

Entrepreneurial Operating System

FBS User Conference – August 27, 2014

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TRANSITION POINT
Business Advisors

Session

- Objectives
 - Inform you about the Entrepreneurial Operating System (EOS)
 - Answer your questions
- Agenda
 - Who I am, TPBA, What we do
 - EOS
 - Who its for
 - Six Key Components & Key Tools
 - How to Implement EOS
 - Q&A

Introductions

Who is Alan Richardson?



- From Southeast Iowa
- Family with wife and two boys
- AA Iowa Central, BS ISU, MBA Drake
- Certified EOS Implementer, Certified Exit Planner (CExP)
- 25 years working in, on and for businesses within industries including agriculture (animal health, equipment, seed, crop protection, etc.) automotive, banking, distribution, insurance, financial, etc.
- Last seven (7) years doing EOS implementation and couple years doing business continuity and succession plans (BCSP)
- **Passion is to help entrepreneurial business owners and their leadership teams get everything they want out of their business and to help them add value to their business.**
- Serve clients anywhere in US.

Transition Point Business Advisors

Core Values:

- Teamwork
- Serving the best interest of the client
- Conducting ourselves with integrity, we:
 - play by the rules
 - treat everyone with respect and appreciation
 - continually improve our high level of competency
- Rest and rejuvenate with balance lives
- Show up ready to contribute our best

Our Niche:

TPBA Offers 3 Services with Proven Processes

- 1) **Business Management & Growth (EOS)** {create value}
- 2) **Business Continuity & Succession Planning (BEI)** {capture value}
- 3) **Family Heritage / Legacy (HP)** {share value}

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EOS

- Created for entrepreneurial companies
 - \$2M - \$100M Revenue
 - 5 – 200 employees
 - Any industry (works any organization that has people)
 - Does not work for dictators or where people aren't valued
 - To help owners, leadership team and employees to get a handle on their business and everything they want from their business
 - Vision, Traction, Healthy, Add Value
- Ways to implement EOS
 - Self
 - Book TRACTION
 - Monthly subscription to www.eosworldwide.com
 - Certified/Professional Implementer

