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*Bringing effective **insight**
to your organization SM*


Open Line

Guest,

Welcome to:

Running Lean with your 'A' players?

Presented by
Lighthouse Consulting Services, LLC

To print program slides, click here: 



Featured Guest:
Russ Riendeau, PhD
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Host:
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- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
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- Career Guidance



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You, as the leader can change the dynamics by more measurement of activities that lead to accomplishment. It takes a good process of:

- Planning--You have to study what key factors to monitor
- Commitment—Trust your research
- Patience –Progress will occur if your research is accurate



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Deliver some form of sales training/negotiations/marketing, etc. Improve knowledge, morale and watch for the superstars to emerge. Topics of training should include:

- Persuasion Psychology
- Personal goal-setting and action plans
- Reflection on why you work everyday

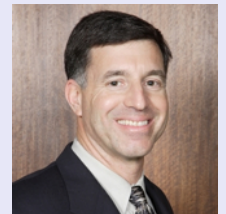


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Set goals for everybody

Explain the need due to the economy/cashflow/competition - they get it! Goals must be:

- Attainable
- Worthy
- Meaningful
- Individual and Team goals



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Rank your sales team for all to see

Create competition and pride. Superstars love it, weak performers will disappear on their own.

- Set new incentive plan to reward activities that lead to sales
- Consider terminating the bottom 15% of the sales team and use the cash for contests
- Review what an ideal prospect is to assure accurate sales prospecting
- Have activity documented on weekly basis for next 120 days



4



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New Hires Criteria

If you have to hire new staff, consider these factors:

- 3 interviews minimum
- W2 must be provided to insure honesty and an accurate offer
- All finalists will provide a writing sample describing their first 90 day strategic plan

5



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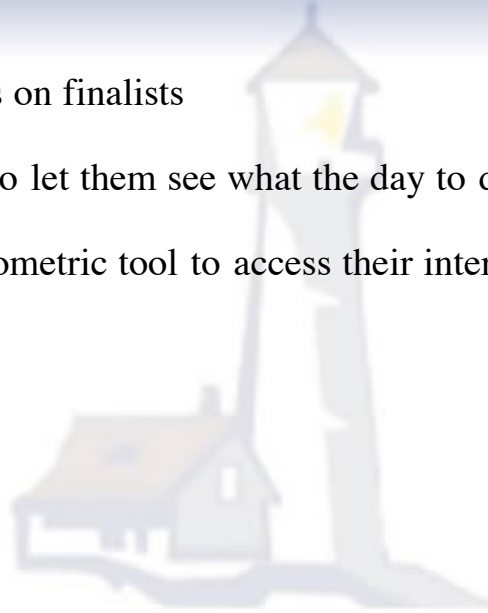


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New Hires Criteria (cont.)

- Complete references on finalists
- Provide a field trip to let them see what the day to day is really like
- Use a proven psychometric tool to access their internal motivations

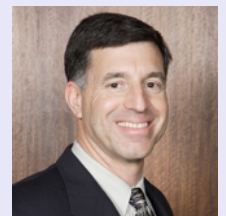


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Recognize stress in the teams

Business is hard work and covering for a lean staff is draining. Consider:

- Have a party of appreciation for the team
- Reward with upgraded titles to show value, enhance self-esteem and build commitment to the team
- Tell the team your intentions and wishes to be competitive and grow for good reasons
- Fire persons that are troublemakers, non-team players and cause you stress. It ain't worth it

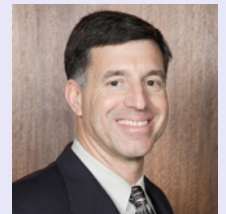


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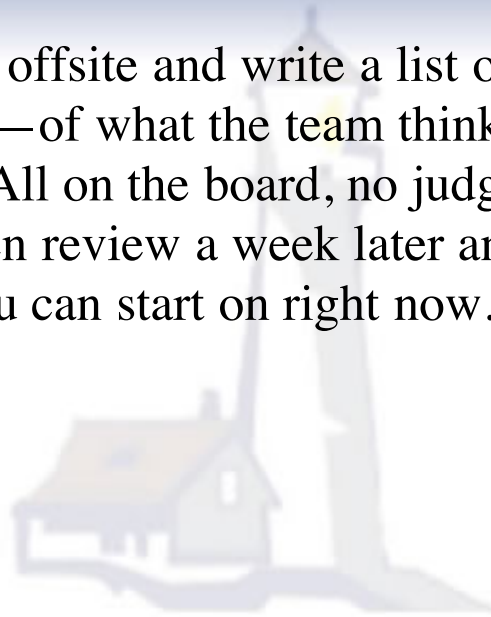


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Brainstorm with team

Pick a few hours offsite and write a list of 50 ideas –no matter how wacky—of what the team thinks could be good for the company. All on the board, no judgment. Honesty, funny, intense. Then review a week later and pick the top 5 you can start on right now.

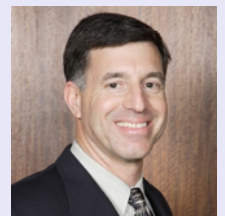


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Your personal well being is important as a leader. Staff watches everything you do.

- Take time for yourself. Read, run, walk, play, listen to music, hobbies. Recharge your battery
- Don't take yourself so seriously. We are all expendable and need to let ourselves shine through
- Give thanks. Look around you and find the great things in your life. Today is all that is guaranteed



9



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Take Action Now!

- In the next 30 minutes, what idea/action can you do to create a simple, positive change
- Rewrite your notes from this session so you can read them and keep them visible for 30 days minimum
- Share your top three ideas with another person to anchor them into your mind and link them to another person for accountability and discussion

 10

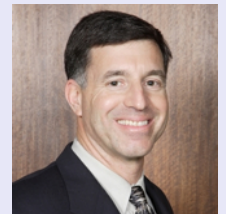


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'How to Turn Fear and Stress into Strengths'.

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