



Strengthening the Six Key Components® GET A GRIP!

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Objectives

- To Present EOS, a Proven Operating System
- To Help You; as MPE Colleagues, by....
- Adding to Your Toolkit as



What The Heck is EOS?

Entrepreneurial Operating System

- A Complete Mgmt. System
- Made of Simple Tools
- Base of Timeless Principles
- To Help Teams Get Results
- Six Key Components®

VISION

TRACTION

HEALTHY



The Five Frustrations

Leaders & Managers Deal with “136 Things” at the Same Time

1. **People:** Seem not to “Get It,” to listen, or follow through
2. **Profit:** Not meeting projections with no clear reason why
3. **Growth:** Falling short of historical trends, leveling/declining
4. **Control:** The urgency overwhelms top priority work
5. **Balance:** Work erodes freedom and consumes personal time

Despite “136 things,” There are Only Six Key Components



Build strength to
“100% Strong” in all
Six Key Components
to run a better
business; live a
better life



Real; Simple; Results

5 Foundational Tools:

- Vision/Traction Organizer
- Accountability Chart
- Rocks
- Meeting Pulse
- Scorecard

The V/TO

The V/TO

WORKBOOK

Clear Vision & S.B.A.

VISION

- 8 Questions
- Shared by all

- Answer 8 Questions
- 100 % Same Page
- Vision. Simplified.
- **SBA** = Shared by All