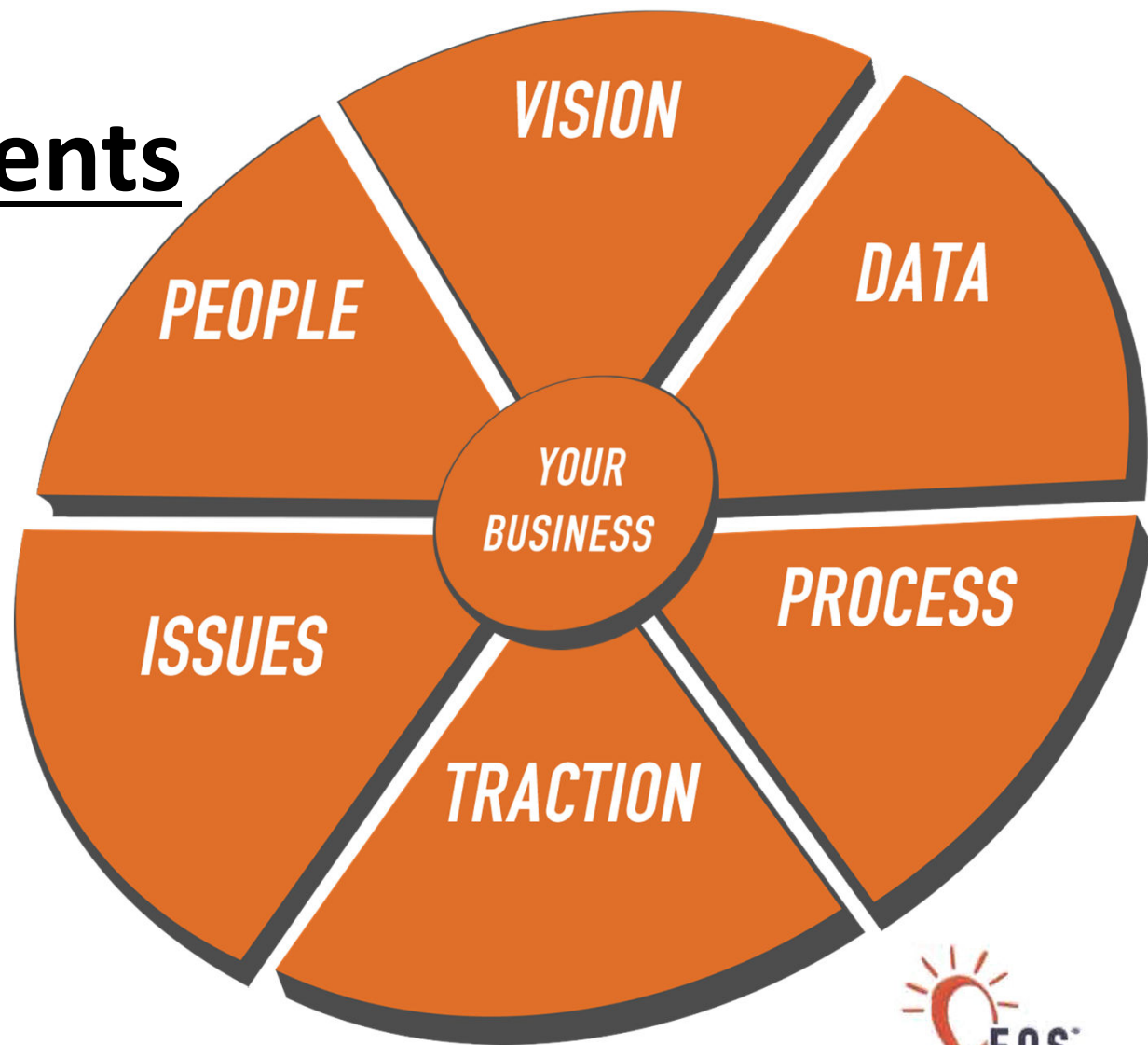
FRUSTRATIONS

- Control
- Profit
- People
- Hitting the Ceiling
- Nothing's Working



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Six Key Components



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VISION

▪ *8 Questions*



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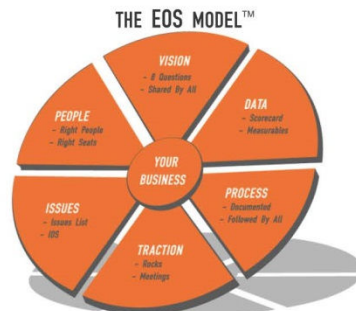


8 QUESTIONS

1. Core Values?
2. Core Focus?
3. 10-Year Target?
4. Marketing Strategy?
5. 3-Year Picture?
6. 1-Year Plan?
7. Quarterly Rocks?
8. Issues?



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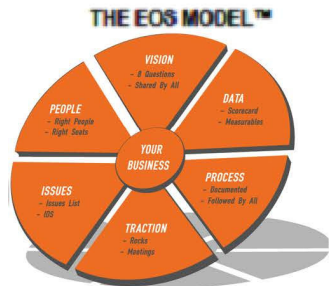


THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME:

VISION

CORE VALUES	1. 2. 3. 4. 5.	3-YEAR PICTURE™ Future Date: Revenue: Profit: Measurables: <u>What Does It Look Like?</u> • • • • • • • • • • • •
	Purpose/Cause/Passion: Our Niche:	
	_____ _____	
	MARKETING STRATEGY Target Market/"The List": Three Uniques: 1. 2. 3. Proven Process: Guarantee:	



THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME:

