

# Get a Grip on your Business

Are you Running Your Business  
or is it Running You?

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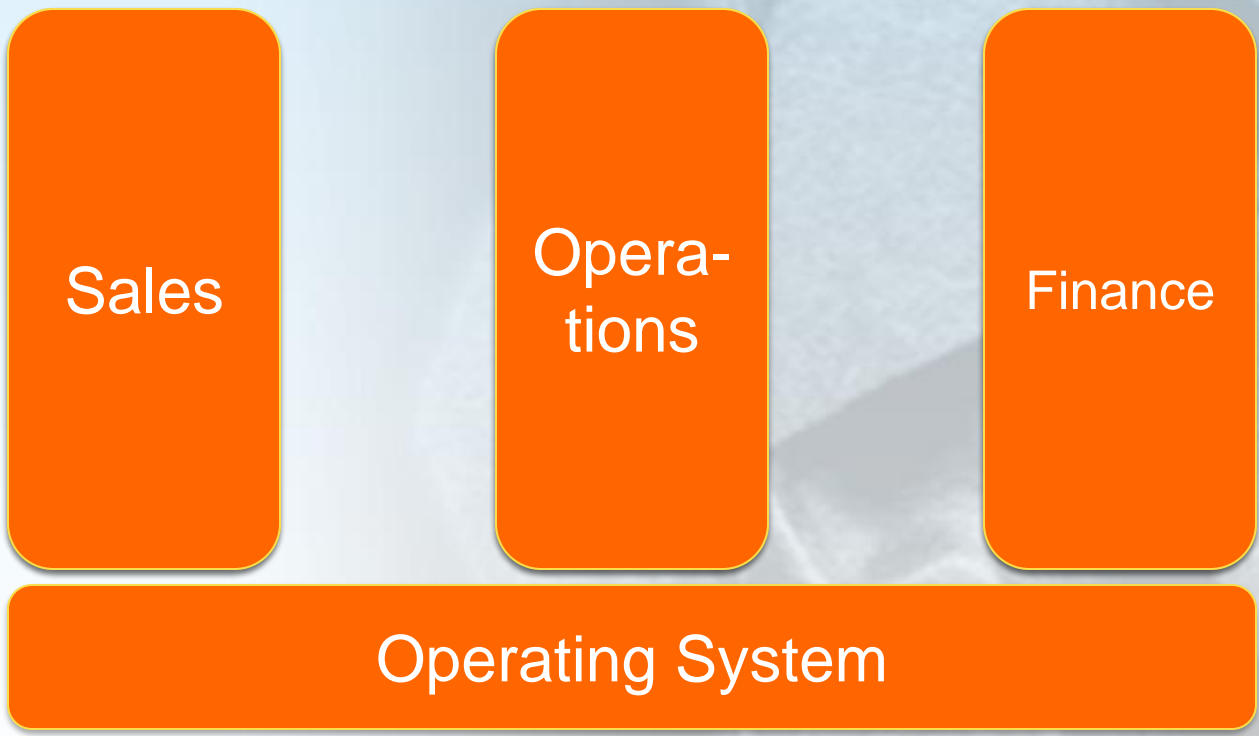
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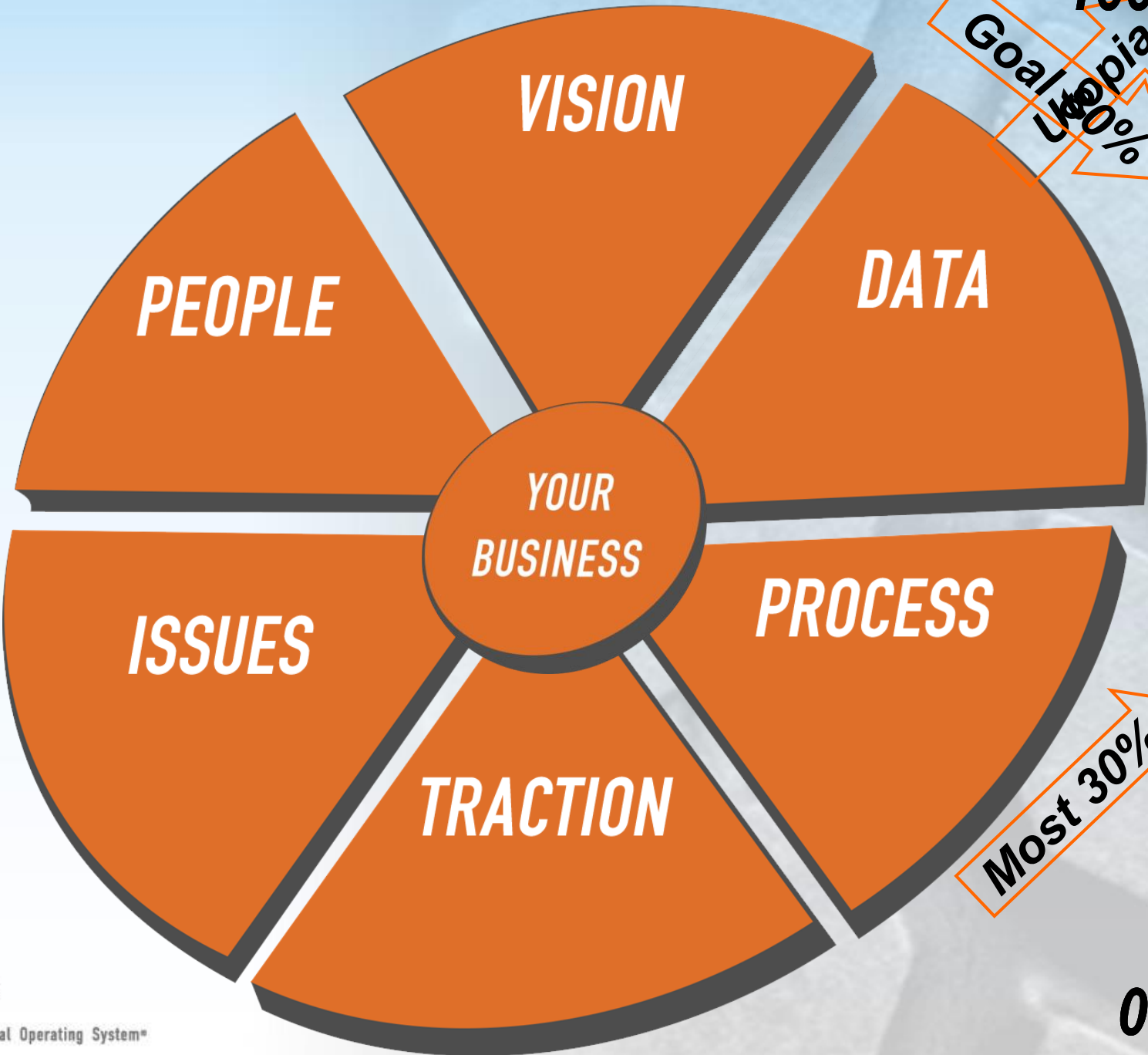


