

## Entrepreneurs Growth Alliance™ - Cohort 2401

### Learnings Covered in Teaching Session on 10/03/2024:

#### BONUS SESSION: The Speed of Trust

- **Change or Die:** We revisited the "Change or Die" framework, emphasizing the importance of unlearning and relearning to evolve and stay aligned with business goals.
- **Five Levels of Leadership:** We revisited the five levels of leadership and discussed their role in fostering team growth and personal development. You were reminded to aim for levels emphasizing relationship building, delivering results, and developing future leaders.
- **Reflection Practices:** We encouraged you to adopt daily or weekly reflection routines to help you reassess your progress and adjust your strategies effectively.
- **Team and Comparison Reports:** We reviewed team and comparison reports together, exploring how to leverage team strengths and improve communication for better alignment and enhanced performance.
- **Personal Development Plans:** We emphasized the need to create personal development plans that align one's personal growth with one's professional goals.
- **Strategic Planning Review:** We discussed the importance of finalizing your one-year and three-year strategic plans to ensure that your business remains focused and aligned for both short-term and long-term growth.
- **Project Charters:** Each participant was tasked with creating project charters for their top business challenges to improve the execution of critical strategies.
- **SMART and FAST Goals:** We explored SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and FAST (Frequent, Ambitious, Specific, Transparent) goal-setting techniques ensuring you have the right tools to set clear objectives and track progress.
- **Hiring and Talent Acquisition:** We discussed refining hiring and talent acquisition processes to ensure that you're bringing in the right talent to support your business objectives.
- **The Speed of Trust:** We explored Stephen Covey's Speed of Trust framework, focusing on how trust can significantly impact organizational growth and efficiency. Together, we discussed the four cores of trust:
  - **Integrity:** Staying true to commitments and being honest.
  - **Intent:** Make sure your motives are clear and aligned with team goals.
  - **Capabilities:** Continuously developing skills and competencies.
  - **Results:** Delivering consistent outcomes to build trust within the team and with clients.

We also highlighted how building trust accelerates growth and reduces personal and organizational costs. Lastly, we reflected on the 13 trust behaviors and encouraged you to implement them in your leadership journey.

## Key Insights And Homework Ideas To Reflect On And Master The Concepts:

- 1. Thorough Review of Team Report:**  
All participants are required to review their Team Report carefully. Pay particular attention to how each team member's strengths and areas for improvement align or differ. This insight will help in maximizing team collaboration and performance.
- 2. Completion of 3D Job Descriptions:**  
Participants should work on finalizing their 3D Job Descriptions. Ensure that each role's key responsibilities, required skills, and personality traits essential for success are clearly defined. This clarity will enhance their understanding of their role and how they can contribute more effectively to the team.
- 3. Preparation of Project Charters:**  
Begin preparing comprehensive project charters. These documents should outline the project's objectives, deliverables, timelines, and critical responsibilities.
- 4. Development of Personal Growth Plans:**  
Work on creating your Personal Development Plans. Identify your goals, the skills you need to develop, and actionable steps for personal growth over the next year.
- 5. Strategic Planning:**  
Be ready to present both your one-year and three-year strategic plans. These plans should align with your personal and organizational goals, focusing on long-term growth and success.
- 6. Review and Answer Strategic Questions:**  
**(Please refer to the Tab 4, Page 81, Generate Box-3 Ideas)**  
Please review and respond to the five strategic questions concerning customer discontinuities, technology shifts, non-traditional competitors, and other relevant factors. Your answers will form the basis of our strategic planning discussions.
- 7. Please develop your company's vision, purpose, core values, accountability, and norms.**
- 8. Create SMART and FAST goals** for your business, both for the short term (2025) and the long term (2027). These goals should focus on specific milestones you want to achieve by the end of each year.
- 9. Review your TTI TriMetrix HD Report**, focusing on your behavioral traits, driving forces, and competencies. Identify areas where your natural strengths align with your current job responsibilities and where gaps exist. Use this information to guide your personal development and improve your performance in your role.

### Note:

1. Please note that sessions are not scheduled for Thursday, October 10, 2024, and Saturday, October 12, 2024.
2. If you need any help in creating 3D job descriptions, one-year & three-year strategic plans, etc... please reach out to us at [akumar@vrt9.com](mailto:akumar@vrt9.com)

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