TRACTION

1-YEAR PLAN	ROCKS	ISSUES LIST																																																							
Future Date: Revenue: \$ Profit: \$ Measurables: Goals for the Year: <table border="1"> <tr><td>1.</td><td></td></tr> <tr><td>2.</td><td></td></tr> <tr><td>3.</td><td></td></tr> <tr><td>4.</td><td></td></tr> <tr><td>5.</td><td></td></tr> <tr><td>6.</td><td></td></tr> <tr><td>7.</td><td></td></tr> </table> With your cursor in the last row, press Tab to add another row.	1.		2.		3.		4.		5.		6.		7.		Future Date: Revenue: \$ Profit: \$ Measurables: Rocks for the Quarter: <table border="1"> <tr> <td>1.</td> <td></td> <td>Who</td> </tr> <tr><td>2.</td><td></td><td></td></tr> <tr><td>3.</td><td></td><td></td></tr> <tr><td>4.</td><td></td><td></td></tr> <tr><td>5.</td><td></td><td></td></tr> <tr><td>6.</td><td></td><td></td></tr> <tr><td>7.</td><td></td><td></td></tr> </table> With your cursor in the last row, press Tab to add another row.	1.		Who	2.			3.			4.			5.			6.			7.			<table border="1"> <tr><td>1.</td><td></td></tr> <tr><td>2.</td><td></td></tr> <tr><td>3.</td><td></td></tr> <tr><td>4.</td><td></td></tr> <tr><td>5.</td><td></td></tr> <tr><td>6.</td><td></td></tr> <tr><td>7.</td><td></td></tr> <tr><td>8.</td><td></td></tr> <tr><td>9.</td><td></td></tr> <tr><td>10.</td><td></td></tr> </table> With your cursor in the last row, press Tab to add another row.	1.		2.		3.		4.		5.		6.		7.		8.		9.		10.	
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VISION

- *8 Questions*
- *Shared by all*



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A large orange triangle with a dark grey shadow at its base, pointing upwards. Inside the triangle, the word "PEOPLE" is written in large, white, bold, italicized capital letters. Below it, a bullet point is followed by the phrase "Right People" in a smaller, white, italicized font.

PEOPLE

- *Right People*



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the people analyzer

Name	Humbly confident	Grow or die	Help first	Do the right thing	Do what you say		
Sally Jones	+	+	+	+	+		
John Smith	—	—	—	—	—		
George Wilson	+/-	+/-	+/-	+/-	+/-		
The Bar	+	+	+	+/-	+/-		



