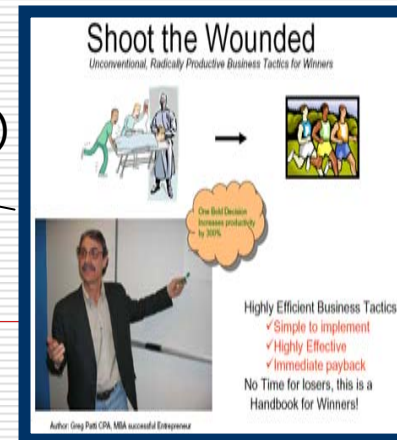
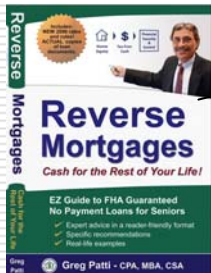


Prelude

- Why are we here ?
 - Group of smart entrepreneurs in same room
 - good things may happen
 - Meet your neighbor
 - Greg Background
 - **Relevant:** 30 yrs running HR + building teams
 - MBA- University Santa Clara
 - CPA – 5 years Price Waterhouse
 - 7 Start ups- 1 dead, 4 IPO or \$100M; 2 in process
 - Author:
 - 2006 Reverse Mortgages (update 2009)
 - Shoot the Wounded 1st Half 2009
 - Grandpas Diary 2nd half 2009



Shoot the Wounded

No time for Losers

- Part 1 -



This Session Goal

1. **Make you uncomfortable**, think out of the box
2. If the answer was in the box.....

After this session you will:

1. Have meaningful highly productive, **action oriented steps you can take by 5pm today**
1. Have a Checklist of Actions, Ideas, and Examples
And you will come back for Part 2

Agave Partners

Fast Track To The Good Stuff

www.AgavePartners.com

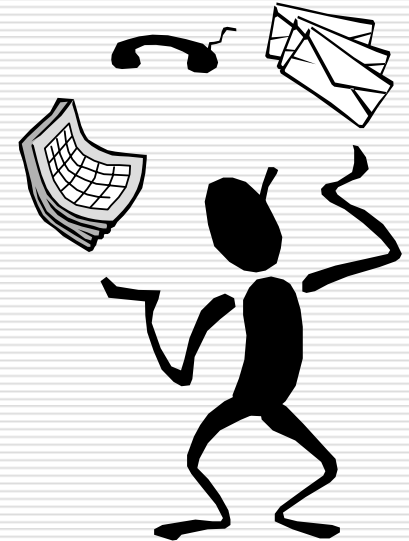
Greg Patti

April 2, 2009

Agave Presentation

Major Time Wasters

- **Phone calls**
- **Other People**
- **Meetings**
- **E-Mail**
- **Unplanned requests**
- **Emergencies**
- **Etc. etc**



“Black Hole” silent time killer



- **Indecision.....**

- Not Admitting Mistakes soon enough**

- **CYA**

- **SLOB**

- throw stuff out**

- **Nice/ Careful**

- **Unfinished Projects**

- **Living with Broken Stuff**

- (not knowing how to use your tools)**

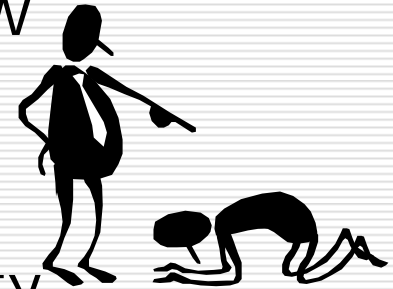


Where to Start?

❑ Managers Manage- Followers Follow

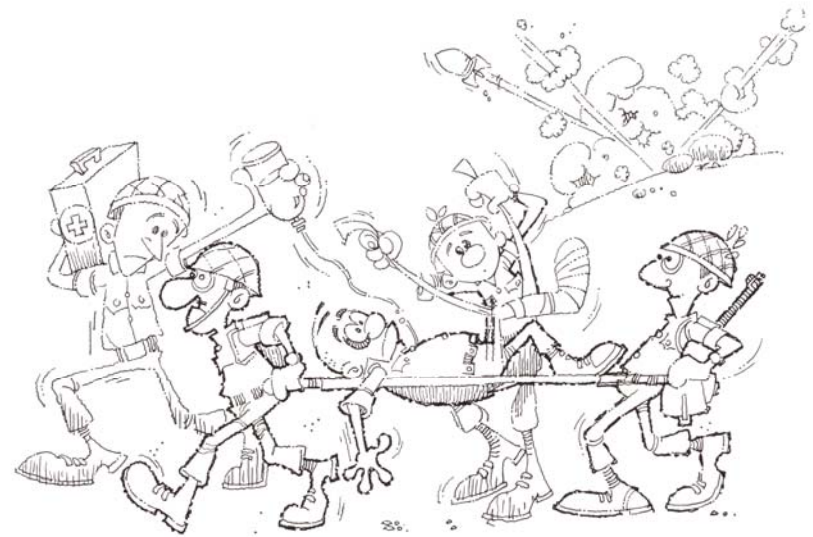
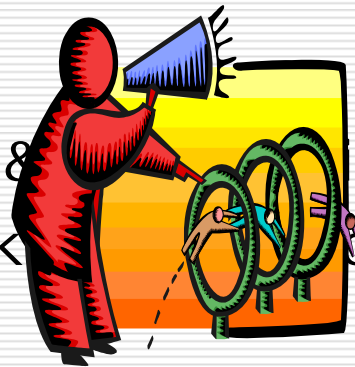
❑ Manager Tools-