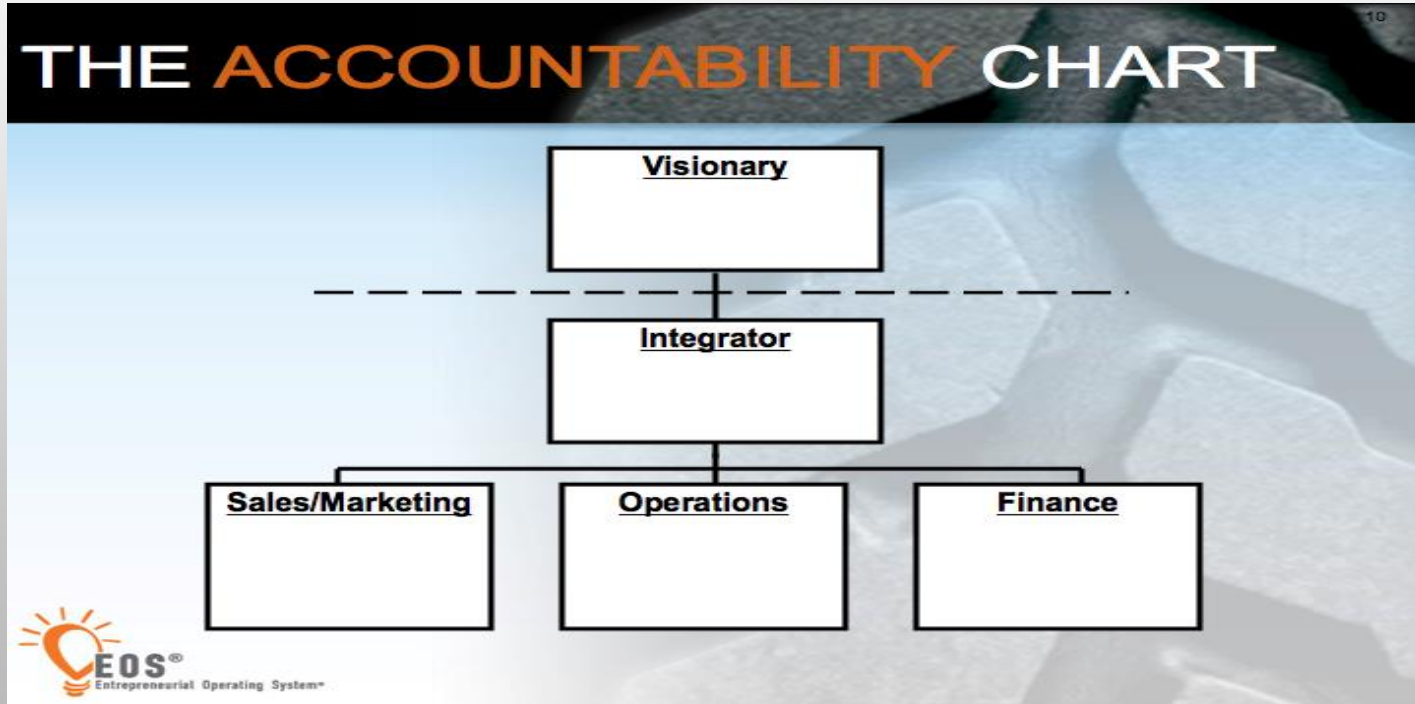
The People Component



- Structure First; People Second
- Right People = Values Align
- Right Seats = G - W - C
 - **G**et It
 - **W**ant It
 - **C**apacity to Do It

