

# Magnetic Purse'nalities Leadership Academy 2014

## Week 2: How to be an Effective Leader



# AGENDA

Getting New Team Members Off to a Great Start

Where to Focus Your Energy

Leading By Example

Q&A

Homework



# GET OFF TO A GREAT START

Goal Setting

Shadowing

Launch +4 or More in First 30 Days

Maximizing Quick Start

Training Resources



# GET OFF TO A GREAT START

Goal Setting

Questionnaire

Income Projection Worksheet



My party average	\$	<input type="text"/>
My projected number of parties each month	X	<input type="text"/>
My projected sales each month	=	<hr/> -
My commission (based on personal sales)	X	<hr/> 25%
My projected monthly earnings	=	<hr/> -

What will an extra \$ \_\_\_\_\_ - \_\_\_\_\_ each month do for me and my family?

<u>Monthly Sales</u>	<u>Commission</u>	<u>Monthly Income</u>	<u>Sample Discount</u>
\$1 - \$299	25%	up to \$75	None
\$300 - \$999	25%	\$75 to \$250	40% Off
\$1,000 - \$1,499	25%	\$250 to \$375	50% Off
\$1,500 - \$1,999	28%	\$420 to \$560	50% Off
\$2,000 - \$3,499	30%	\$600 to \$1,050	60% Off
\$3,500 - \$3,999	35%	\$1,225 to \$1,400	60% Off
\$4,000 - \$4,999	35%	\$1,400 to \$1,750	FREE
\$5,000+	40%	\$2,000+	FREE



# GET OFF TO A GREAT START

## Income Projection Worksheet

My party average	\$	600.00
My projected number of parties each month	X	6
My projected sales each month	=	<u>\$3,600</u>
My commission (based on personal sales)	X	<u>35%</u>
My projected monthly earnings	=	<u>\$1,260</u>

What will an extra \$ 1,260 each month do for me and my family?

Pay off enough debt within 1 year to allow me to go half time at work, stop paying for day care, spend more time with my kids, save for retirement, and have more disposable income available than I did when I was working full time!

# GET OFF TO A GREAT START

Goal Setting

Questionnaire

Income Projection Worksheet

Set Up Coaching Calls



# GET OFF TO A GREAT START

## Shadowing

Do Launch or Not?

Shared Calendar

Riding Together





# GET OFF TO A GREAT START

Launch +4 or More in First 30 Days

List of 100 (FRANK C'S, MICHE)

Hostess Scavenger/Treasure Hunt

Book 2 Launch Dates

Focus on Bookings

OK to Say "I Don't Know"

First 4 Are Practice



# GET OFF TO A GREAT START

## If She Just Had a Party

Contact those who couldn't make it

Personal Shopping Appointments

Mobile Kit / Party in a Box

Kit Opening

Practice Party



# GET OFF TO A GREAT START

## Benefits of L +4 in First 30 Days

Maximize Quick Start Benefits

Closer Together is Better

Do It With a Friend

Make it a Requirement

Give Me These First 90 Days

More Successful

More Income



# GET OFF TO A GREAT START

## Training Resources

Miche U / BC

NTMO

Team Website

Training Video Album

Facebook

Coaching Calls (YOU)



# WHERE TO FOCUS YOUR ENERGY

Rule of Thirds

80/20 Rule

Identifying 4 Groups Within Your Team



# WHERE TO FOCUS YOUR ENERGY

Rule of Thirds:

A Third Coming

A Third Working

A Third Leaving



# WHERE TO FOCUS YOUR ENERGY

80/20 Rule



# WHERE TO FOCUS YOUR ENERGY

## 80/20 Rule

20% of your team are usually actively working the business 80% of the time.

Key: Focus on the 20% presently producing while not forgetting the 80% who may produce in the future.





# WHERE TO FOCUS YOUR ENERGY

## Focus on the 20%

- Identify top performers by assessing their *consistent* activity
- Communicate on a regular basis with each high performing team member
- Weekly coaching calls to identify and set goals, and create an action plan to achieve them
- Offer them opportunities to showcase their strengths and develop leadership skills



# WHERE TO FOCUS YOUR ENERGY

Don't ignore the 80%

- Include in regular email communication
- Offer training to all team members
- Facebook Group
- Check in periodically



# WHERE TO FOCUS YOUR ENERGY

Identifying 4 Groups Within Your Team:

New Team Members

Business Builders

Emerging Leaders

Team Leaders (Future Developers)



# LEADING BY EXAMPLE

Build Vision in Others

Treat Your Business Like a Business

Schedules & Systems

Communication



# LEADING BY EXAMPLE

Great leaders don't tell you what to do....they show you how its done



# HOMework

Contact your team members and find out more about them.

If they are in QS create a plan to maximize the benefits.

Make sure they are aware of where to get training.

Share your calendar or post to Team Calendar.

Invite your team to shadow you.

Identify your 4 groups.

Tell me at least 1 thing you will implement to be a better leader and lead by example.

