

# Entrepreneurial Operating System

**FBS User Conference – August 27, 2014**

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**Certified Professional EOS Implementer**

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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](http://www.eosworldwide.com)
  - Certified/Professional Implementer

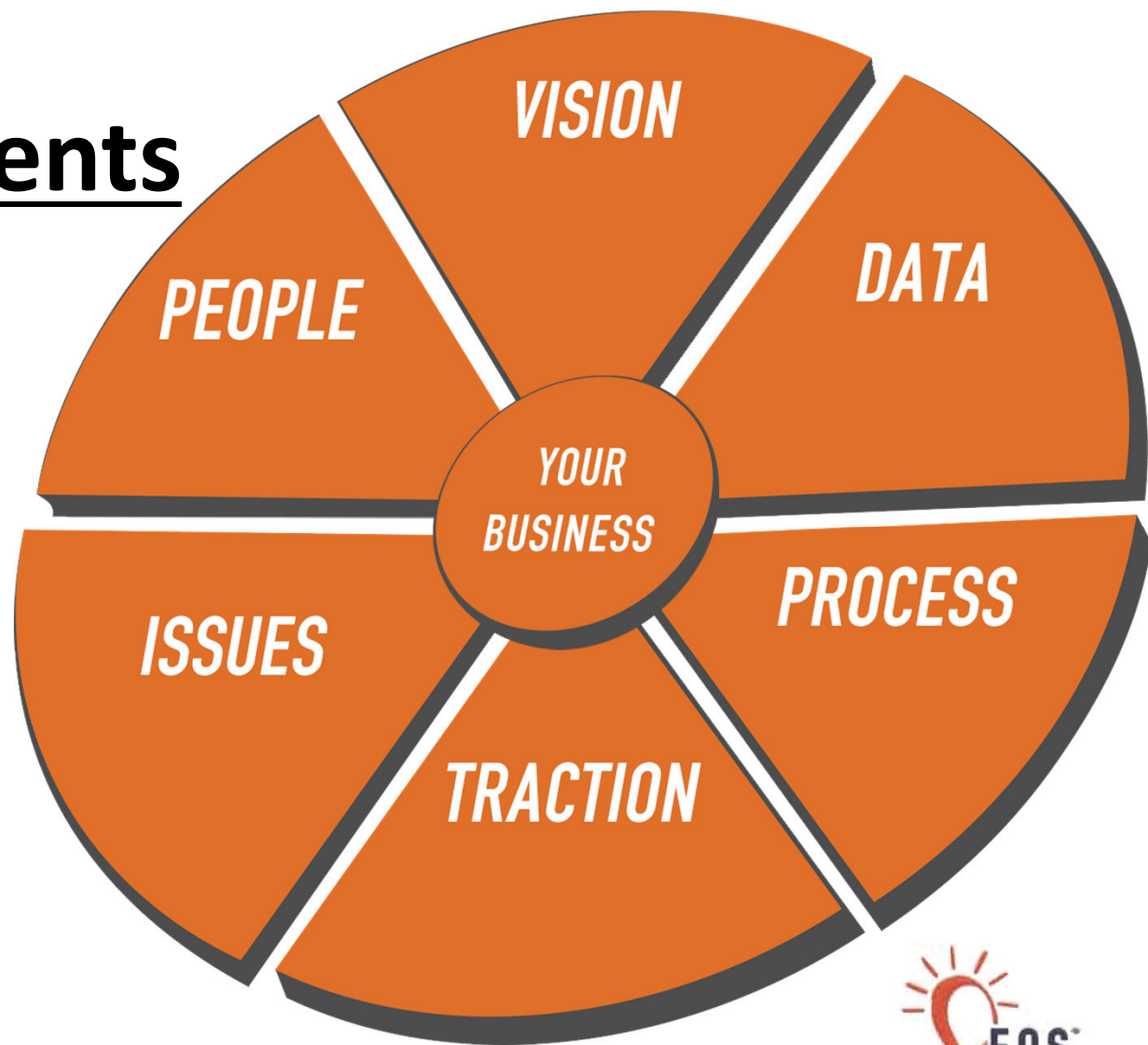
# FRUSTRATIONS

- 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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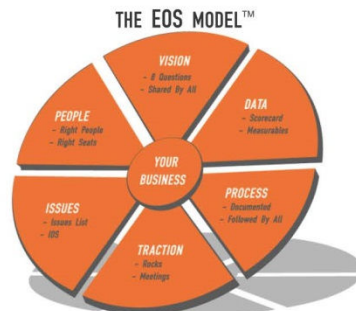