# Do You Wish...

- In these challenging times, do you wish you could:
  - Focus on the right priorities?
  - Be nimble/flexible, yet reduce chaos/"firefighting"?
  - Have more timely information about how the business is doing?
  - Communicate better/keep your people connected?
  - Solve issues faster and permanently?

# The OS in Your Business





# Why It Works

- ❑ Vision – everyone aligned and rowing in the same direction
- ❑ Traction – getting more done in less time
- ❑ Healthy – in an environment of high trust, true cohesion, openness, honesty



# Which Trip?



# 100% Strong

## ***VISION***

- *8 Questions*
- *Shared by all*

# 8 Questions (V/TO)

## THE VISION/TRACTION ORGANIZER™

YOUR COMPANY NAME – 20XX QX

### VISION

<b>CORE VALUES</b>	1. 2. 3. 4. 5.	<b>3-YEAR PICTURE™</b>
<b>CORE FOCUS™</b>	Purpose/Cause/Passion:  Niche:	Future Date: Revenue: Profit: Measurables:  What Does It Look Like? . . . . . . . . . .
<b>10-YEAR TARGET™</b>		
<b>MARKETING STRATEGY</b>	Target Market/"The List":  Three Uniques:  Proven Process:  Guarantee:	



# 8 Questions (V/TO)

## THE VISION/TRACTION ORGANIZER™

YOUR COMPANY NAME – 20XX QX

### TRACTION

1-YEAR PLAN	ROCKS	ISSUES LIST																																																						
<p><b>Future Date:</b></p> <p><b>Revenue:</b></p> <p><b>Profit:</b></p> <p><b>Measurables:</b></p> <p><b>Goals for the Year:</b></p> <table border="1" data-bbox="19 828 627 1220"> <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>	1.		2.		3.		4.		5.		6.		7.		<p><b>Future Date:</b></p> <p><b>Revenue:</b></p> <p><b>Profit:</b></p> <p><b>Measurables:</b></p> <p><b>Rocks for the Quarter:</b></p> <table border="1" data-bbox="666 828 1271 1220"> <tr> <td></td> <td><b>Who</b></td> </tr> <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>		<b>Who</b>	1.		2.		3.		4.		5.		6.		7.		<table border="1" data-bbox="1304 635 1903 1306"> <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> <tr><td>11.</td><td></td></tr> <tr><td>12.</td><td></td></tr> </table>	1.		2.		3.		4.		5.		6.		7.		8.		9.		10.		11.		12.	
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# 100% Strong

