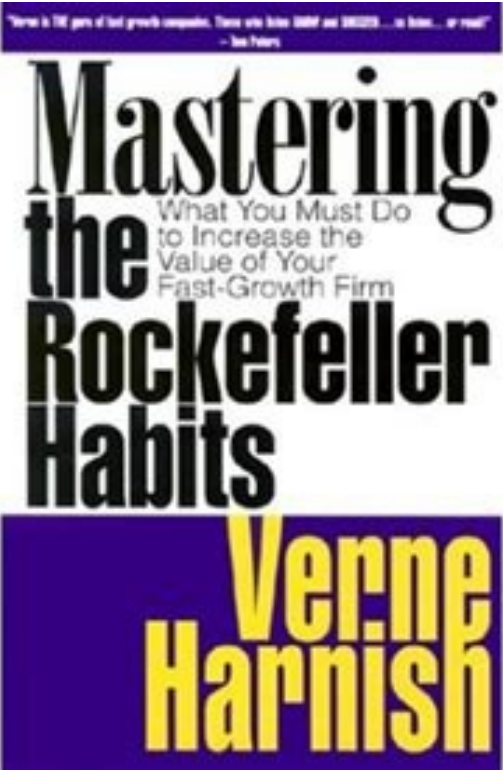
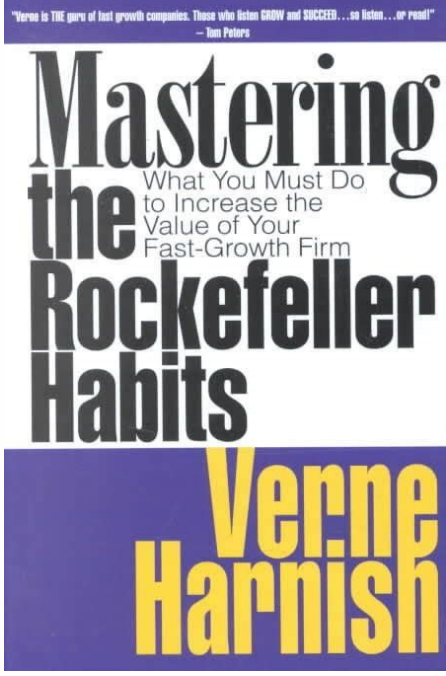
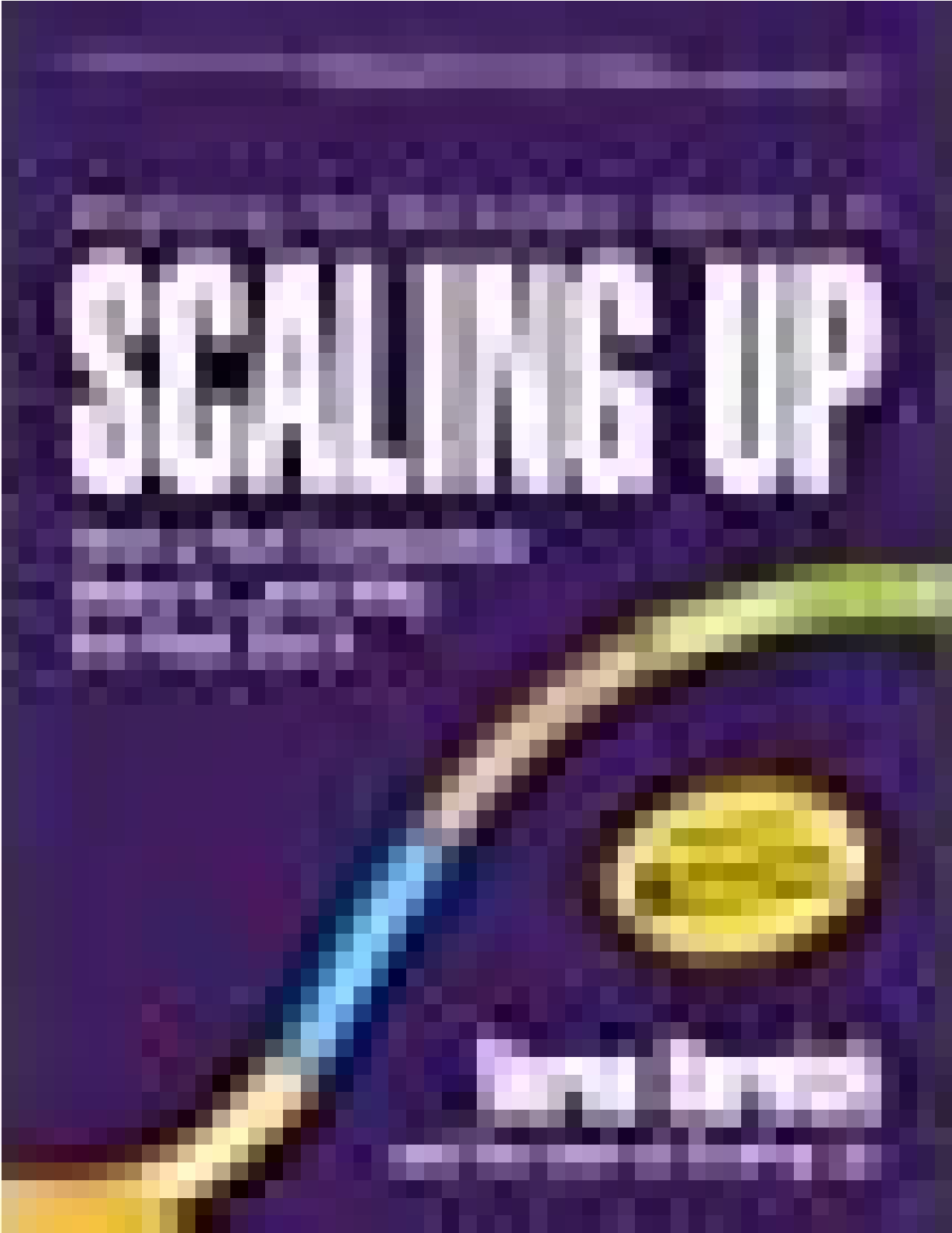


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	<div><div></div><div>All employees are in a daily huddle that lasts less than 15 minutes.</div><div></div><div>All teams have a weekly meeting.</div><div></div><div>The executive and middle managers meet for a day of learning, reviewing key issues, and Q&A (handle each month).</div><div></div><div>Business and strategy, the executive team effort is work on day 1's decisions.</div></div>
4. Every facet of the organization has a person assigned with accountability for ensuring goals are met.	<div><div></div><div>The Function Accountability Chart (FACs) is completed eight weeks along the right things, right.</div><div></div><div>Personal statements have a person assigned to each line item.</div><div></div><div>Each of the 4-6 processes on the Process Accountability Chart (PACs) has someone that is accountable for them.</div><div></div><div>Each of the 4-6 Trust/Integrity has a corresponding report on the Activity Based Internet website (see Trust).</div></div>
5. Ongoing employee input is collected to identify obstacles and opportunities.	<div><div></div><div>All executives (and middle managers) have a Share/Stop/Help conversation with at least one employee weekly.</div><div></div><div>The insights from employee conversations are shared at the weekly executive team meeting.</div><div></div><div>Executive report about obstacles and opportunities is being collected weekly.</div><div></div><div>A mid management team is accountable for the process of closing the loop on all obstacles and opportunities.</div></div>
6. Reporting and analysis of customer feedback data is as frequent and accurate as financial data.	<div><div></div><div>All executives (and middle managers) have a KQ conversation with at least one and one weekly.</div><div></div><div>The insights from customer conversations are shared at the weekly executive team meeting.</div><div></div><div>All employees are involved in collecting customer data.</div><div></div><div>A mid management team is accountable for the process of closing the loop on all customer feedback.</div></div>
7. Core Values and Purpose are "lived" in the organization.	<div><div></div><div>Core Values are discussed. Purpose is articulated and both are used by all employees.</div><div></div><div>All executives (and middle managers) refer back to the Core Values and Purpose when giving orders or assignments.</div><div></div><div>All processes and activities align with the Core Values and Purpose (being, operating, acquiring, etc.).</div><div></div><div>Actions are identified and implemented each quarter to strengthen the Core Values and Purpose in the organization.</div></div>
8. Employees can articulate the following top components of the company's strategy accurately.	<div><div></div><div>Big Five: Activities (see SWOT) - Programs is named and valid.</div></div>