# **8 QUESTIONS**

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™
	Purpose/Cause/Passion:  Our Niche:	
	_____ _____	
	Target Market/"The List":  Three Uniques: 1. 2. 3.  Proven Process:  Guarantee:	

Future Date:

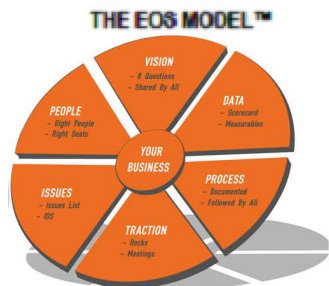
Revenue:

Profit:

Measurables:

What Does It Look Like?

- 
- 
- 
- 
- 
- 
- 
- 
- 
-



# THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME:

## TRACTION

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

- *8 Questions*
- *Shared by all*



**TRANSITION POINT**  
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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.

# *PEOPLE*

- *Right People*



TRANSITION POINT  
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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	+	+	+	+/-	+/-		



TRANSITION POINT  
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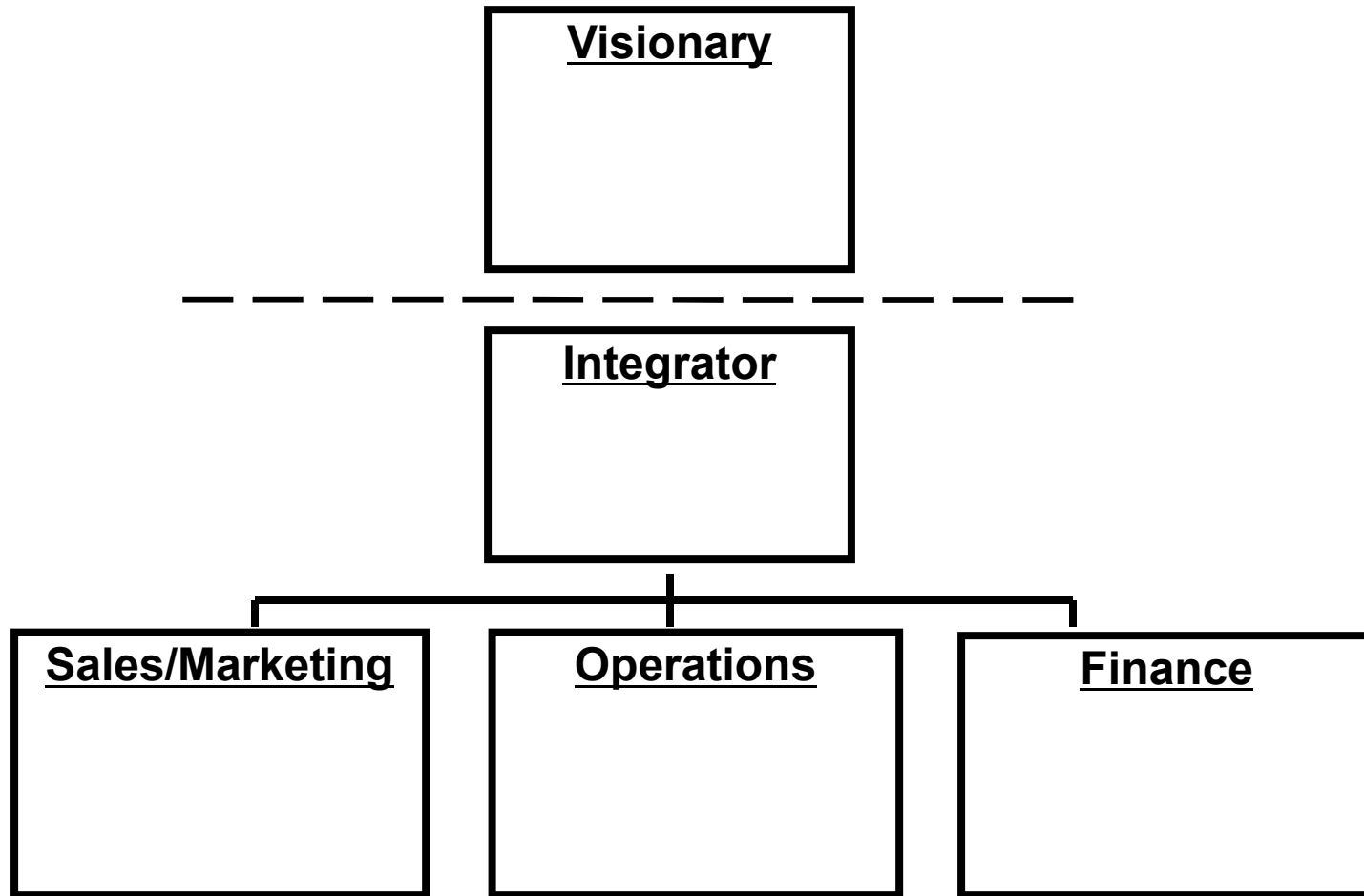
# PEOPLE