- Trust,
- Delegation of Authority & Responsibility
- Staff Review and Goal setting (SMART)



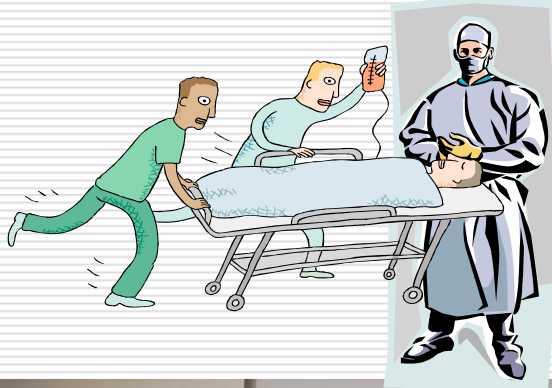
❑ Followers Expect-

- Fairness
- Respect
- Consistency &
- Decision making



Shoot the Wounded

Unconventional, Radically Productive Business Tactics for Winners



One Bold Decision
Increases
productivity by
300%



Highly Efficient Business Tactics

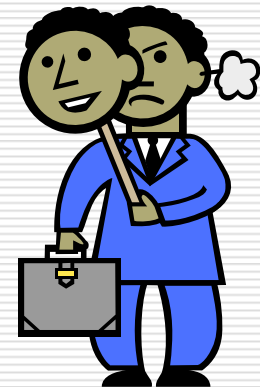
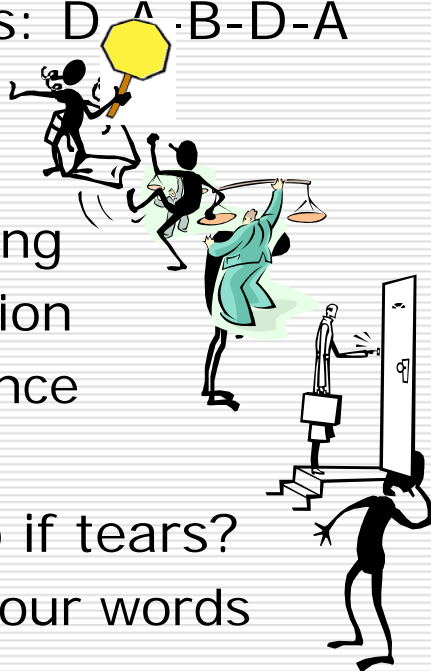
- ✓ Simple to implement
- ✓ Highly Effective
- ✓ Immediate payback

No Time for losers, this is a
Handbook for Winners!

