



# STAGE 1 START UP

1-10 Employees



## THREE GATES OF FOCUS



Profit



People



Process

## THREE FACES OF A LEADER

Visionary



40%

Manager



10%

Specialist



50%

## BUILDER/PROTECTOR RATIO

4 Builders to 1 Protector



## LEADERSHIP MODALITIES

CEO	- Dominant
MANAGEMENT	- Supportive
STAFF	- Facilitative

## NON-NEGOTIABLE RULES

- 1 Generate, track and preserve cash.
- 2 Focus 80% of your resources on selling the 2 – 3 offerings with the best margins.
- 3 Hire first for how the person fits with the team and second for how competent they are.
- 4 Waste no time trying to stabilize your company – embrace chaos, inspire your employees.
- 5 Establish a performance mindset, a feedback loop and employee development with regular one-on-one meetings.

## LEADERSHIP STYLE

Primary:	<b>VISIONARY</b>
Secondary:	<b>COACHING</b>
Auxiliary:	<b>COMMANDING</b>

## TOP COMPETENCIES

Emotional Self-Awareness  
 Self-Confidence  
 Empathy  
 Inspirational Leadership  
 Developing Others