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Is your firm ready for dynamic growth? "Everyone talks about the 'entrepreneurial glass ceiling' and advises you to 'let go,' 'delegate more,' 'concentrate on alignment,' 'be unique,' 'remain nimble as your company grows,' etc., but no one, until now, ever gives you a practical guide on HOW to achieve all of that and keep your sanity. This practical guide is all about breaking that entrepreneurial glass ceiling and moving to a professionally managed company while retaining the entrepreneurial spirit." Alan Rudy, CEO, Express-Med Alan Rudy and thousands of other business owners like you have benefited directly from the simple and practical "tools" outlined in Mastering the Rockefeller Habits. What are the underlying handful of fundamentals that haven't changed for over a hundred years? For tycoon John D. Rockefeller it was the consistent application of a set of habits that are as critical today as they were when the oil industry entered itA's "disciplined" phase following the wildcaters. How do you know these tools work? Over one hundred business leaders have provided testimonials to the power of these tools A- see this book's first dozen pages. The tools in this book come from almost two decades of Verne Harnish's work with the CEOs and executive teams of fast growth firms. As founder and program chair of the world-renowned MIT/Inc./YEO "Birthing of Giants" executive program, Verne has learned how to teach these tools to CEOs who have no patience for anything except that which they can put to work immediately to solve the challenges that come with building a company. And they want these tools taught simply and quickly. From VerneA's famous "Mastering a One Page Strategic Plan" process that has been a best-selling article on the web to his concise outline of eight practical actions you can take to strengthen your culture, this book is a compilation of best practices adapted from some of the best-run firms on the planet. Included is an instructive chapter co-authored by Rich Russakoff, revealing winning tactics to get banks to finance your business. Lastly, there are case studies demonstrating the validity of Harnish's practical approaches. Verne Harnish has a gift for turning complex problems into simple solutions. MASTERING THE ROCKEFELLER HABITS provides easy-to-use tools for making strategically smart decisions and for keeping everyone aligned and accountable to those decisions. Verne Harnish has a long, influential track record with entrepreneurial and emerging business. After co-founding the Association of Collegiate Entrepreneurs (ACE) and establishing chapters in universities worldwide, he founded the internationally recognized Young Entrepreneurs Organization (YEO). As the founder of prestigious MIT/Inc./YEO Executive Program, founder of Gazelles, Inc. and creator of the Master of Business Dynamics program, VerneA's mission is to help entrepreneurs of emerging, fast-growth companies increase the value of their firms. Verne Harnish has a B.S. in Mechanical Engineering and an MBA from Wichita State University. He lives in Virginia with his wife Julie and two sons, Cameron and Cole. Verne Harnish is founder of the world-renowned Entrepreneurs' Organization (EO) and chaired for fifteen years EO's premiere CEO program, the "Birthing of Giants" and WEO's "Advanced Business" executive program both held at MIT. Founder and CEO of Gazelles, a global executive education and coaching firm, Verne Harnish has coached over 10,000 executives and managers worldwide. Mastering the Rockefeller Habits, and along with the editors of Fortune, authored "The Greatest Business Decisions of All Times", for which Jim Collins wrote the foreword. Verne also chairs FORTUNE Magazine's annual Leadership and Growth Summits and serves on several boards including chairman of The Riordan