- *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

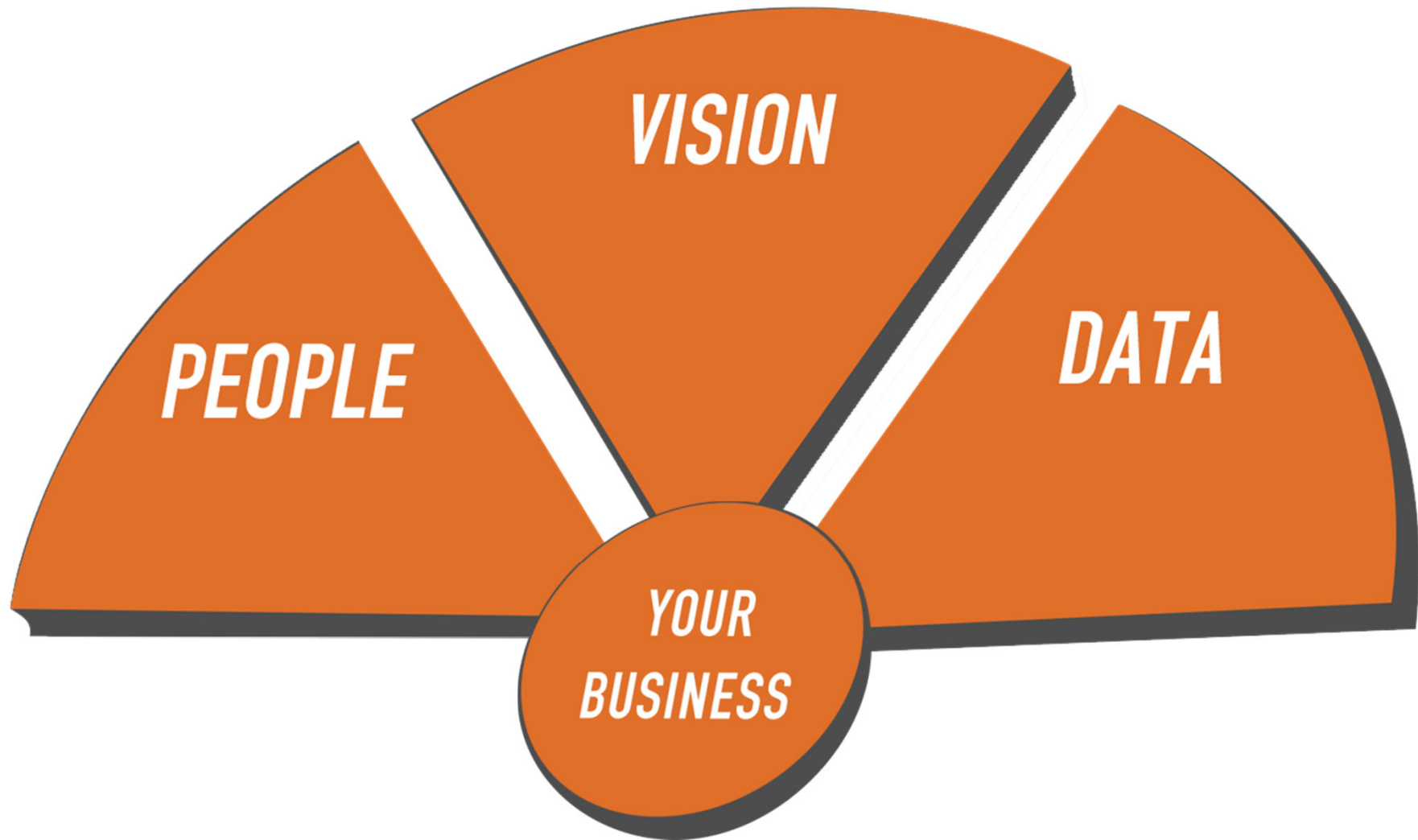
- Weekly Revenue
- Cash Balance
- Sales Calls
- Sales Meetings
- Proposals
- Closed Business
- Customer Satisfaction
- Accounts Receivable
- Accounts Payable
- Errors
- Utilization/Capacity

