

**BEST**  **of**  
**SUCCESS**

# SUCCESS AND PRIVATE EQUITY

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# Success and Private Equity

## 5 Strategies for Building and Maintaining a Team

1. You must continually cast a vision. Good to great. Talk about the vision all the time. How do your people think you manage your personal life and finances? Be purposeful in all messages, and in all things.
2. Understand what Talent Wants and Work Backwards.
  - a. Recognition
  - b. Belong to something greater than themselves - Feel special
  - c. Growth potential - Vision all the time
  - d. Want to be heard. Different types of management. Difference between having a vote vs. a voice
  - e. Money
3. Stand Alone vs. Left Alone. Always train your people. Even your “A” players.
4. Talent Acquisition - Recruiting from Within. Has each leader identified the next leader on their team? How do you keep your leaders as A players? Why are they not attracting A players anymore? Go spend time with those leaders and discover why. Study with 35000 people - Leaders spending 1- 2 hours a week interacting with their people. 6 Hours per week = 29% more inspired / 30% more engaged / 16% more innovative / 15% more intrinsically motivated.
5. Protect the brand - Mission statement, Core Values. It's so important to us #WeAreNotTheSame. We work hard, to be different. Don't hire retreads - No boomerangs. Don't hire industry veterans that have moved around from company to company.

# Benefits / Adjustments of Joining Equity

1. Create generational wealth by rolling equity back in (3x output) - Chips off the table now.
2. Provide better opportunities for your employees and some long-term investment options.
3. Diversify your business and gain exposure to other companies.
4. Leverage your financials with dramatic purchasing power.
5. Improve business performance by accessing other business leader's Best Practices.
6. Reduce financial burdens in areas like; human resources, benefits administration, payroll processing, legal support, IT systems use.
7. Move from owner/founder to industry leader
8. Be open to change - You Can't grow without it.
9. You Don't own your Business anymore.
10. Are you ok with not being the Boss?



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