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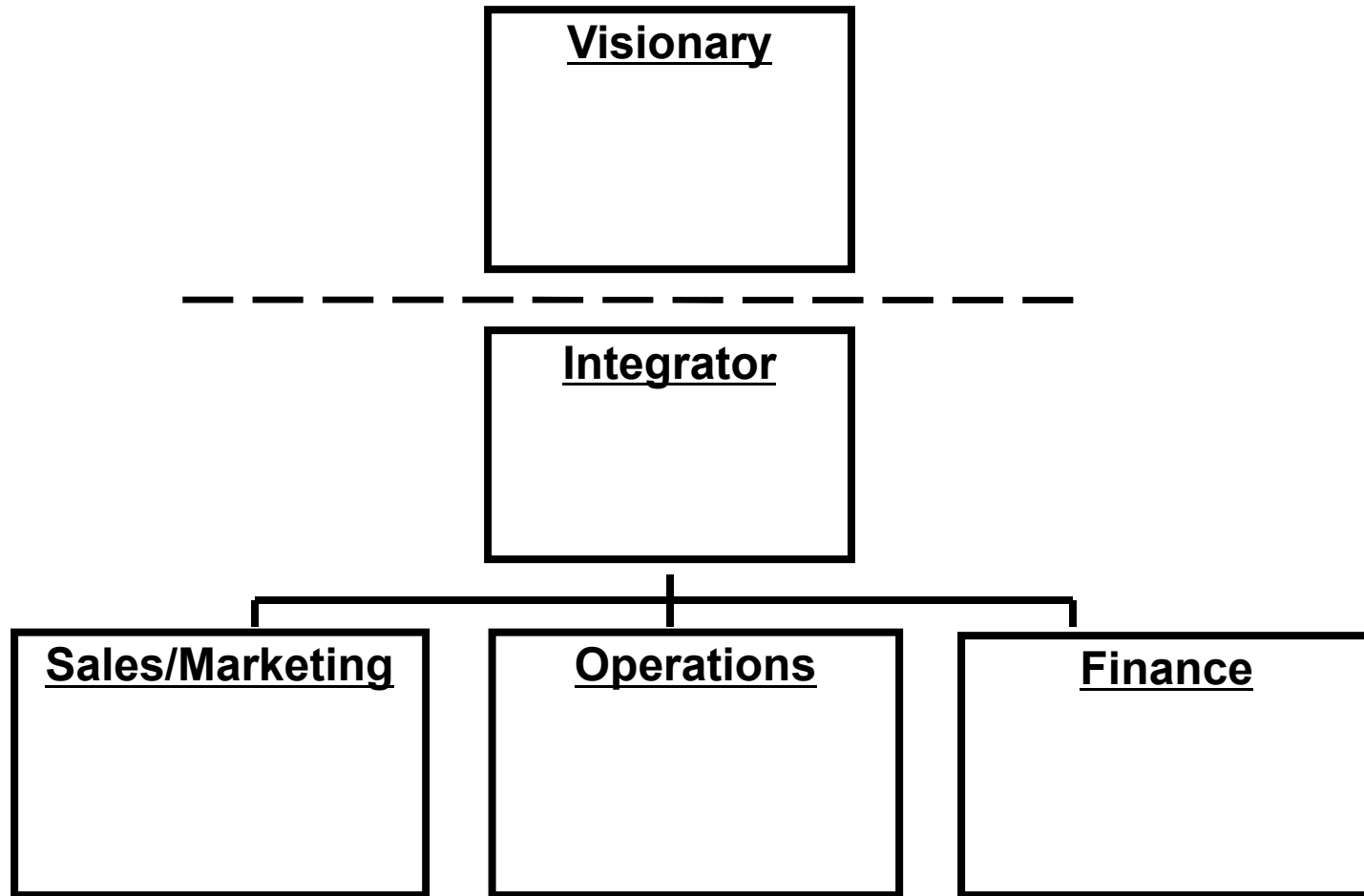
PEOPLE