Author: Greg Patti CPA, MBA successful Entrepreneur

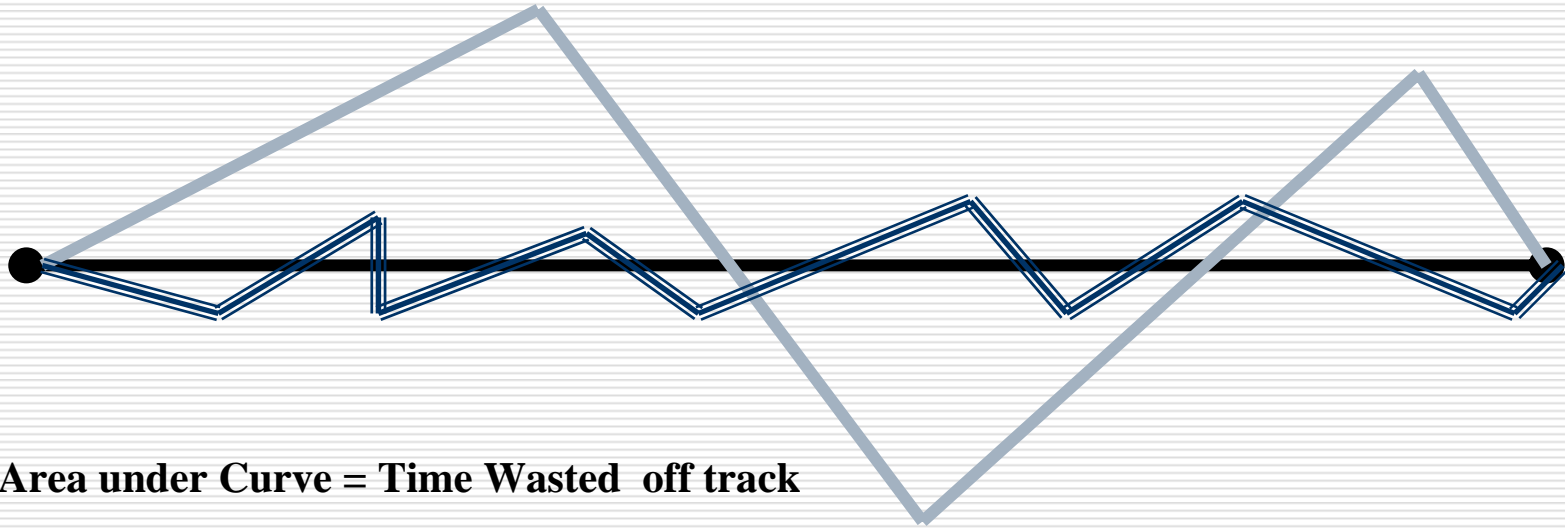
Firing: After you pull the trigger

- Firing: Visualize and think it through, honest and direct
Each word will be heard through: "their" filter
- Five Stages: D-A-B-D-A
 - Denial
 - Anger
 - Bargaining
 - Depression
 - Acceptance
- What to do if tears?
 - Watch your words



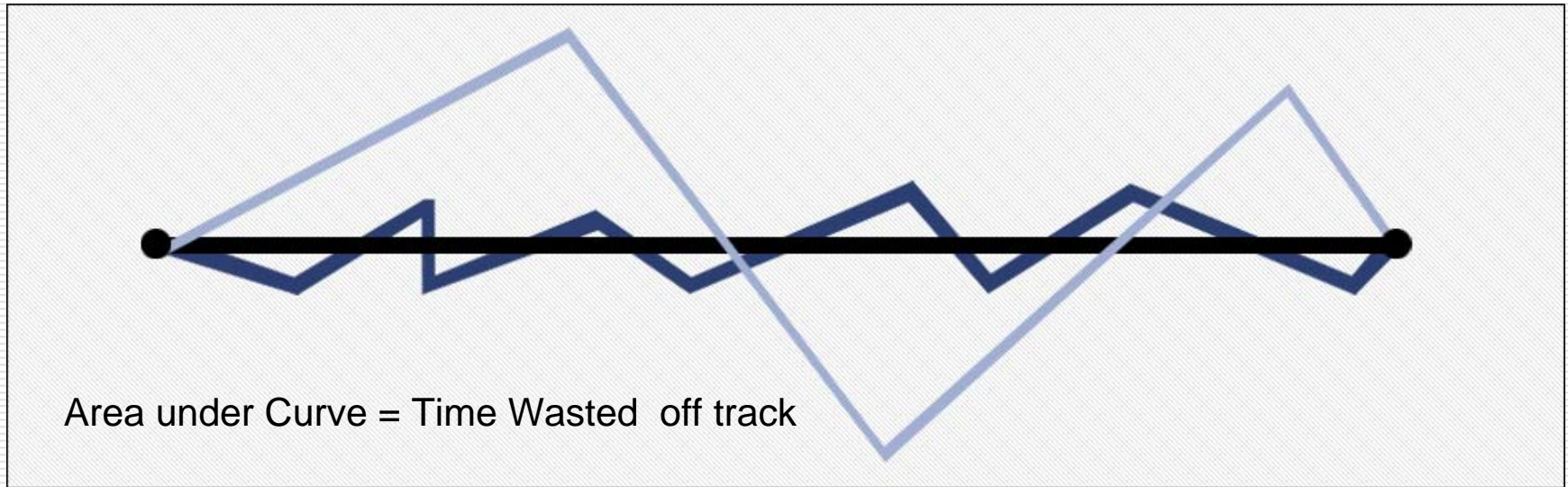
Honest Communication to the Team is important

Decision Making Velocity



- Slow Decision maker, overly analytical, or ego attached (no admit wrong)
- Fast Decision maker, Fail Forward Fast, Analyze just enough
--what's positive, productive, move in right direction?

Decision Making Velocity

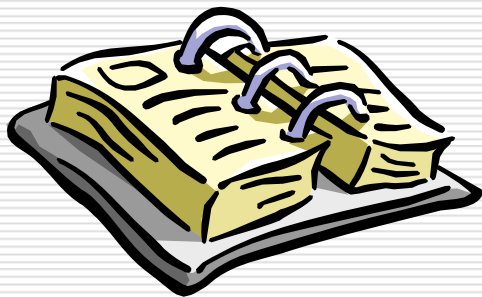


- Slow Decision maker, overly analytical, or ego attached (no admit wrong)
- Fast Decision maker, Fail Forward Fast, Analyze just enough
--what's positive, productive, move in right direction?