## ***VISION***

- *8 Questions*
- *Shared by all*

# Who Belongs on **Your** Bus?



# 100% Strong

## PEOPLE

- *Right People*
- *Right Seats*

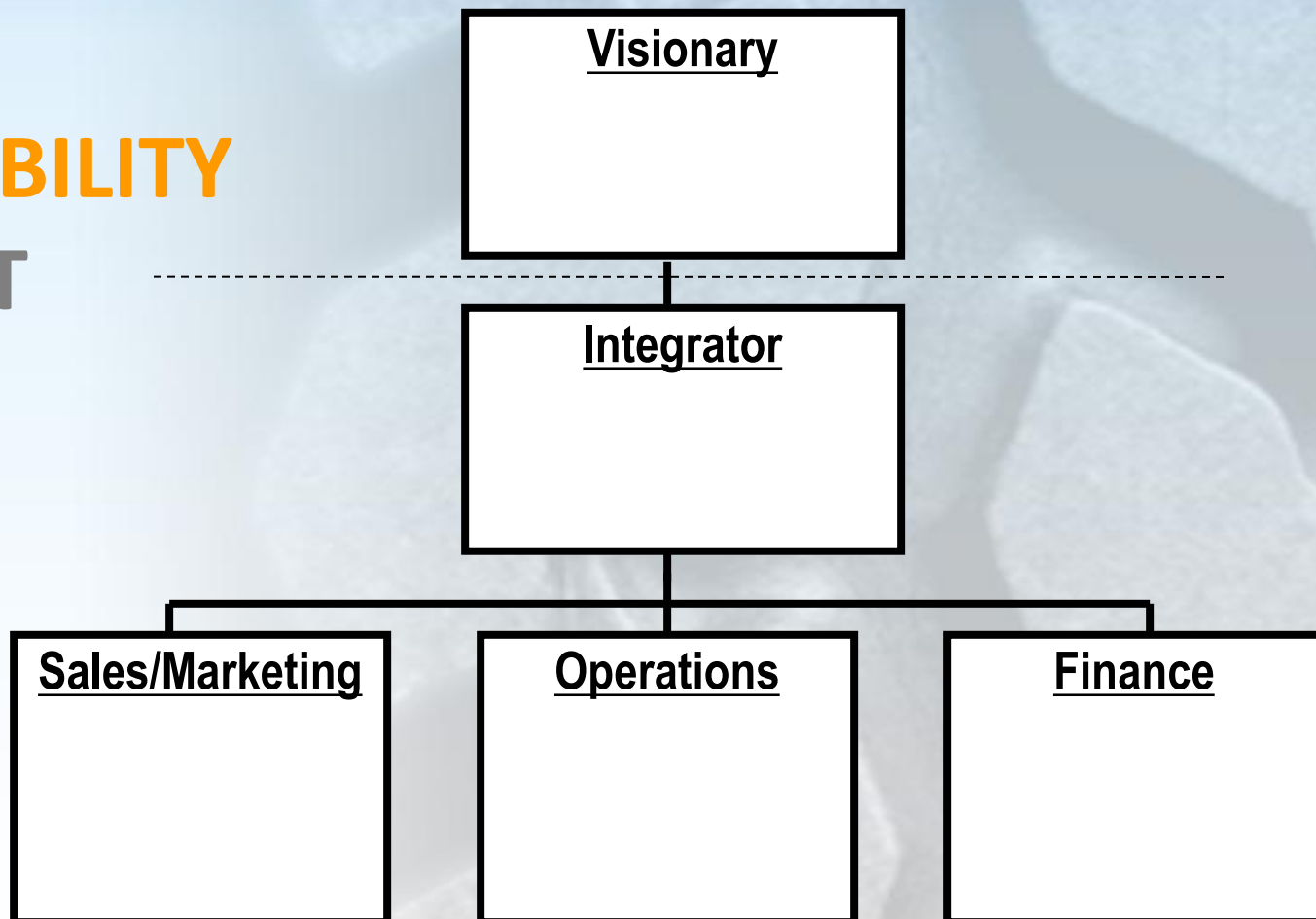
# Right PEOPLE

## The PEOPLE ANALYZER

Name	Be humbly confident	Grow or die	Help first	Do the right thing	Do what you say
Jane Wright	+	+	+	+	+
John Payne	-	-	-	-	-
Andi Sided	+/-	+/-	+/-	+/-	+/-
<b>The Bar</b>	+	+	+	+/-	+/-

# Right SEATS

## The ACCOUNTABILITY CHART



# Right SEATS

- Get It
- Want It
- Capacity to Do It

Function  
Name

• \_\_\_\_\_

• \_\_\_\_\_

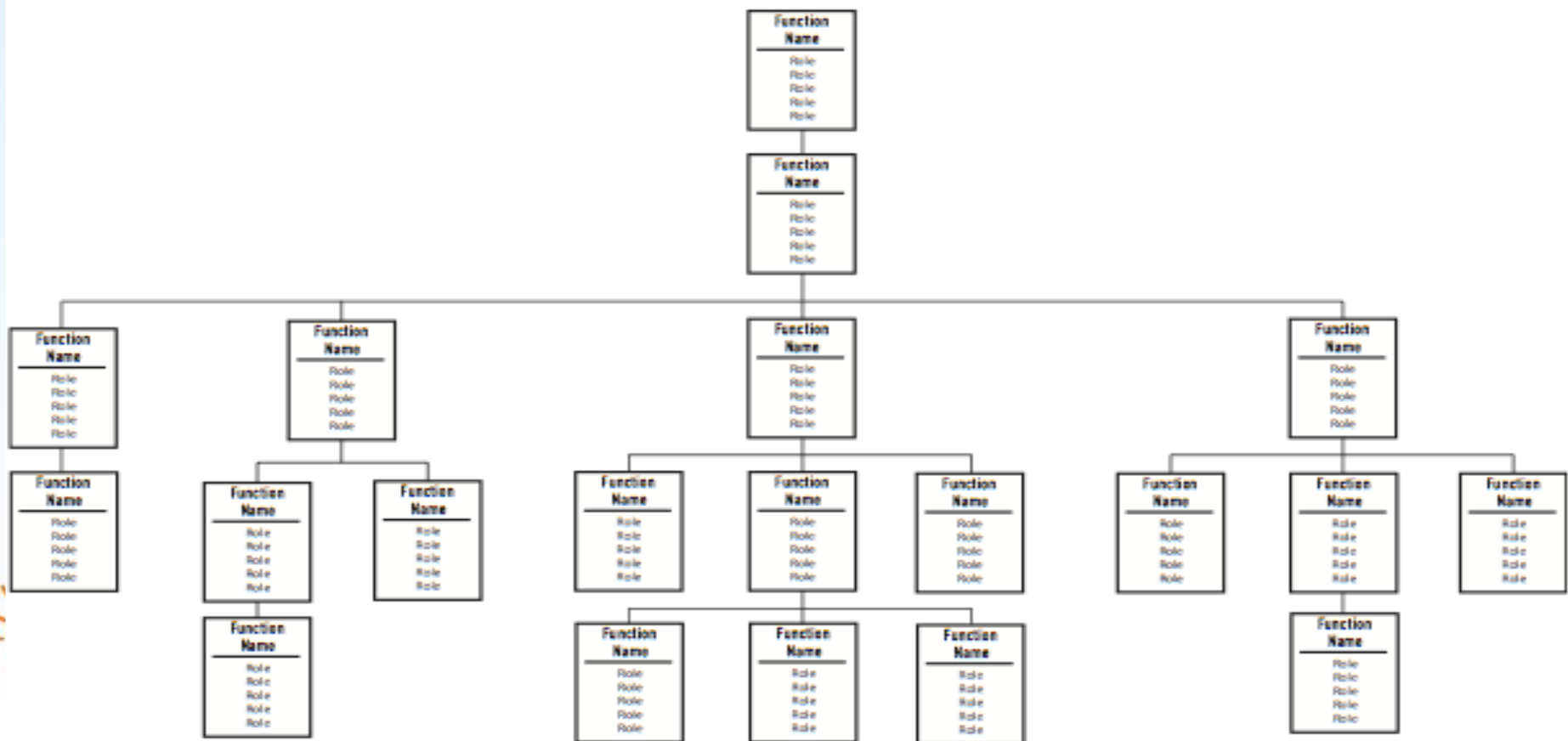
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• \_\_\_\_\_

