
Structural Reforms in Companies and Holdings Constitution: The CSPF's Experience

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Summary

As of 2017, the number CSPF's retired members reached 1.3 million. Taking account of their welfare issues after retirement, in the twelfth government of the Islamic Republic of Iran (during president Hassan Rouhani's second presidential term), increasing productivity in CSPF's companies was seriously taken into consideration. The materials used in this study were extracted from the interviews with the seven managers who have been involved in the establishment of CSPF's holdings. As pointed out in the study, there are three important factors that could positively affect the promotion of productivity in any organization, and they are as follows: 1) Appropriate structure; 2) Right strategies in investments; and 3) Appointment of proper management team. At the beginning of the twelfth government, there were four mother companies in CSPF, which had heterogeneously been categorized, so the various activities of each mother company had resulted in the low level of synergy and high level of divergence. Accordingly, CSPF's management team decided to address this issue, and making use of the national and international experiences, the companies and firms were categorized into six specialized holdings.