Getting in the Zone!



- **What Time of Person are you?**
 - Morning or afternoon?
 - Change hours: Start early, work through lunch?
 - **Alert vs. Slow**
 - Alert = Power hour / blackout
 - Slow = Read / file – Respond (e-mail, voicemail)



Do Not Disturb



I am Focusing on an Important Task

Please do not Disturb unless
it is an Emergency.

I will be Available at _____

Incoming Paperwork

□ R-A-F-T Method



Read



Save for down time

Action



Pile for prioritize

File



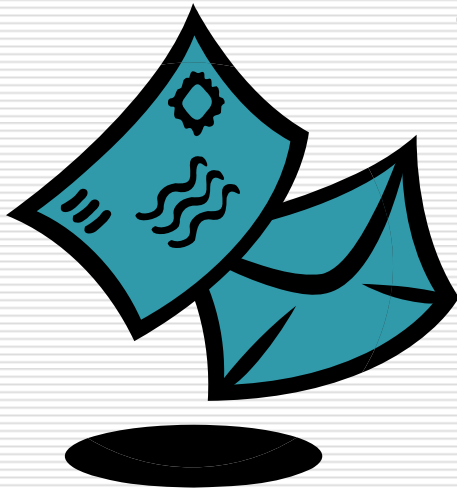
Save for down time

Trash



Do it Now! Don't Save!

E-Mail Format



TO :
 CC :
 SUBJECT :
 BODY OF TEXT :

Action Person

Someone who cares (not CYA)

Meaningful (if Joke; say Joke:)

<< **Summary of Issue**>> (1-2 SENTENCE)

<< Detailed Support >> (BULLET OR NUMBER)

- 1.
- 2.

<< **Recommendation**:..... >> (1-2 SENTENCE)

ACTION: Greg..... (WHO WHAT WHEN)

ACTION: Dennis.....

<< **Signature** (standard) incl. contact info>>
 (JOE LEADER-MANAGER
 PHONE xxx-xxxxxx
 e MAIL JOE@xxxxx.com)

ATTACHMENT :

 12.10.2008 INVENTORY	DATE	FILENAME
--	-------------	-----------------

Priority Rules

Crisis Management :PRIORiTY ?

Plug the Hole : Cause vs. Symptom

Bail the water : Long Term vs. Short Term

Start Rowing : Focus



Paragraph Construction 101

(Mrs. Foley's 5th grade English class)

- ❑ **First sentence** is always an “**Overview**” of what is to come.
- ❑ Blah blah blah yada yada yada
blah blah the middle is a bunch of detail supporting the overview blah
blah blah blah blah yada yada
blah blah
- ❑ The **Last sentence** is a “**summary**” or a “cliff hanger” set up for the next.

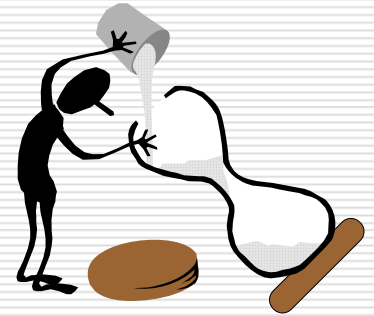
QUIZ: Read this together aloud

Aoccdrnig to rscheearch at Txes M&A Uinervtisy, it deosn't mttar in waht oredr the ltteers in a wrod are, the olny iprmoetnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a total mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.

Extra Credit: What Clothing Brand takes advantage of this mind trick?

Pop Quiz – Skills Review

1. Comfort Zone: Where is the Answer?
2. Purpose of Hand Grenade?
3. D-A-B-D-A
4. Decision Making Velocity
5. What's a Power Hour?
6. RAFT Incoming Flow – Inbox
7. Email: most important areas?
8. Crisis management (Leaky Boat story)
9. Who was Mrs. Foley? Why important?



Bonus round: Audience Choice

Door #1 The key to happiness and good relationship?

Door #2 The key to flirting in a bar?

Human Experiment #2: Flirting

The next time at a bar or restaurant, you think someone is checking you out. Try this- look at your watch like checking time. Then look up at them, if they look down at their wrist – bingo! Just to confirm, wait a couple seconds, now look toward the door as if a friend just walked in, then glance at them, if they are looking at the door – we have a winner!

Its time to put on your game face.

Contacts and References

□ For more information contact:

■ Greg Patti

■ Greg@AgavePartners.com

■ 415-420-4588

How can we help you?

➤ Manager Training Sessions

➤ Low Cost Process review and recommend

➤ Project Consulting

