

# Do You Have Happy Non-Performers?



I was excited to get confirmation recently that Rasmus Ankersen will be speaking at the E0 Argentina University in November. I saw him speak at the E0 India Conference a few years ago and his discussion stuck out in my head. Matt Stewart and I, as Learning Co-

chairs, along with Joy Hayes and Leslie Baum at E0 Global, discussed how he would be a good fit for our theme for the University of “Tango with the Unexpected.”

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## 6 Secrets on Productivity from Branson

One of my by business idols is [Sir Richard Branson](#), whom I have had the pleasure of meeting. My close friend [Joe Hollingsworth](#) has spent a week with him on his private island in the Virgin Islands and heard many interesting stories. What makes him really stand out to me is that he has started over 400 businesses and has had great success with many of them. He also has dyslexia, which resonates with me because so do



I. Some may see this as a handicap, but I see it as one of the reasons he has achieved much success.

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## What Is Your Salary Cap?

Since the material in [Greg Crabtree's](#) book "[Simple Numbers, Straight Talk, Big Profits](#)" has been so enlightening, I want to share more from his book to help us all out in the financial arena. This is not the stuff they teach you in school. It has real world understanding of how to look at your business financials from an entrepreneurial perspective.

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## Discovering Your X-Factor

I have been working on putting together some content for a breakout session I'll be doing at the [E0 Nerve Conference](#) in Atlanta next week. This content was created for Insignia and Quantum leap E0 programs to help Forums engage in more stimulating discussions around your businesses with the other business owners. I really enjoy these events, catching up, and sharing with my existing E0 friends and meeting new ones.

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# Meetings That Motivate

How many times have you heard “I spend so much time in meetings, I don’t have time to do all the things I say I’m going to do in those meetings”? It’s a constant battle I face, trying to improve our meetings so that they are as productive as possible in the least amount of time, and ultimately beneficial to our business. After all, business is about bringing a group of people together to accomplish something, together. So you could say that these gatherings are one of the most crucial parts of business. It’s difficult to align people without that infamous word “meeting”.

Imagine a US football team in a huddle. Before each play, the offense and defense take a few seconds to analyze where they are, what down it is, what they think the opposing team will do and their own next play options.

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## Proactive Vs. Reactive

I’ve written a lot about execution and getting things done. A few years back we created a software program (FlockGPS) to help us execute on our strategic plan by knocking out quarterly goals on the way to reaching our longterm [BHAG](#), or [Bug Hairy Audacious Goal](#) (as coined by [Jim Collins](#), author of Good to Great).

Another aspect to execution is in the day to day – how to manage your time effectively and have productive days that add up to your longer term goals. We all struggle with getting tied up in so many things we must be reactive to, and not making time for those things where we must be proactive.

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# What Are Your Worth per Hour?

What are you worth per hour? What is your company worth per hour?

Are you doing the things in your work that are allowing you to bring the most value to your role, team and company?

There is a way to analyze this and you do it by using the law of 1920. I have done different forms of calculations to look at hourly worth before but [Joe John Duran](#) simplified this for me when he discussed this at [E0 Barcelona University](#). So here we go. If you assume that with vacations and holidays you have 48 work weeks a year and you multiply that by 40 hours a week you get 1920.

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## Energizing for the New Year!

As this year ends like all the ones before it, we strive to go into the New Year with a fresh outlook and usually one or more resolutions to improve our lives. I often ask others around me about their resolutions and usually find that at least one always has to do with improving health. For an entrepreneur whose world is filled with constant changes, ups, and downs, health and energy are key to pushing forward.

We often hear about how much time we need and how there are never enough hours in a day and so on. We cannot add time. We all have the same number of hours in a day. The level of effort and energy we put into that time can be changed. Much

is being written about our need to manage our energy and approach our day and schedule with an energy focus instead of a time focus.

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## 6 Factors to Spotting Potential

A few weeks back when we were visiting our office in India, we took a few days and flew on over to Bangalore to attend the [EO](#) India regional event called [RIE](#). The India [EO](#) events are always a great time, as they're known for bringing in fascinating speakers and holding dinner events in extraordinary places such as castles, old forts or roof top venues. This year, staying true to their reputation, they brought in [Praful Patel](#), the Minister of State for Civil Aviation, [Vijay Mallya](#), the Chairman of Kingfisher Airlines and [Rasmus Ankersen](#), a self proclaimed high performance anthropologist.

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## Do You Have Rhythm?

I don't mean this in the sense of how well you move on the dance floor. I'm talking about in your business. Do you have a rhythm within your organization that keeps everyone in sync? Do you know the importance of rhythm?

Let me start from the beginning. Rhythm is not limited to the sound of music. Rhythm is the cadence and flow applied to any kind of movement or

activity. It's natural and instinctive. If you go back to childhood and think of nursery rhymes, they don't just rhyme, they are rhythmic. You don't have to think about what comes next because you already know.

This is key in the business world. Having regular, rhythmic meetings that keep your team clicking to the same pulse will allow a connect and sync to occur, thus keeping people on the same page and helping to prevent important issues from falling through the cracks.