



THANK YOU

1



BUILDING QUALITY ORGANIZATIONS

Lifestyle Company

Organizational Development

2

CULTURE TRUMPS ALL

Values/Goals

Over Managed/Under Led

vs. Over Led/Under Managed

Branding

Subcultures

3

JOHNSON MODEL

4

PROCESSES

Recruiting
Selection
Development
Management
Motivation

5

RECRUITING

Centers of Influence – team members and
customers
Recruiters
Come backers

6

SELECTION

Best Player

Can do

Behavioral evaluation

Will do

History

Team

Values/Work ethic

7

DEVELOPMENT

Sales Process

8

MANAGEMENT

Measurement Exact Specific Consistent
Problem Solving Action Plans/Feedback Loops

9

MOTIVATION

Stimulates vs. Lasting Motivation

10

ACQUISITIONS/PERPETUATIONS

11

LIFE

12