- *Right People*
- *Right Seats*



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the accountability chart



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GWC

Get It

Want It

Capacity to Do It

Function

Name

- _____
- _____
- _____
- _____
- _____

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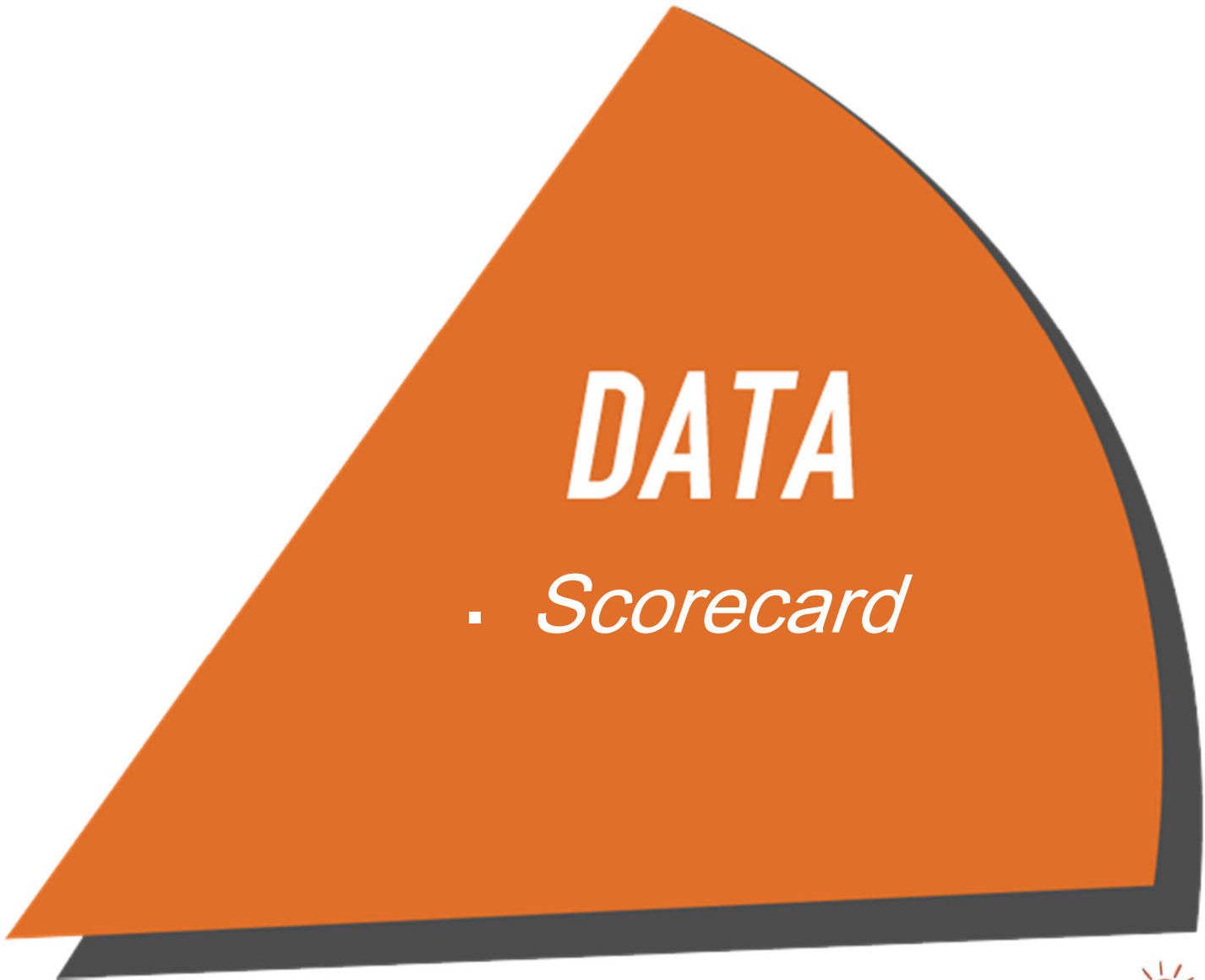


the people analyzer

Name	Humbly confident	Grow or die	Help first	Do the right thing	Do what you say	Get it	Want it	Capacity
Sally Jones	+	+	+	+	+			
John Smith	—	—	—	—	—			
George Wilson	+/-	+/-	+/-	+/-	+/-			
The Bar	+	+	+	+/-	+/-	Y	Y	Y