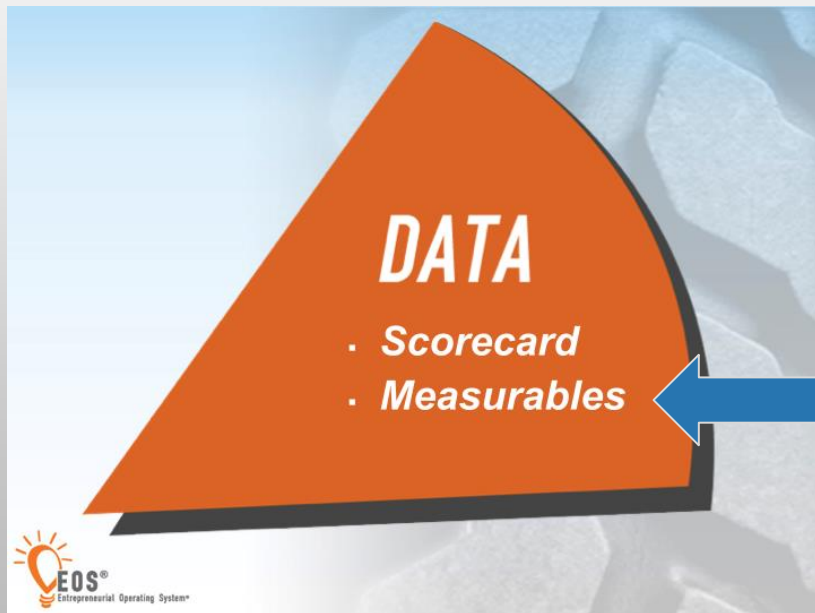
The Accountability Chart

WORKBOOK



The Data Component

Everybody Has a Number

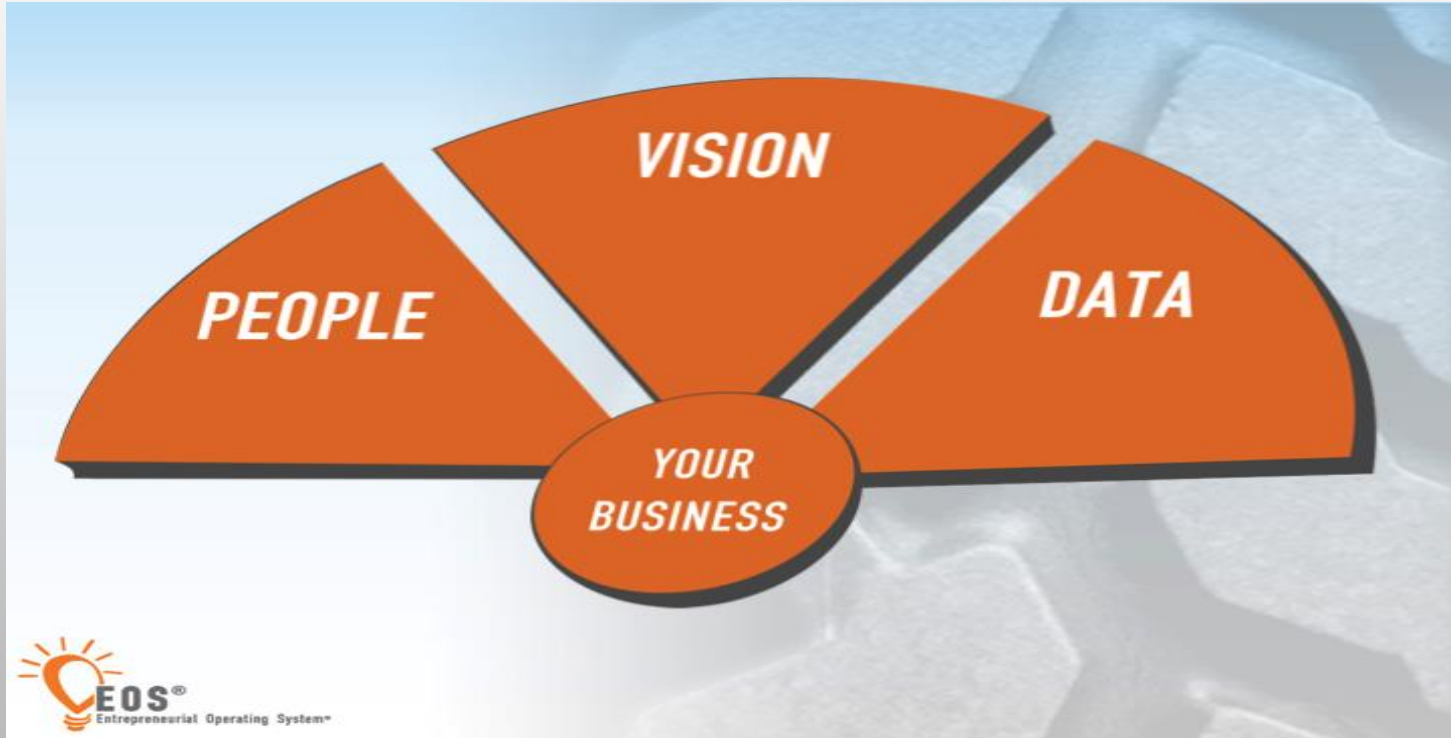


3.Scorecard WORKBOOK

- 5-15 Actionable,
 - Leading Indicators,
 - Owner & Weekly Goal
 - 13 Weeks at a Glance
- Cascade This Discipline!

Create a Translucent Organization

The Imperfections & Impurities will surface!



The Issue Solving Track

WORKBOOK

ISSUES

- *Issues List*
- *IDS*



- What's holding you back or ticking you off?
- Make a List (Issues List)
 - **I**dentify
 - **D**iscuss
 - **S**olve

