



Texas Association for
Home Care & Hospice
Leading ★ Advancing ★ Advocating

56th Annual Meeting
Wednesday, August 27, 2025
11:15am-12:15pm

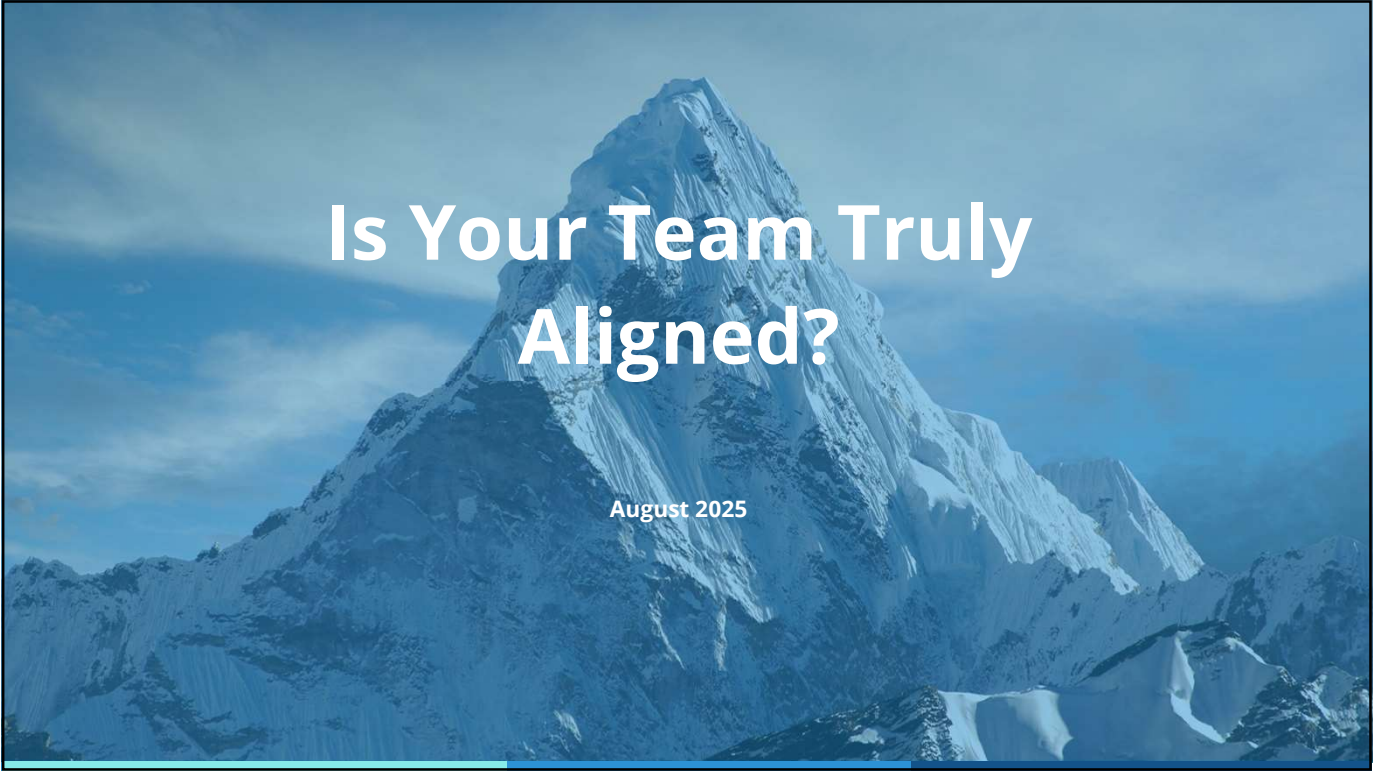
1d. Vision Made Simple: Is Your Team Really Aligned?

Presented by:

Tom Bouwer, Co-Author; Founder of EOS Conference, The Bouwer
Group and Pinnacle Guide

Thank you to our Sponsors:





Is Your Team Truly Aligned?

August 2025

1

How Do You Know?

- What are our top 3 priorities?
- How does your role contribute to those priorities?
- What is your “Win the Week” number?
- What would success look like 90 days from now?

