

What we do... simply put, we are a Training and Consulting / Coaching Company that supports businesses in the two most critical components of their business; Following their business plan and “EMPOWERING” the employees that implement that plan”

1. **Recruit, Hire and Retain** - How do you accomplish this? Do you have a system? Are you hiring “Eagles” or “Ducks?” Do you use the latest cutting edge methods for this goal? Who hires your people? “Who” are you hiring? By using the latest science and HR tools is the only way to make this happen. What is this costing you? If you don’t have the right “who” on the bus then why are you in business? Over 90% of all people make career choices based on personality, what about you?
2. **Employee Assessments** - Do you assess your team members? If the NFL and most all professional teams assess their team players with scientific tools why don’t you? We utilize the number #1 behavior assessment test / system in the industry. It is 100% objective and has been in use for 40 years.
3. **Vision, Mission, Values** – Does your business have a direction? Is everyone aware of it? Developing a vision, mission, values statement (VMV) is the foundation for long term success. Once recognized by all stakeholders, the VMV affects all levels of strategic decisions, communications, and the organizations overall success. What is the difference between a vision and a mission statement? Why do you need to know that...?
4. **Outcomes and Goal Setting** – Have you planned on “the outcome” ...better yet the outcome of your business plan? What are you really doing here and for what purpose do you work day in and day out for? What is the outcome of your business? Are your goals...simple, to the point and easily measured? Do you know and apply the 5 basic principles of running a successful business? What are you working towards and more importantly, why? Specific goals lead to specific actions. Without goals or measured results, you have no sense of your businesses direction.
5. **Leadership** – Do you have Managers that can’t or don’t “manage?” Team leaders that don’t “lead?” How about staff that are un-motivated and don’t give a damn about your business but just want a job? All these problems are centered around Leadership, do you have Leaders or Followers?
6. **Communication (Individual and Group)** – Does EVERYONE know the “who-what-where-when-why” about your business. EVERY staff member and you have the communications systems in place to keep everyone on the same page? What is the language around your business? Do you understand how the “teams” self-talk and thoughts influence your business and your relationships with those key elements of the business?
7. **Team Building** – Do you have a team or one leader and a group of followers? Do you have an exit strategy? Understanding group dynamics supports all levels of the overall business plan. Are you hiring and retaining quality, productive people that want to thrive in your business culture? Better yet do you run a business or a culture? Does your core team operate from scarcity or abundance?
8. **Performance Reviews** – Do you have systems in place to accomplish this with **EVERY** each quarter? Do you have systems that not only accomplish this but do you have a system for follow through on what is and isn’t working that is a continued process all year? Can you honestly say your company 100% cares for their employees? !00% not 99 not 80 not 20...but 100% closure on the employees wants and needs?

So what do you think? A great set of questions to ask yourself and your core Leadership Team? We have found that most “truly great” companies are not afraid to ask all these questions and actually put systems in place to make “actions” happen. Bottom line... we can help, read the list again and see where you need to start first?