

Paul Hoyt's "Office Hours" Series



THE **Awakened** CEO System

Office Hours

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Welcome to Office Hours

- A relaxed, informal mentoring program
- Held every Monday at Noon Pacific Time
- All recordings, slides, and exercises are archived in our member's area
- All recordings are available on my YouTube channel:

www.YouTube.com/user/PaulHoyt

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The Reasons

- Being a successful small business owner can be a great experience!
- It's tough - you need Education, Training, Tools, and Team to be successful
- We want you to get to know us

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The Reasons

- First and most importantly, we want you to know that we care about you.
- We want you to succeed in every area of your life, whatever that means to you.
- We want you to find the **greatness**, the **happiness**, the **divinity** within yourself, and then remember it, embrace it, and live it every day.



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Our Passion

To increase the survival rate...

Accelerate the growth rate...

And reduce the struggle rate
of businesses in America

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Our Vision...

To help millions of CEOs and
Entrepreneurs accelerate their business
growth and enjoy greater harmony and
balance in their lives

Please Pass the Word!

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Office Hours Agenda

- In depth discussion of a business success principle
- Closing remarks, special offers, and invitation for next weeks session
- Open Q&A and coaching

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Join Us!

- The Awakened CEO Communities on both LinkedIn and Facebook
- Business Success Principle of the Day postings on both Facebook and LinkedIn
- Energy of the Day posting on Facebook

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THE **Awakened** CEO
Conversation

- An Interactive Webinar, with special guest Ken Parks
- Wednesday, November 18th, 6pm PST
- Watch your emails for signup information



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THE **Awakened** CEO
Strategic Planning
Virtual Event

- Saturday, Dec. 5th
- <http://paulhoyt.com/strategizewithpaul/>



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Today's Topic: Getting Massive Support!

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The Key Performance Areas



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The Key Performance Areas



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THE **Awakened** CEO
System



A Balanced and Comprehensive Approach
to Business Growth, on multiple levels



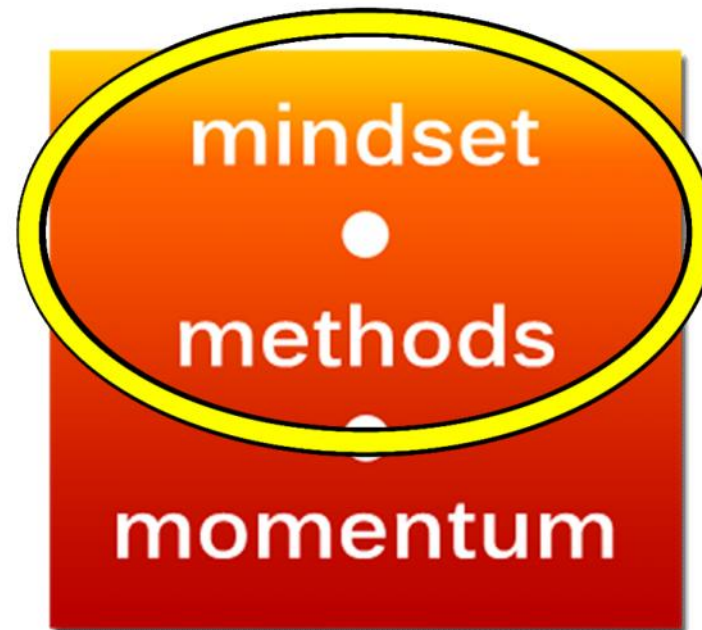
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The Awakened CEO System



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Agenda

- Why Build a Team?
- Size of Team
- Ways to Think about your Team
- Getting Started
- The Bottom Line

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Why Build a Team?

- Bandwidth
- Expertise
- Creativity
- Support

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Size of Team

- Solopreneur
- Microbusiness (5 or less)
- Small Business (300 or less)
- Large Business (thousands)

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Ways to Think About Your Team

- Functional Areas
- Mindset
- Participation
- Level in the Organization
- Experience
- Life Areas

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Functional Areas

Key Performance Areas



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Time With You

- Incidental
- Temporary
- Semi-permanent
- Permanent

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Mindset

- Cheerleader
- Umpire
- Teammate
- Advisor
- Coach
- Mentor

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Participation

- Education – teach you how
- Training – show you how and help you develop your own skills
- Do-it-with-you
- Do-it-for-you

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Level in the Organization

- Board of Directors
- Board of Advisors
- C-Level Execs
(CEO, CFO, COO, CxO)
- Vice President
- Manager
- Team Member

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Experience

- Rookie / Intern
- Some experience
- Over seven years
- Over 20 years

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Life Areas

- Business
- Physical
- Mental
- Emotional
- Spiritual

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Ways to Think About Your Team

- Functional Areas
- Mindset
- Participation
- Level in the Organization
- Experience
- Life Areas

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Getting Started

- Delegating low value tasks
- Critical expertise for next phase of growth
- Avoid increasing overhead too quickly

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Your Team and Capital

- Investors want:
 - Multiple founders...
 - With significant personal investments...
 - Who have worked together for years
- The Hacker, the Huckster, and the Hopeful (from “Nail It Then Scale It”)
- Reduce Keyman Risk



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Step by Step Success Formula

	Military	Corporate America
1. Job Description	✓	✓
2. Interviews	✓	✓
3. Tests and Checks	✓	✓
4. Onboarding & Training	✓	✓
5. Probationary Hiring	✓	✓
6. Ongoing Management	✓	✓



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The Bottom Line

- Never go it alone!
- Focus on getting Massive Support!
- Add team members strategically
- Use proven processes
- Get coaching and support to make great decisions and implement them

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Agenda

- Why Build a Team?
- Size of Team
- Ways to Think about your Team
- Getting Started
- The Bottom Line

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Homework / Exercise

- Think about who you need on your team
- Create a staffing plan for the next phase of growth
- Begin executing the Six Step Plan

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Open Q & A and Coaching – in a minute

- Comments and questions on the topic of the day, then any other issues
- Tell me what your biggest “take-aways” are and what insights you gained from this presentation
- Tell me what you are going to focus on

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Our Support Services

Service	Teach You	Do It With You	Do it For You
Education	X		
Training	X		
Coaching	X		
Advising / Mentoring	X	X	
Consulting		X	X
Growth Management		X	X



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Next Office Hours: Nov. 23rd

- Topic is: TBD
- Let me know what topics you would like for me to address: www.PaulsSurvey.com
- Do your homework!

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Open Q & A and Coaching

- Comments & questions on the topic of the day, then any other issues
- Contact Me at paul@paulhoyt.com
call or text: 415.997.8001
- www.SchedulePaul.com



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