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DATA

▪ *Scorecard*

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Your Scorecard

WHO	MEASURABLES	GOAL	wk1	wk2	wk3

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Scorecard Measurables

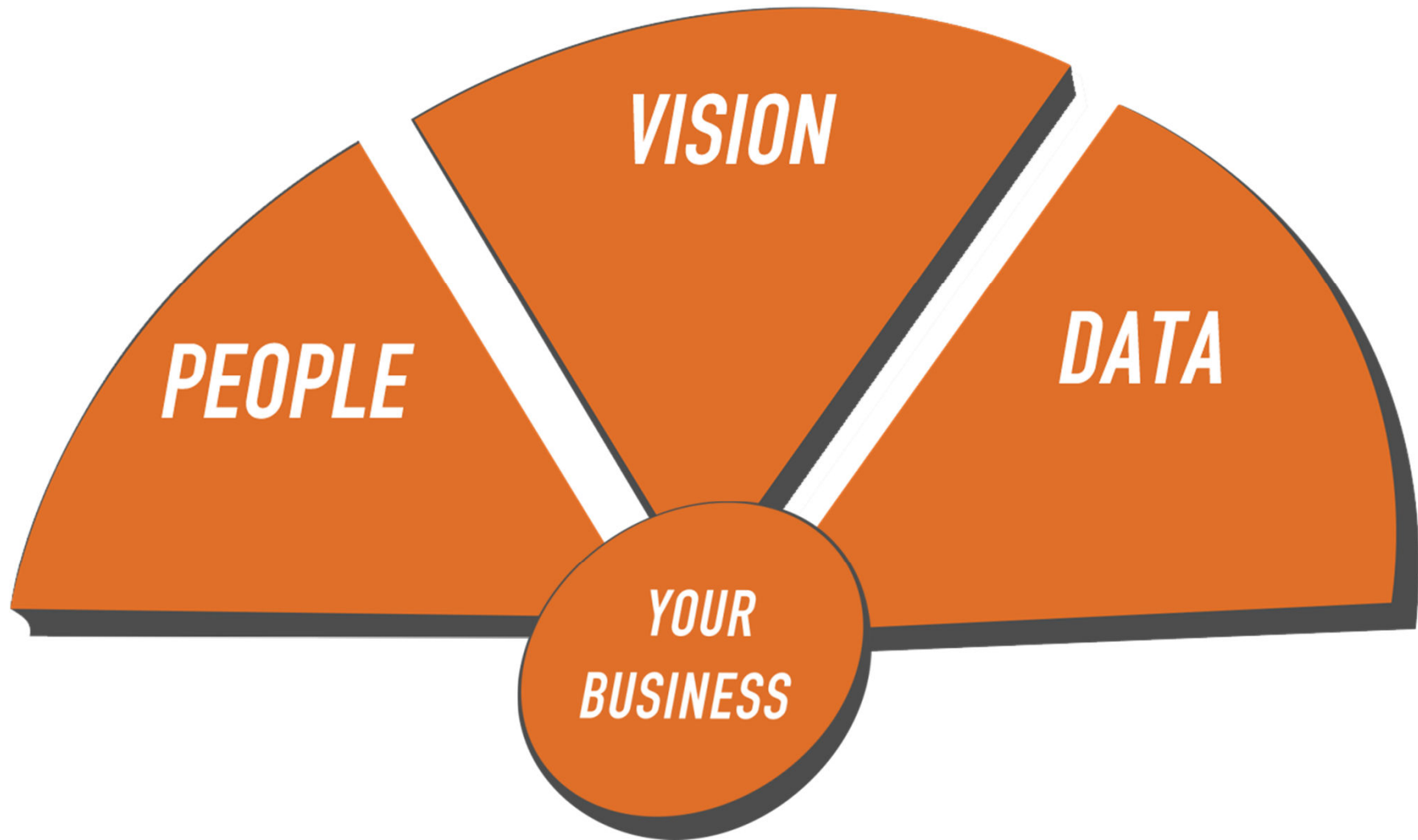
- Weekly Revenue
- Cash Balance
- Sales Calls
- Sales Meetings
- Proposals
- Closed Business
- Customer Satisfaction
- Accounts Receivable
- Accounts Payable
- Errors
- Utilization/Capacity

DATA

- *Scorecard*
- *Measurables*



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ISSUES

- *Issues List*
- *IDS*

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THE ISSUES SOLVING TRACK

Identify
Discuss
Solve

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PROCESS

- *Documented*

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CORE Processes

- People
- Marketing
- Sales
- Operations
- Accounting
- Customer-Retention

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PROCESS

- *Documented*
- *Followed by all*

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TRACTION

- *Rocks*
- *Meetings*

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Rocks & Meeting **Pulse**

- **Rocks**

- 1-3 most important things you need to accomplish in next 90 days (Quarter) to reach your 1-year goals

- **Meeting Pulse**

- Two-Day Annual Planning Session
 - Company-wide roll-out of refreshed Vision and Annual Plan
 - Department meetings for getting Traction on implementing plan
- All-Day Quarterly Pulsing Session
 - 2-4 Hour Quarterly Department Pulsing Sessions
- 90 Minute Weekly Level 10 Leadership Meeting
 - 30-60 Minute Weekly Level 10 Department Meetings