# *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  |

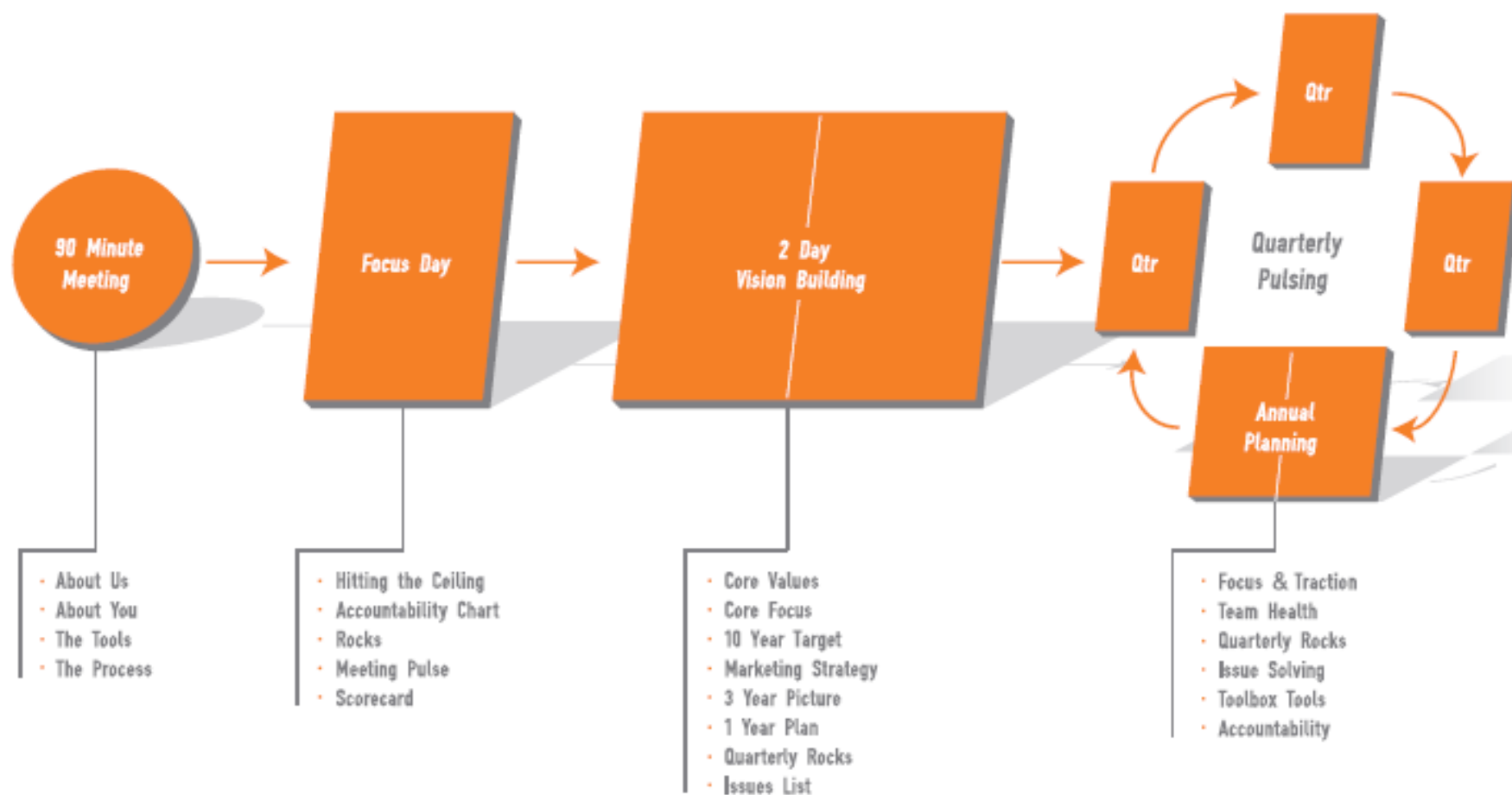


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# THE EOS PROCESS™



# Questions?



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# THANK YOU!

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