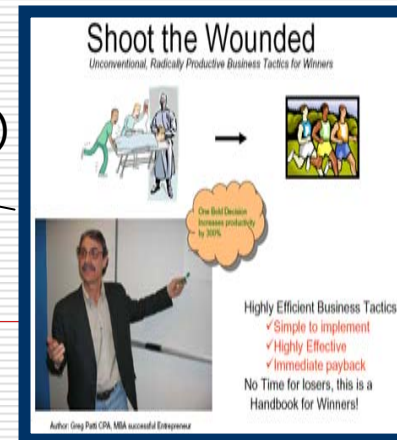
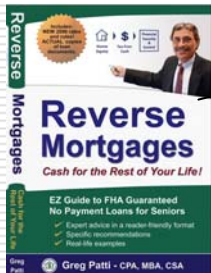


Prelude

- Why are we here ?
 - Group of smart entrepreneurs in same room
 - something good may happen
 - Meet your neighbor
 - Greg Patti 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 2-



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
2. **And you will come back for Part 3**
---Less Butt More Teeth----



Agave Partners

Fast Track To The Good Stuff

www.AgavePartners.com

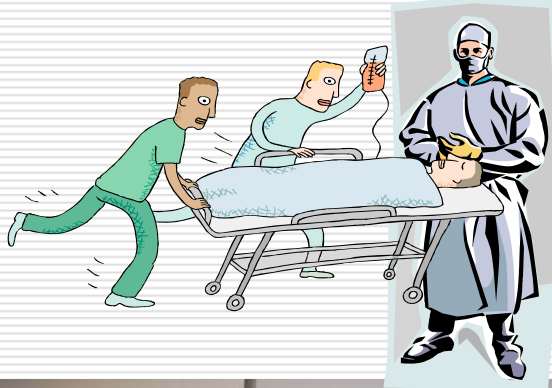
Greg Patti

May 7, 2009

Agave Presentation

Shoot the Wounded

Unconventional, Radically Productive Business Tactics for Winners



One Bold Decision
Increases
productivity
by 300%



Author: Greg Patti CPA, MBA successful Entrepreneur

Highly Efficient Business Tactics

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

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

Where to Start

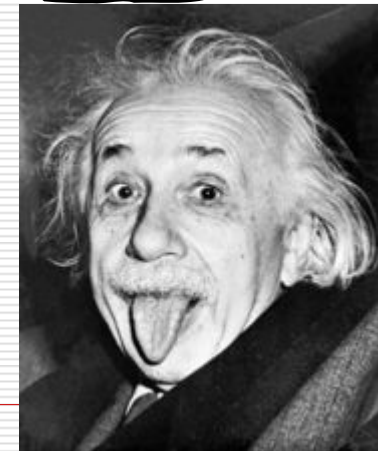


Fill the Jar Story



Cumulative interest is the most powerful force in the Universe

—Albert Einstein



Focus = subtraction



- ❑ Focus is the ability to ignore what doesn't matter
- ❑ Not "adding" focus -- "subtracting" distraction

- ❑ Can you improve your score by watching the score board?
- ❑ Keep your eye on the ball, give 100% attention to the current task and the score takes care of itself

- ❑ You Cannot focus on Two things at once:
 1. Lift your right foot, and make clockwise circles with it.
 2. Now, while doing this, draw the number "6" in the air with your right hand.