Clinic and the newly launched Geoversity. An investor in several scale-ups, Verne resides in Barcelona, Spain, with his wife and four children and enjoys piano, tennis, and magic as a card-carrying member of the International Brotherhood of Magicians. This is kind of a super chapter to the author's other book Scaling Up which I found to be far more procedural, kind of a consulting how-to guide to scale up your business. This book however is instead more about habits, procedures, and how to focus to develop a growing and successful firm. One exception is the last chapter which seems like it belongs in Scaling up. It is on how to secure bank financing in a step by step way which is very important but kind of stands out from the rest of the boo This is kind of a super chapter to the author's other book Scaling Up which I found to be far more procedural, kind of a consulting how-to guide to scale up your business. This book however is instead more about habits, procedures, and how to focus to develop a growing and successful firm. One exception is the last chapter which seems like it belongs in Scaling up. It is on how to secure bank financing in a step by step way which is very important but kind of stands out from the rest of the book.The consulting tries to be simple because you will actually remember simple. For your firm to succeed, it must do something very well that differentiates itself from competitors *AND* is valuable to their customers. If you are a lot cheaper than the rest of your industry, but customers really want fast, that doesn't do you any good. You must be distinct in some way that your customers value.The other key insight was to only have two ranges of planning, long term which is beyond the ability to plan, and short term (one year). Point your short term planning in the direction of your long term, but stay tactical. An extreme focus on the short term gives your team the ability to see the impact of their work and change directions quickly. A good day makes for a good week, a good week, a good month, a good month, a good quarter, good quarters make a good year.The author emphasizes mandatory daily meetings. Now I can hear everyone groaning with the that bureaucratic breath of disdain. "They keep me from getting real work done." You cry! Well there is a disclaimer. They emphasize daily meetings but short ones that are super accountable. No problem solving is allowed, it's just a brief status, numbers measuring your key metrics, and who is blocked. If the numbers aren't being hit, then there is a problem that the team can take action on that day.One company they examined had three layers of these meetings every day. Front line employees at every location had a 15 min meeting, the managers had another 15 min after that to roll up the problems from the front line, and the leadership had a 15 minute meeting after that to roll up those meetings. So in one hour a company with over 1000 employees had a complete bottom to top update, daily and it cost everyone 15-30 minutes depending if you were in two tiers or not.This hyper focus on core metrics at a regular pulse that includes everyone allows quick course correction. Problems are spotted immediately instead of at the quarterly meetings. When problems aren't found for a full quarter, you have to get into reaction mode after a problem has become one to three months old, so you spend the next quarter cleaning it up. So you