2

The 2 W's



Why



Winning

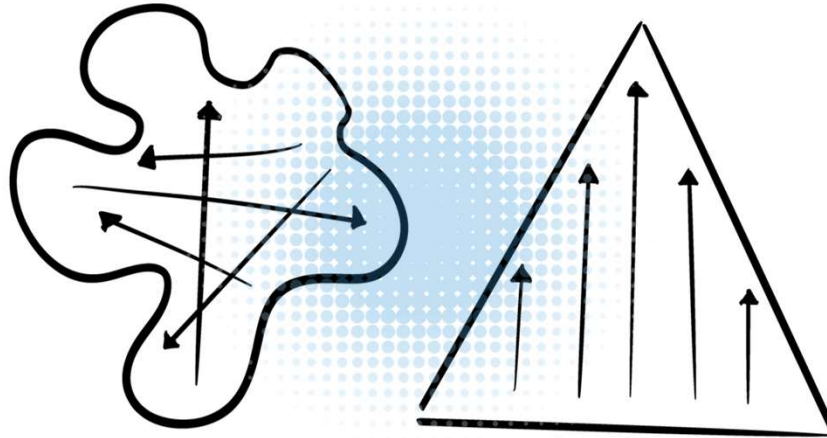
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Impact of Alignment?

- **Alignment and Trust = >330% Increase**
- **Owners/Executives: What is the impact of a 10% increase in revenue/profit?**
- **Managers/Staff: Estimate benefits of gaining 1 more hour each day**

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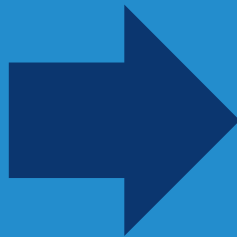
“Where Focus Goes, Energy Flows”



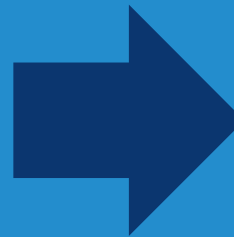
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Where is Your Time Spent?

ROUTINE
WORK



“FIRES”



ADDING
VALUE

6

The EOS Model



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The Vision/Traction Organizer

CORE VALUES

- 1.
- 2.
- 3.
- 4.

CORE FOCUS

Purpose / Cause / Passion

Our Niche:

10 YEAR TARGET

MARKETING STRATEGY

Target Market / The List:

3 Uniques

- 1.
- 2.
- 3.

Proven Process:

Guarantee:

3 YEAR PICTURE

Future Date:

Revenue:

Profit:

Measurables:

What does it look like?

-
-
-
-
-



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The Vision/Traction Organizer

1- YEAR PLAN

Future Date:

Revenue:

Profit:

Measurables:

Goals for the year:

-
-
-
-
-
-

ROCKS

Future Date:

Revenue:

Profit:

Measurables:

Rocks for the Quarter:

-
-
-
-
-
-

ISSUES

-
-
-
-
-
-

Priorities:

- Identify
- Discuss
- Solve



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4 People Questions

1. What is your Weakest function/department?
2. What is your Best?
3. Who is the weakest player(s) on your team/company?
 - How would you feel if they quit tomorrow?
4. Decision v Timing

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Who Belongs on Your Bus?



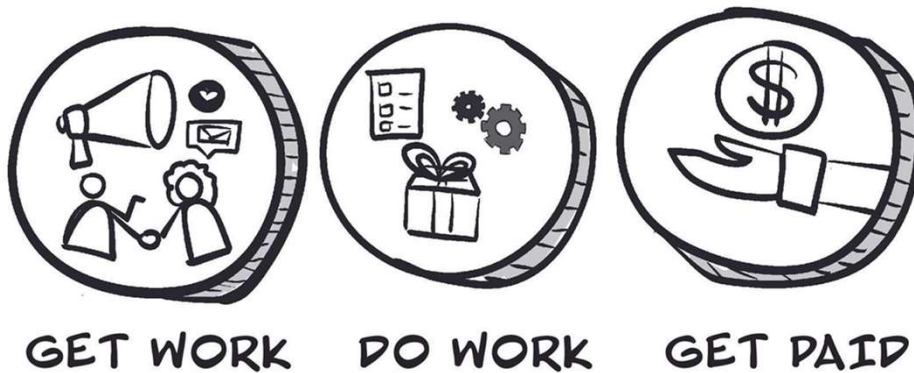
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People Analyzer

Name	Humbly confident	Grow or die	Help first	Do the right thing	Do what you say	Get it	Want it	Capacity
Angel	+	+	+	+	+	Y	Y	Y
Cassandra	+/-	+/-	+	+	+/-	Y	Y	Y
John	+/-	-	+	-	-	N	N	N
The Bar	+	+	+	+/-	+/-			

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Everyone's Function is in 3 Buckets