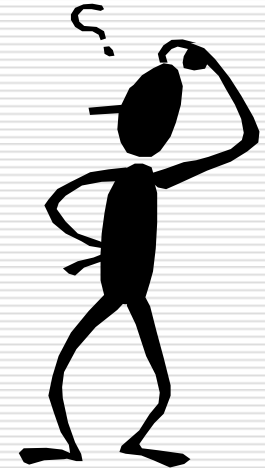
Refinement of To Do List - thanks Stephen Covey



	Due Soon	Not Due Soon
Important	1	? ²
Most of life is Pass/Fail Good enough is, well.... Good enough		
Not Important	? ³	4

Focus Quiz #1

- What's More Important Price or Terms?**
- Who would you bet on?**
 - ✓ Good Carpenter, Bad tools?
 - ✓ Bad Carpenter, Good Tools?
- What more important?**
 - ✓ Doing things Right? or
 - ✓ Doing the Right thing (just good enough)?
- What is better to focus on MBO or MIT's?**
 - ✓ MBO- End Objective
 - ✓ MIT- Most Important Task
- Incoming paperwork RAFT = Which is the most important letter?**



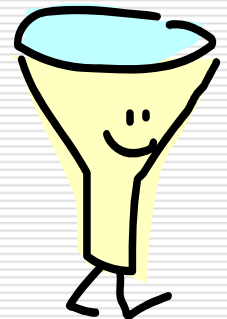
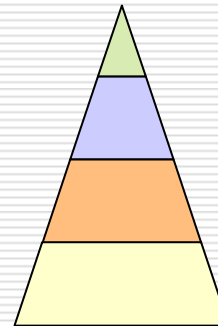
There will be a Focus Quiz #2

Communication and Filters



- ❑ Einstein Fundamental question :
 - Do you live in a; Hostile universe?; or a Friendly universe?

- ❑ Business Skills –
 - Communication Styles:
 - ❑ Pyramid or Funnel;
 - ❑ Numbers or Words;
 - ❑ Sight or Sound;



The People Make the Party

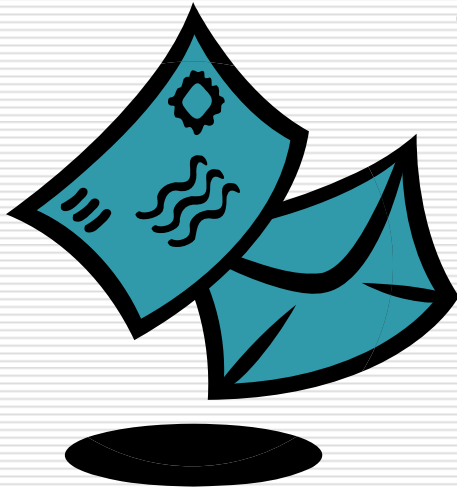
- Human response example: #2
 - Q: Who controls how people communicate to you?
 - First name
 - First and last name

- Challenge: Proof of Concept: flirt

- Elevator Pitch- Sound bites
 - People treat you as YOU
trained them to- no excuses



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
--	-------------	-----------------

Voice Mail

IDENTIFY : Name # Position

AVAILABILTY : In the Office
: Out for the week

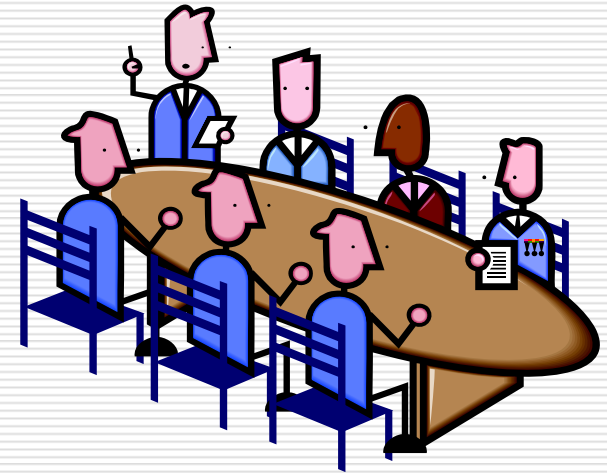
SET
EXPECTATIONS : All calls answered every day
: Calls answered from 2:00 to 4:00pm

ALTERNATIVE : O for Immediate assistance
: Cell phone #
: E-mail
: X237 for asst.; X425 for....



