a team that is made up of people who share the company motto of "Customer First."

2. Clear vision: Share a vision for the company's future. Concisely communicate



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expectations and have personal and professional goals align with the shared vision.

3. "The Fishbowl Curve:" Our unique focus on employee professional growth. We believe in providing overwhelming opportunities so employees can realize exponential growth, learning and accomplishing more than they ever thought was possible.

President **Tim Gruidl** completed this Q&A.