Solve the Real Issues

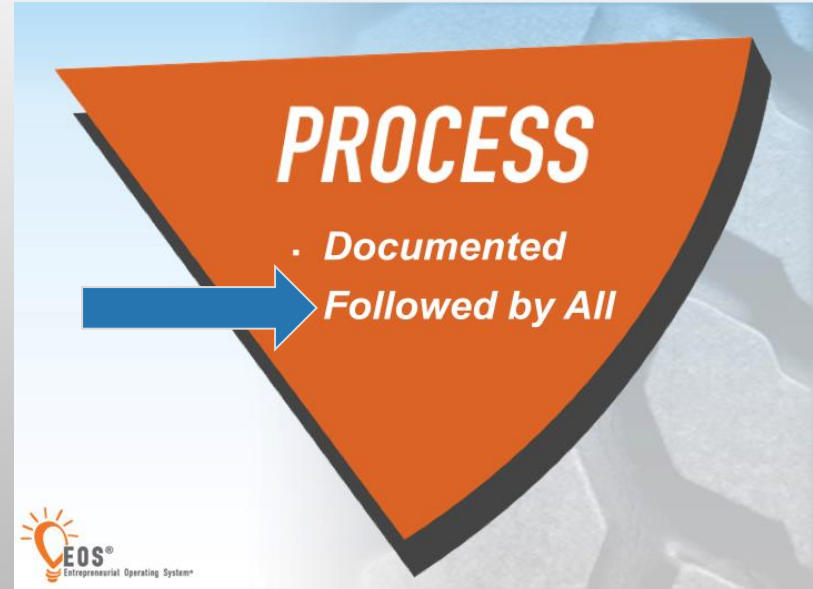
- ❖ Get It Out of Your Head..
- ❖ And Committed to Paper;
- ❖ Go to the Danger, because
- ❖ That's Where the Jewels Are!



Process Component: Think Franchise!

WORKBOOK

1. Name Core Processes
2. Simplify & Document
3. Package & Publish
4. Assure They Are “FBA”
 - TRAIN
 - MEASURE
 - MANAGE
 - UPDATE



The Traction Component

“Vision without Traction is Hallucination”



4. Rock

90 Day Priority

5. Level 10

Weekly Mtg.

- Same Day & Same Time
- Starts and Ends on Time
- Same Agenda

WORKBOOK

Strengthen the Six Key Components



**“No further progress
is possible in an
organization until a
new level of simplicity
is achieved”**

Dan Sullivan
The Strategic Coach



EOS: Five Foundational Tools

1. **The V/TO:** Get Everybody 100% on the Same Page
2. **The Accountability Chart:** Get Right People in the Right Seats
3. **Rocks:** Bring Focus, Discipline & Accountability to the Work
4. **Meeting Pulse:** Stay Productive - Individually and as a Team
5. **Scorecard:** Use Actionable, Leading Indicators to Drive Results

Tool Time!

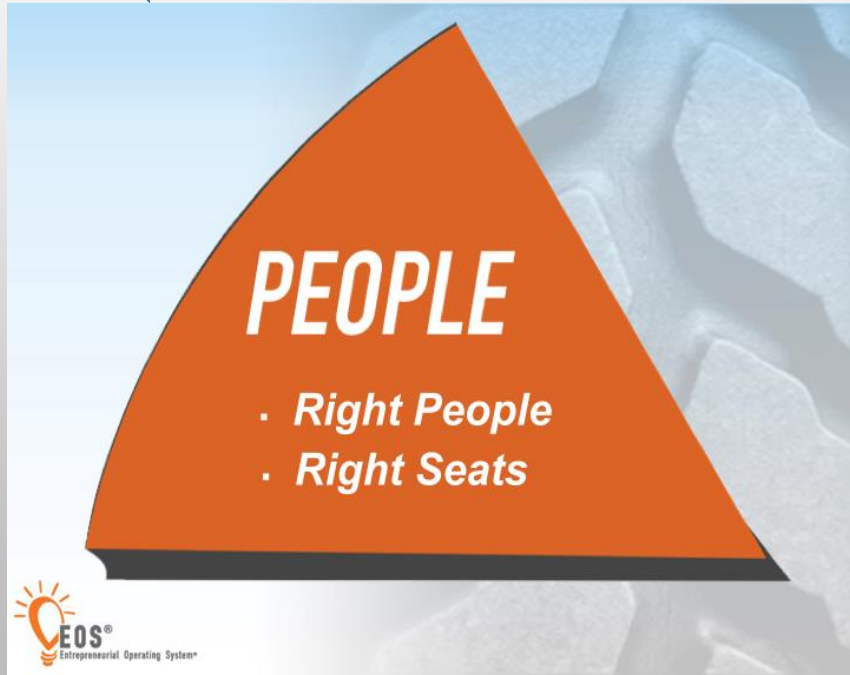


Go To Your V/TO in Your Workbook

- 1. Pick 5 Core Values from Workbook**
- 2. Add Them to The Core Values Section of the V/TO in Your Workbook**