The Weekly Level 10 Meeting

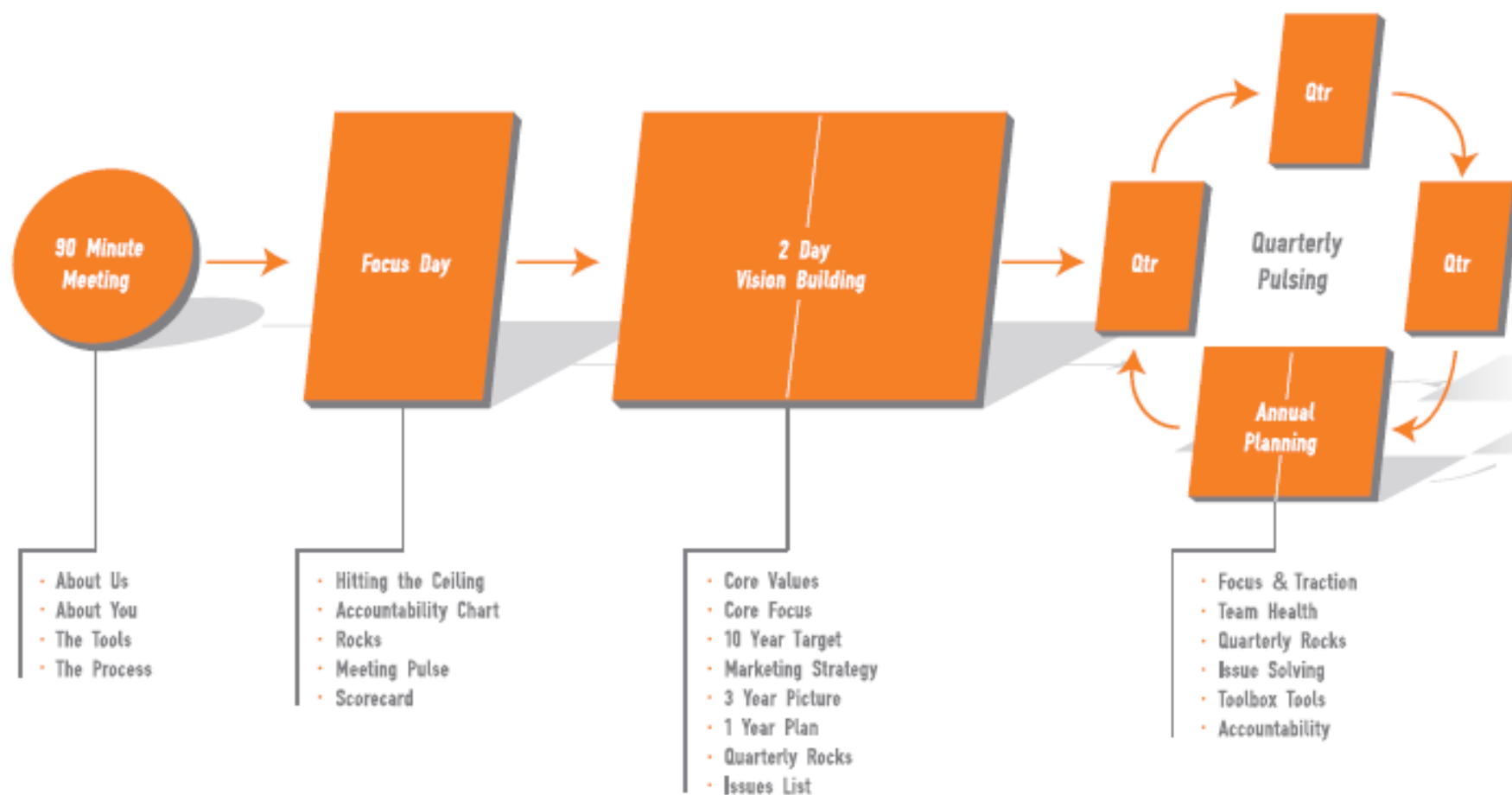
- | | |
|--------------------|------------|
| ➤ Good News | 5 minutes |
| ➤ ScoreCard | 5 minutes |
| ➤ Rock Review | 5 minutes |
| ➤ People Headlines | 5 minutes |
| ➤ To-Do List | 5 minutes |
| ➤ IDS | 60 minutes |
| ➤ Conclude | 5 minutes |



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THE EOS PROCESS™



Questions?



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THANK YOU!

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