Meeting

- Invitation - E-mail Reminder
- Agenda ahead of time
 - Fixed Meeting= Standard Agenda
- START ON TIME
- Parking Lot for
 - Dumb questions, or off track
 - Handle at end of meeting, or outside of meeting
- STOP ON TIME
- Minutes kept and either
 - Distributed or, better yet,
 - Filed on server (saves people from setting up individual files)
 - SEPARATE Email of Action items sent



Can you create trust and credibility??



Top items from book:
The Speed of Trust:

- 1 Talk Straight
- 2 Demonstrate Respect
- 3 Create Transparency
- 4 Right Wrongs
- 5 Show Loyalty
- 6 Deliver Results
- 7 Get Better
- 8 Confront Reality
- 9 Clarify Expectations
- 10 Practice Accountability
- 11 Listen First
- 12 Keep Commitments
- 13 Extend Trust



Do we have to like each other to be successful?

**If you blow it (oops- when you blow it)-
How do you restore credibility??**

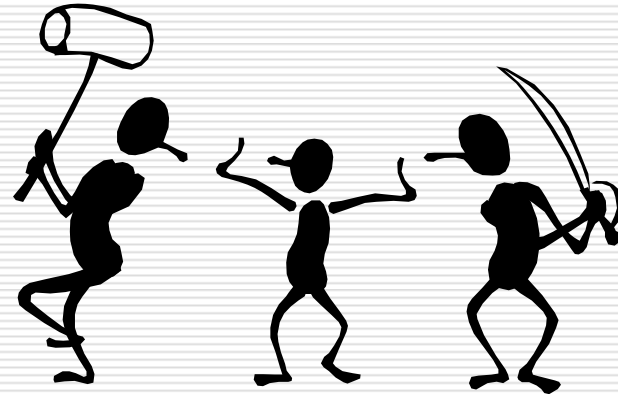
DWYSYWD

Associate With Trustworthy people

Why is Trust Fast?

- ❑ Eliminates the need for CYA
- ❑ Reduces need for Political buy-in
- ❑ Helps quickly set expectations

- ❑ Let down your guard = risk more



Focus: Quiz #2



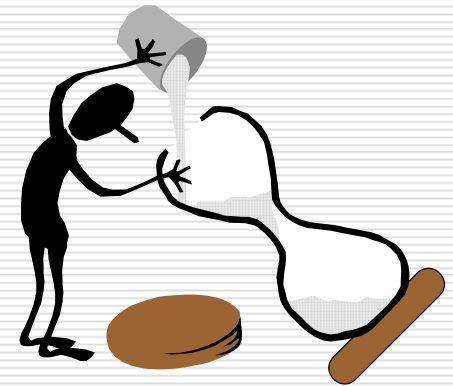
Most of life is
Pass/Fail

Good enough is,
well....
Good enough

- #1 What is the problem?
- #2 What is one solution?
- #2 Who is focusing on a solution?

Pop Quiz - Skills Review

1. Fill the Jar: What is the Moral?
2. Focus: What is the essence of Focus?
3. Who controls how people communicate with you?
4. What's the most important part of the voicemail?
5. How do you restore Credibility and Trust?
6. Do team members need to like each other?
7. What is the most efficient method of communicating? Pyramid or Funnel?
8. Do you need to be the best, in order to win the game?



Bonus round: Audience Choice

Door #1 The key to happiness and good relationship?

Door #2 The 6 sources of power in an Organization?



What's it mean?



-
- What has lifted most successful individuals above the crowd?

A little bit more

- They did all that was expected of them, and a little bit more. —A. Lou Vickery

Jungle rules:

How fast does the lion have to be?