end up losing six months assuming another problem didn't crop up while fixing the last one.Using the daily sync, you fix problems while they are little and stay focused on the numbers that represent where your business is going. Obviously not everyone runs a company this way, and some very successful companies don't. The reasoning makes sense for a transaction or sales based business which most are. ...more © 1996-2014, Amazon.com, Inc. or its affiliates I first heard about the book, "Mastering The Rockefeller Habits" from Cameron Herold, the former COO of 1-800-GOT-JUNK? It's one of his top 5 business books, and I have to agree with that assessment. But I don't think it's got the same level of attention as Good To Great, to name another of Cameron's favourites. Perhaps people read this book and want to keep it to themselves on the basis they don't want their competitors finding out! It has a very specific focus, it's written with so-called "gazelles" in mind; ambitious, small, entrepreneurial firms that make the transition to hyper-growth companies. Those are companies where a month, or a quarter is more like a year for a regular business. When you're growing that fast you need some guiding principles, or rules to run by. Verne Harnish created the "Rockefeller Habits" based on the leadership and management principles used by John D. Rockefeller, founder of Standard Oil. (Often regarded as the richest person in history). I think whatever stage of business you're at, this book is packed with practical things you can implement right now to make a noticeable difference to the performance of your company. There's 3 pillars to the habits: Priorities: Does the company have objective Top 5 priorities for the year and quarter, and a clear Top 1 priority? Does everyone in the company have their own priorities, aligned with these? Priorities matter because you'll make faster progress by focusing everyone's energies on one area. (My company, Teamly has a tool to help you manage these). Data: Does the company have sufficient feedback on a daily and weekly basis to provide insight on the company is running and the market is demanding? This will also help you predict the near-future. Rhythm: Does the company have an effective pattern of well organised daily, weekly, monthly, quarterly and annual meetings to maintain alignment and drive accountability? The book goes into depth on how to make sure you're doing all these three things right, as well as touching on company culture and how to recruit effectively. A frequent complaint I've heard from entrepreneurs is that as their company grows employees don't act the way the founder expects, and they ask themselves, "Why can't everyone think like me?". The Rockefeller Habits gives companies a clear way to make sure communication is clear and that everyone knows about the vision and strategy and where they play a role. The technique here is the one-page strategic plan, and that coupled with core values and purpose gives everyone a clear roadmap for success. The result of implementing the habits effectively is that founders can often re-discover what they liked in the first place about their business, (before they started scaling up and "losing control", and get back to what they're good at and stop putting out fires. Mastering The Rockefeller Habits will only take a few hours to read; time well spent.

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