1. Your Handful of Guiding Principles!

The People Component



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 - **C**apacity to Do It

“Right Seat” People G - W - C

Get It
Want It
Capacity to Do It

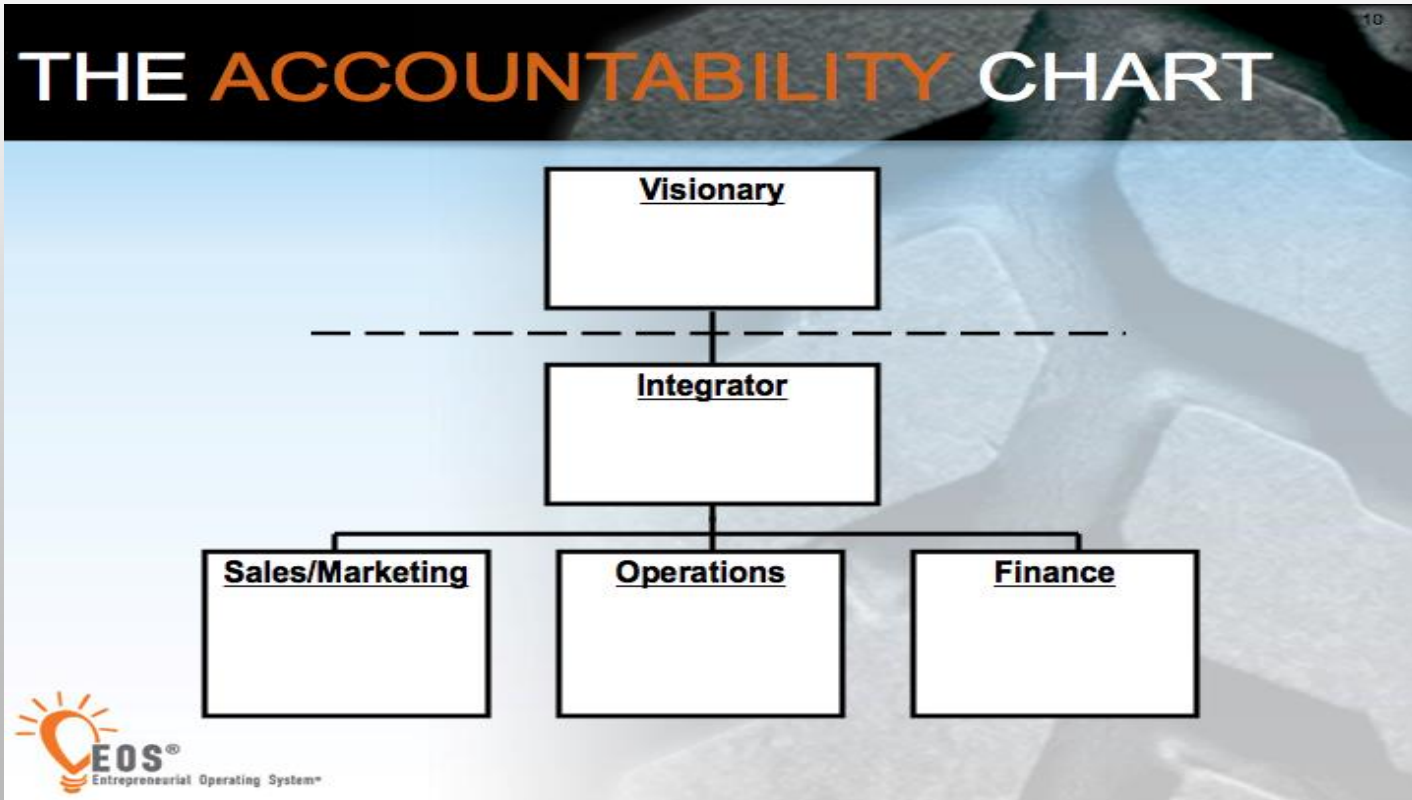


Function Name
• _____
• _____
• _____
• _____
• _____

Practice Manager

1. $L+M=A$
2. Perpetuate Culture
3. Execute Strategy
4. Manage Core Process
5. Hit Rev & Profit Goals

The Accountability Chart Pop Quiz!