# Right SEATS

## THE ACCOUNTABILITY CHART





# Right SEATS

## The PEOPLE ANALYZER

Name			Get it	Want it	Capacity to do it
Jane Wright			Y	Y	Y
John Payne			N	N	N
Andi Sided			Y	N	Y
The Bar			Y	Y	Y

# 100% Strong

***DATA***

• ***Scorecard***

# Where Do **You** Stand?

## NFC North

Team	W	L	T	Pct	PF	PA	Home	Away	Strk
 Packers	8	3	0	.727	349	283	4-1	4-2	W1
 Vikings	5	6	0	.455	292	305	2-4	3-2	W1
 Bears	5	6	0	.455	216	250	2-3	3-3	L5
 Lions	4	7	0	.364	252	328	1-4	3-3	L2

# Company SCORECARD

WHO	MEASURABLES	GOAL	5-Jan	12-Jan	19-Jan	26-Jan	2-Feb	9-Feb	16-Feb	23-Feb	1-Mar	8-Mar	15-Mar	22-Mar	29-Mar



# Company SCORECARD

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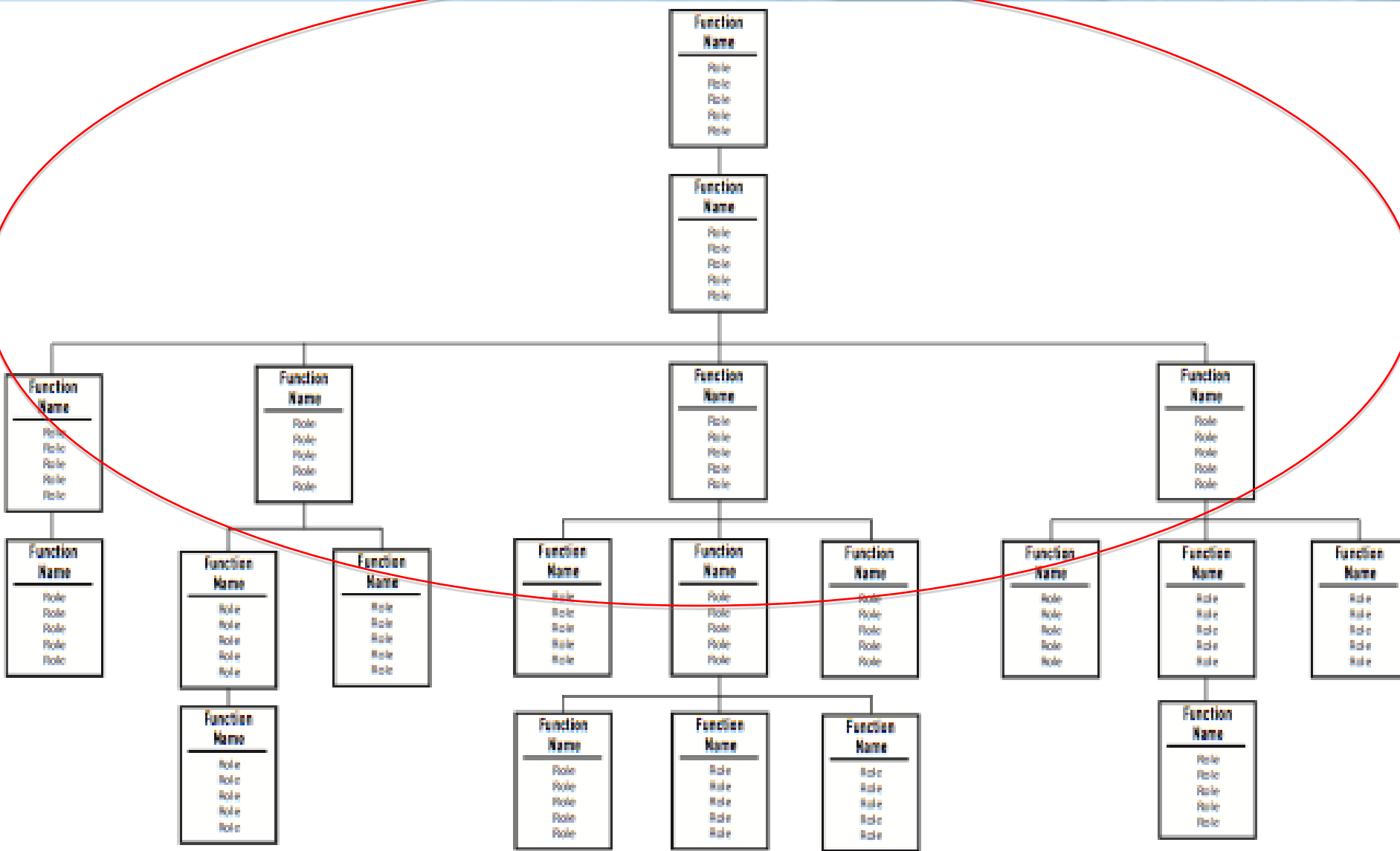
# 100% Strong