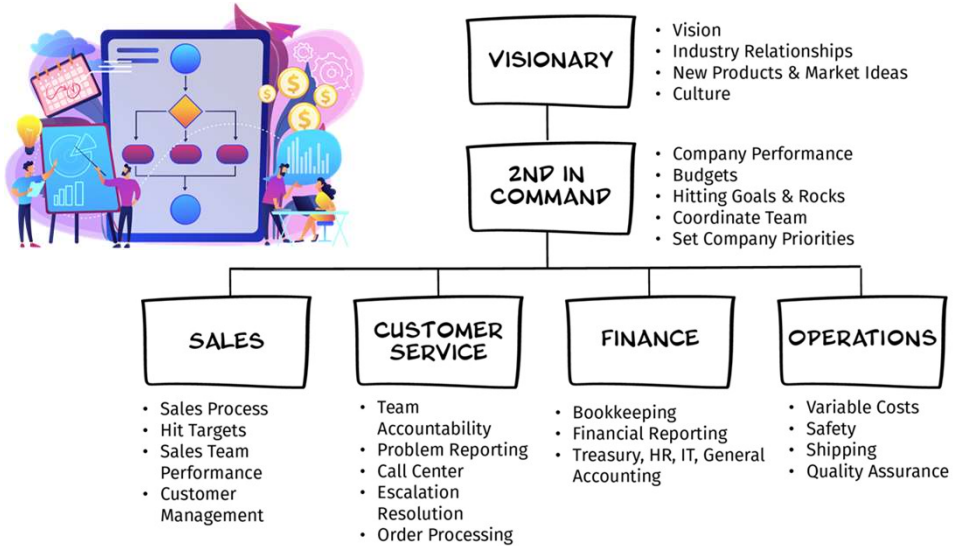
GET WORK

DO WORK

GET PAID

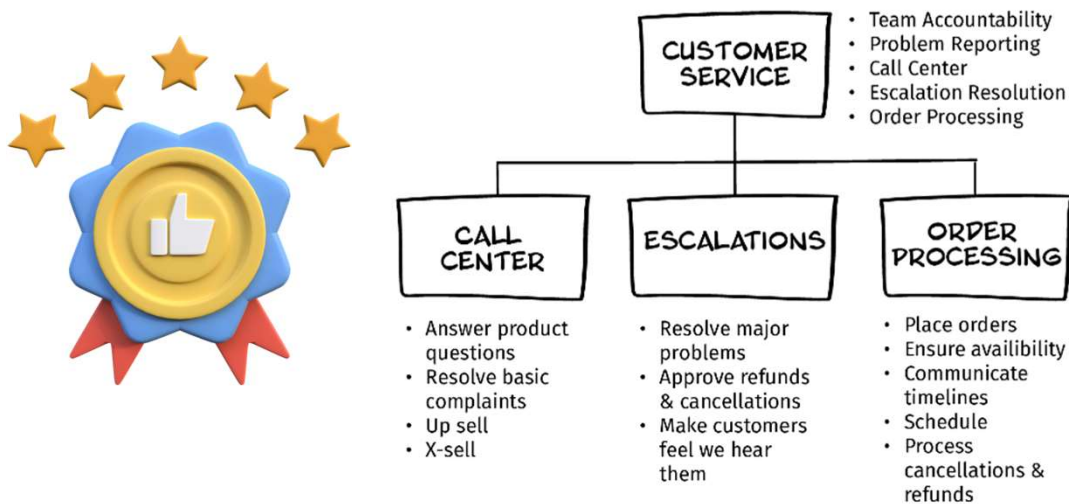
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Accountability Chart



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Accountability Chart



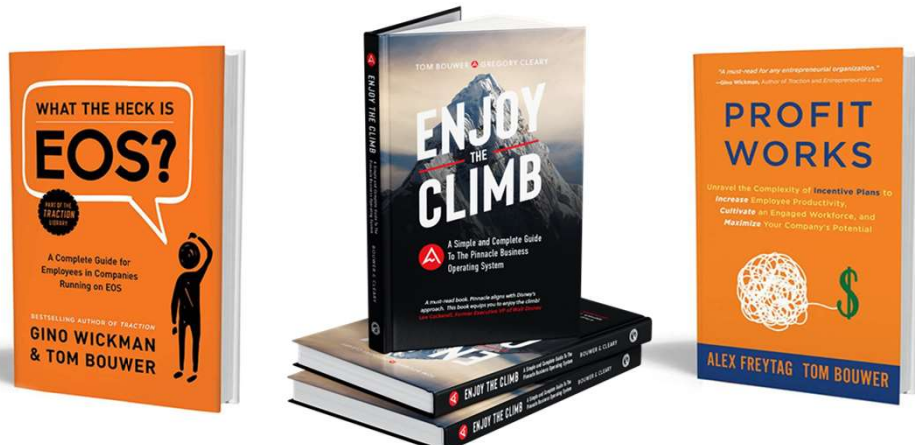
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Impact of Alignment?

- You need to have it written down
- Have the right people in the right seats doing the right things
- Obsess about the 4 Questions
- Reinforce in weekly meetings and a quarterly “all hands” meeting

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THANK



Questions?



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