The People Analyzer

WORKBOOK

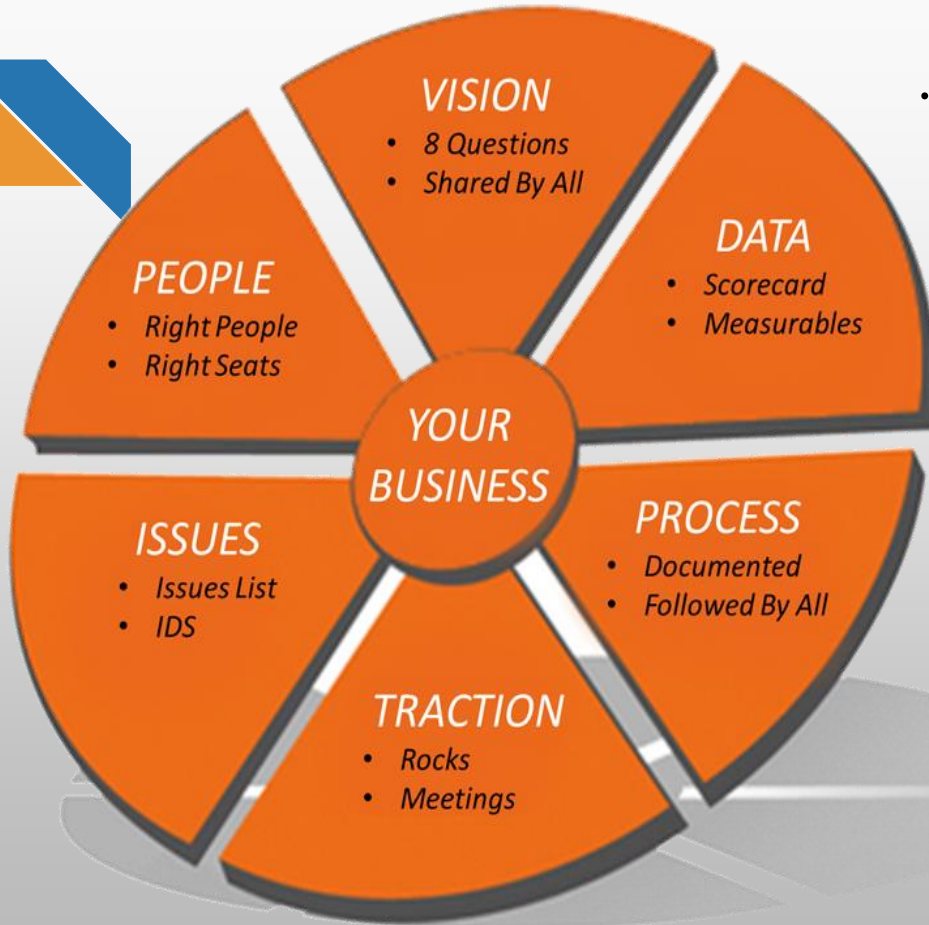


Creating Your People Analyzer

1. Add Core Values from V/TO to Your P/A
2. Add “Get it - Want it - Capacity To Do it”
3. **The Bar**: Scientific method; Subjective topic
4. Add Your Name to the People Analyzer
5. Consider a Clarity Break

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	+	+	+	+/-	+/-



EOS

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Thank You, MI-MGMA

Follow-up anytime:

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