## ***DATA***

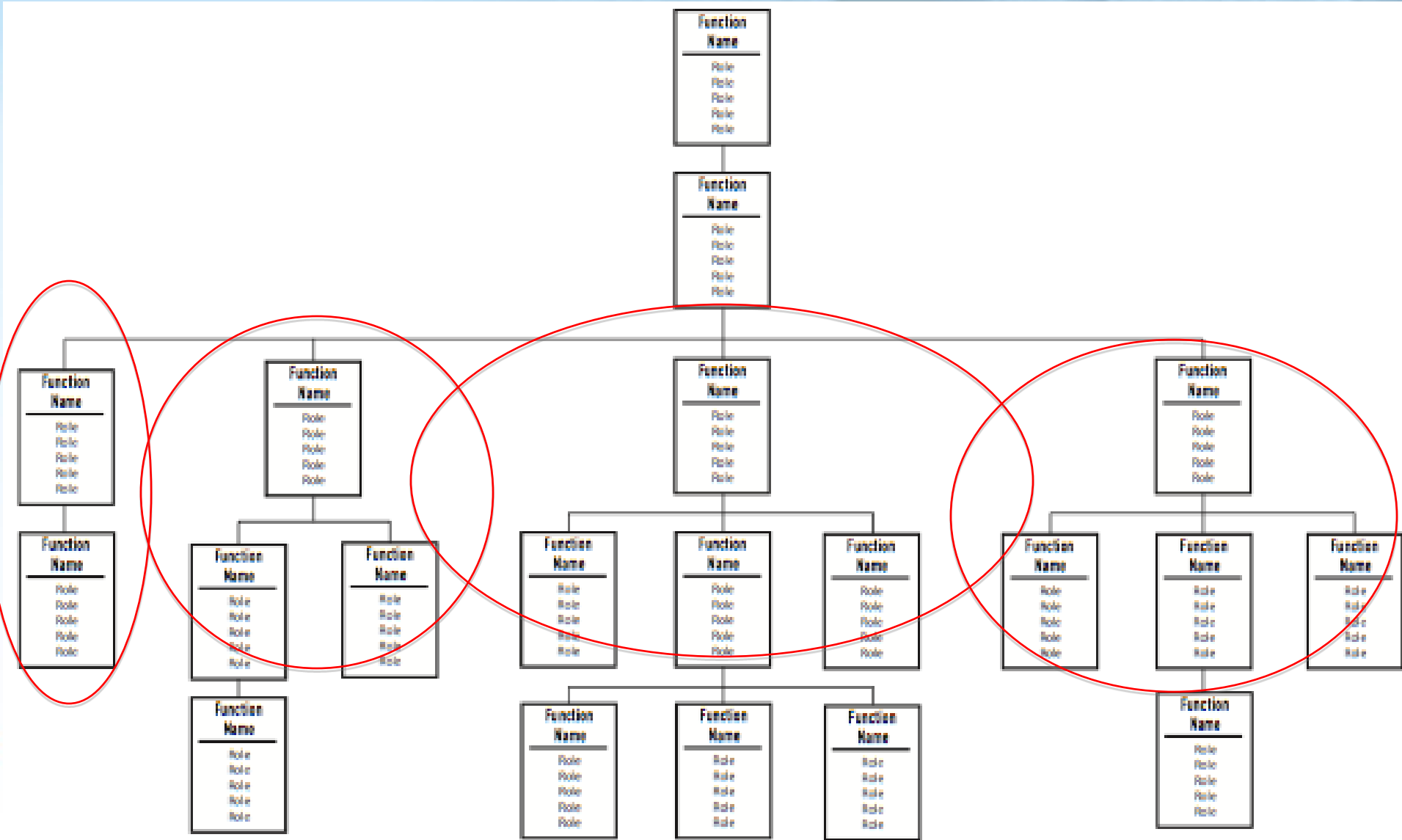
- ***Scorecard***
- ***Measurables***



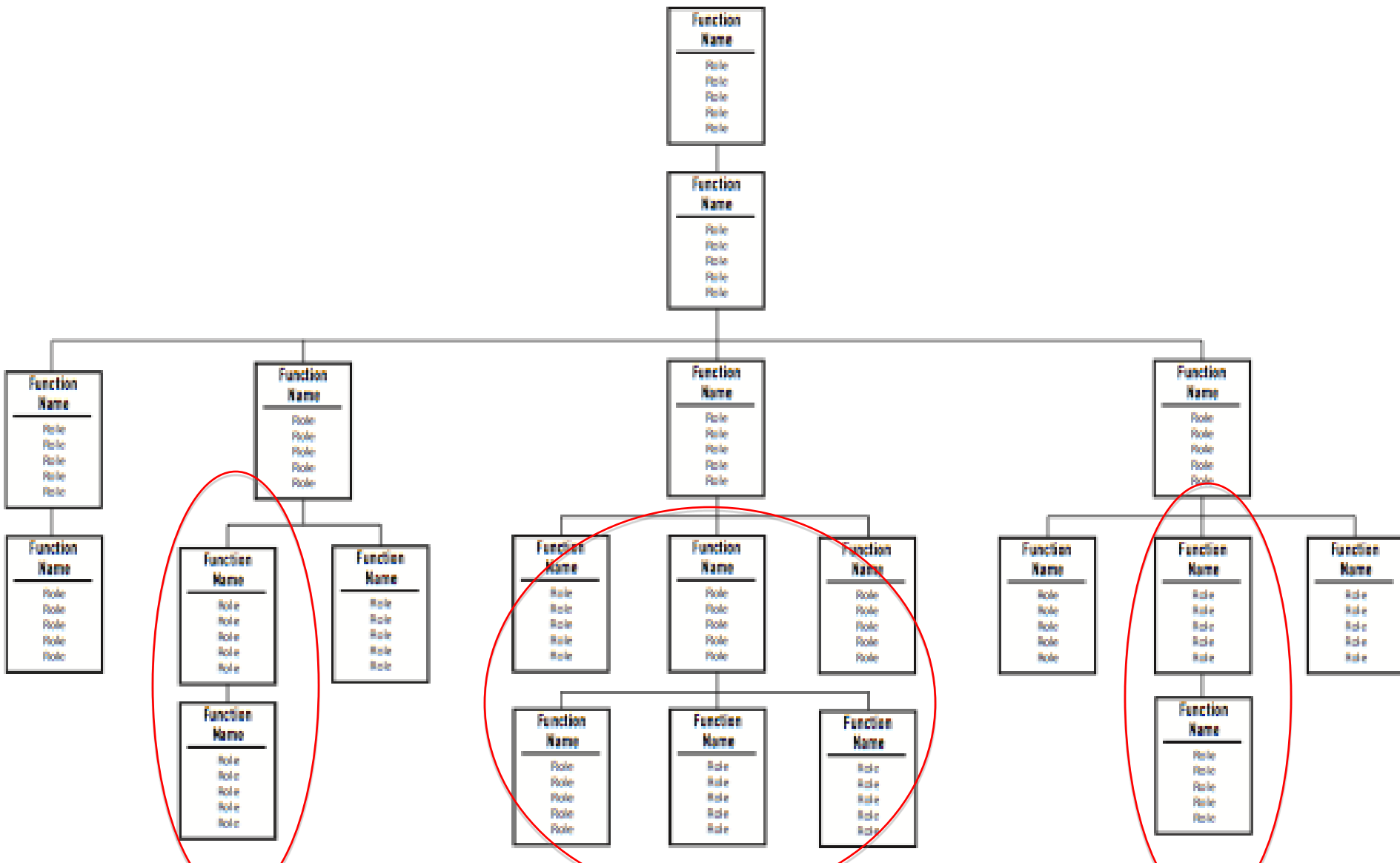
# A Collection of TEAMS



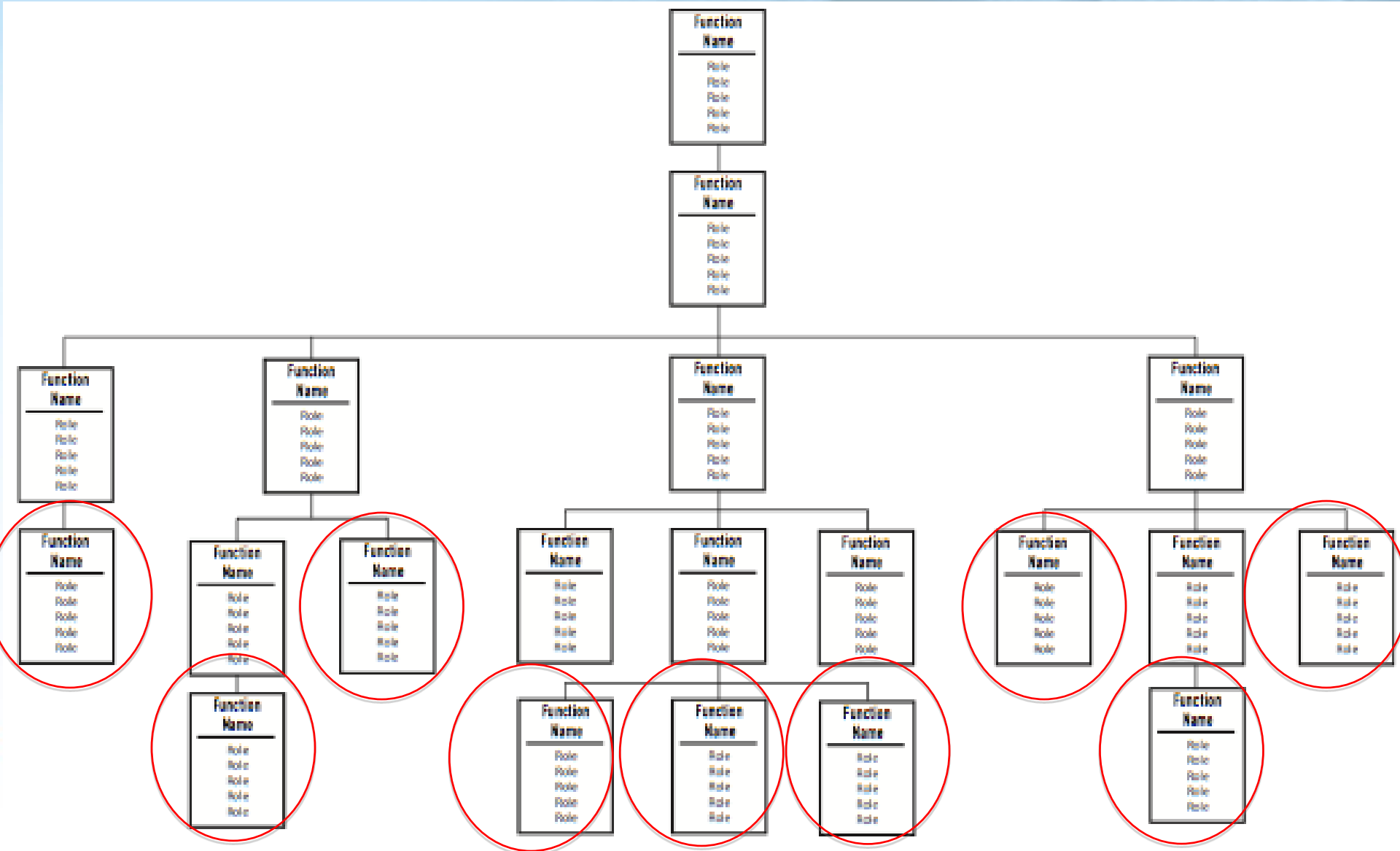
# Each Team Has a SCORECARD



# Each Team Has a SCORECARD



# Everyone Has a NUMBER



# What Is UNRESOLVED?

## *ISSUES*

- *Issues List*
- *IDS*

# Issues Are Like...



# Anti-Squirrel: Issues List

- ❑ Leadership team
- ❑ Every department
- ❑ Short and long term