Expectation Management



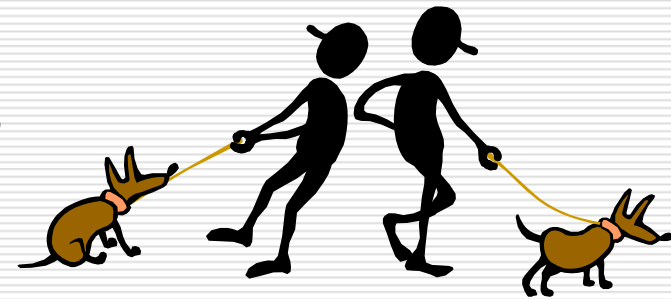
Up / Down and Across

What people expect of you (Managers, staff, coworkers, spouses)

What you expect of people (kids, co-workers)

YOU train everyone around you; like it or not?

Expectations cousin: Consistency



Sun Tzu rule (borrowed by Dr. Phil)- never pick a battle you cannot win. If you make a rule, be sure it is one you are willing to monitor; Reward and Punish consistently.

If you fail to punish every single instance of behavior, or give in to lesser consequence,

The child wins



You Need Help

20

Contacts and References

□ For more information contact:

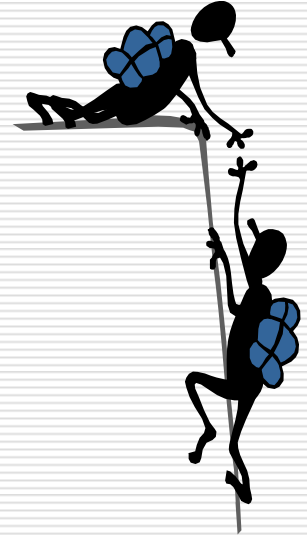
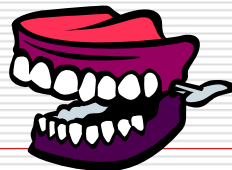
- Greg Patti
- Greg@AgavePartners.com
- 415-420-4588

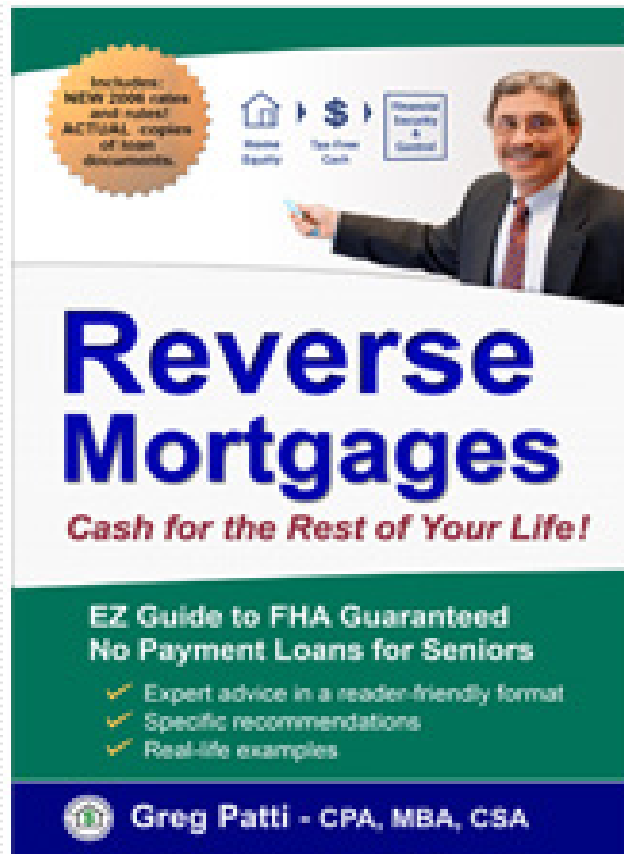
□ How can we help you?

- Manager Training Sessions
 - Lead or as guest speaker
- Low Cost Process review and recommend
- Project Consulting

□ Next Session is gets personal- ***Less Butt More Teeth***

- If you want to be a winner, stop hanging out with losers
- Sources of Power
- Expectations





Thanks for coming
Your thoughts and
Suggestions for next time
Are encouraged !!

Shameless Plug for
My Recent Book:

Available at

- Amazon
- Borders
- BookSurge
- Target
- Calibris
- ReverseMortgageBook.com**