## ISSUES LIST

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

# Anti-Dandelion: **IDS**

**I**dentify

**D**iscuss

**S**olve

## ISSUES LIST

1.		2
2.	Darren U. Right Person	1
3.		
4.	# Leads off track	
5.	Anodyne Merger	
6.	Utilization off track	3
7.	Western US expansion	
8.		
9.		
10.		
11.		
12.		



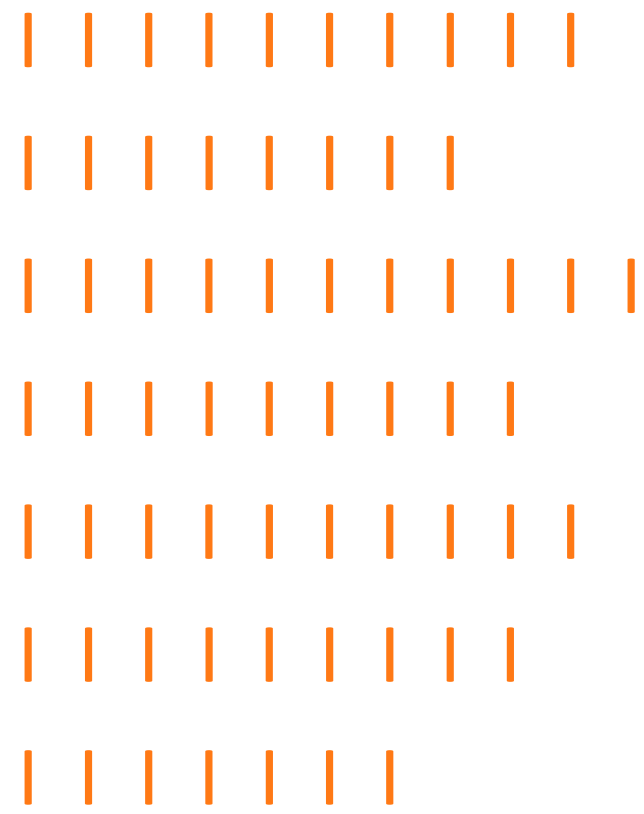
# 100% Strong

## *PROCESS*

- *Documented*

# Core Processes

- H/R
- Marketing
- Sales
- Operations
- Operations
- Accounting
- Customer Service



The \_\_\_\_\_ Way

# 100% Strong

## *PROCESS*

- *Documented*
- *Followed by all*

# 100% Strong

## ***TRACTION***

- *Rocks*
- *Meeting Pulse*

# What Do You Work on **First?**



# Rocks = Traction

- ❑ 90-Day World (\*normally)
- ❑ Small set of key priorities
- ❑ Important, not urgent
- ❑ Do them first (after important day job tasks)
- ❑ Everyone on same cadence
- ❑ Accountability – did you get them done?

# Meeting Pulse

- Weekly LEVEL 10 Meetings
  - Same Day
  - Same Time
  - Same Agenda
  - Start on Time
  - End on Time

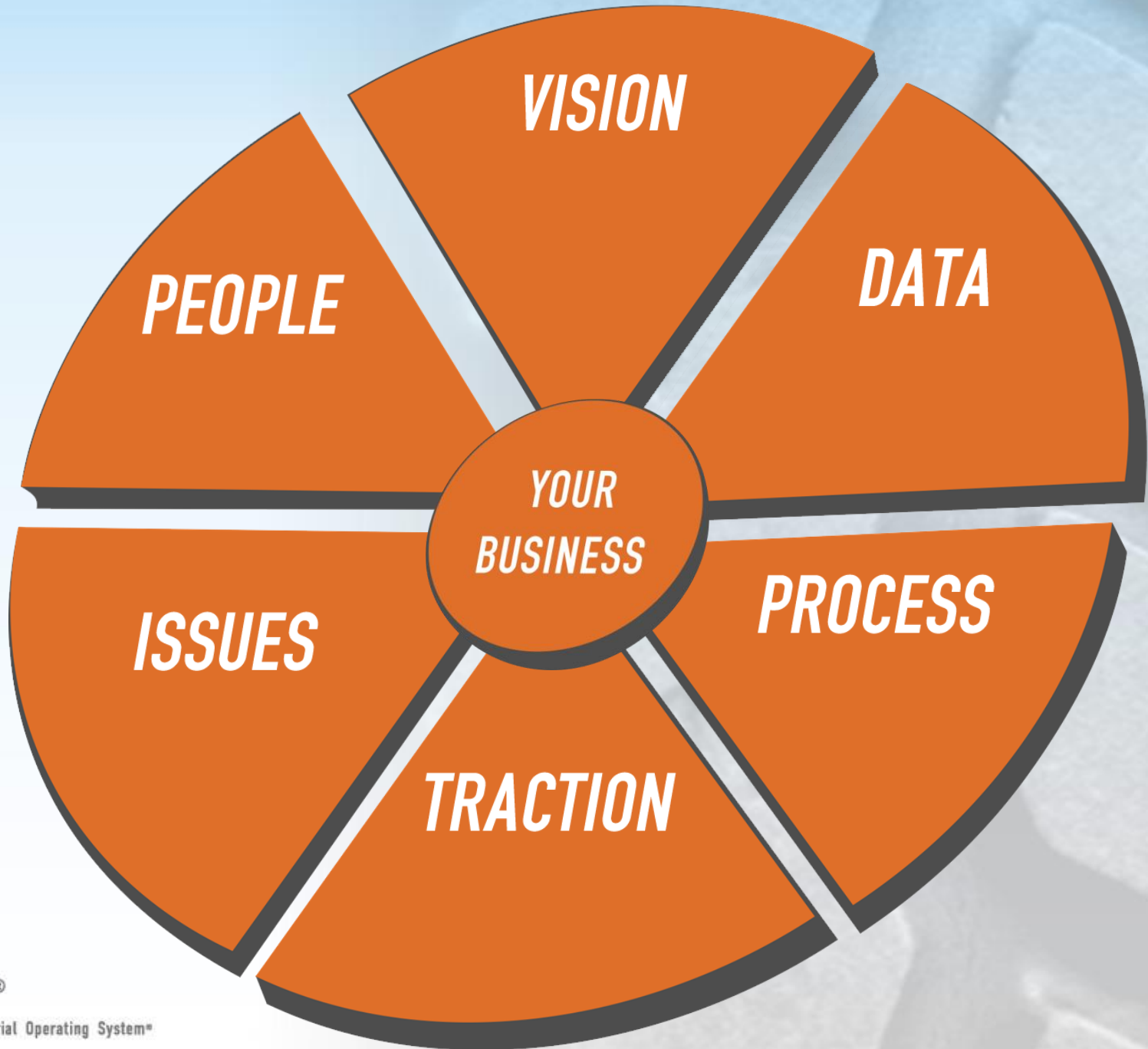
# Level 10 Agenda

Reporting  
Only!

- ☐ Segue 5 Minutes
- ☐ Scorecard 5 Minutes
- ☐ Rock Review 5 Minutes
- ☐ Customer and Employee Headlines 5 Minutes
- ☐ To Do List 5 Minutes
  - -----
  - -----
  - -----
- ☐ Issues List/IDS 60 Minutes
  - -----
  - -----
  - -----
- ☐ Conclude 5 Minutes









# Q&A

# QUESTIONS?

# Things **You** Can Do

- ❑ Focus on the Six Key Components (start with one?)
- ❑ Focus on the Foundational Tools:
  - V/TO, Acct Chart, Rocks, S/C, L10 Mtg
- ❑ Resources
  - Books (Traction, Get a Grip, Rocket Fuel, How to be a Great Boss, What the Heck is EOS)
  - Website
    - [www.thetractiongroup.com](http://www.thetractiongroup.com)
- ❑ EOS Implementer – Paul Detlefs
  - [paul@thetractiongroup.com](mailto:paul@thetractiongroup.com)
  - [www.thetractiongroup.com/paul-detlefs](http://www.thetractiongroup.com/paul-detlefs)
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