



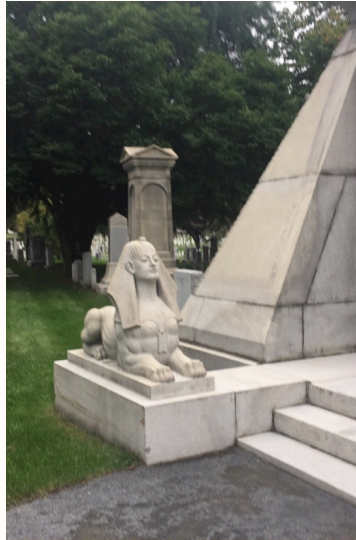
# Systems 2.0

- How do you get the most out of your vision?
- How do you get the most out of your org. chart?
- How do you actually replace yourself?
- How do you develop leaders?
- How do you manage from “afar”?

BUILDING A PHENOMENAL TEAM  
A BETTER WAY TO PAY – KICK OFF!



# WHAT'S YOUR COMMITMENT?





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LIFE **UN**LEASHED

TAKE AND GIVE!

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# 9 COMPENSATION TRAPS!

- The Side Deal
- Me v. You
- Rewarding the Wrong Thing
- Salespeople Make Less
- Moving Up is a Step Down
- Family Rules are Different
- Salary Means Slavery
- It's Not Fair
- It's Not Transparent
- Not Profitable!



# 7 ELEMENTS OF A BETTER WAY TO PAY



# GOOD GAME

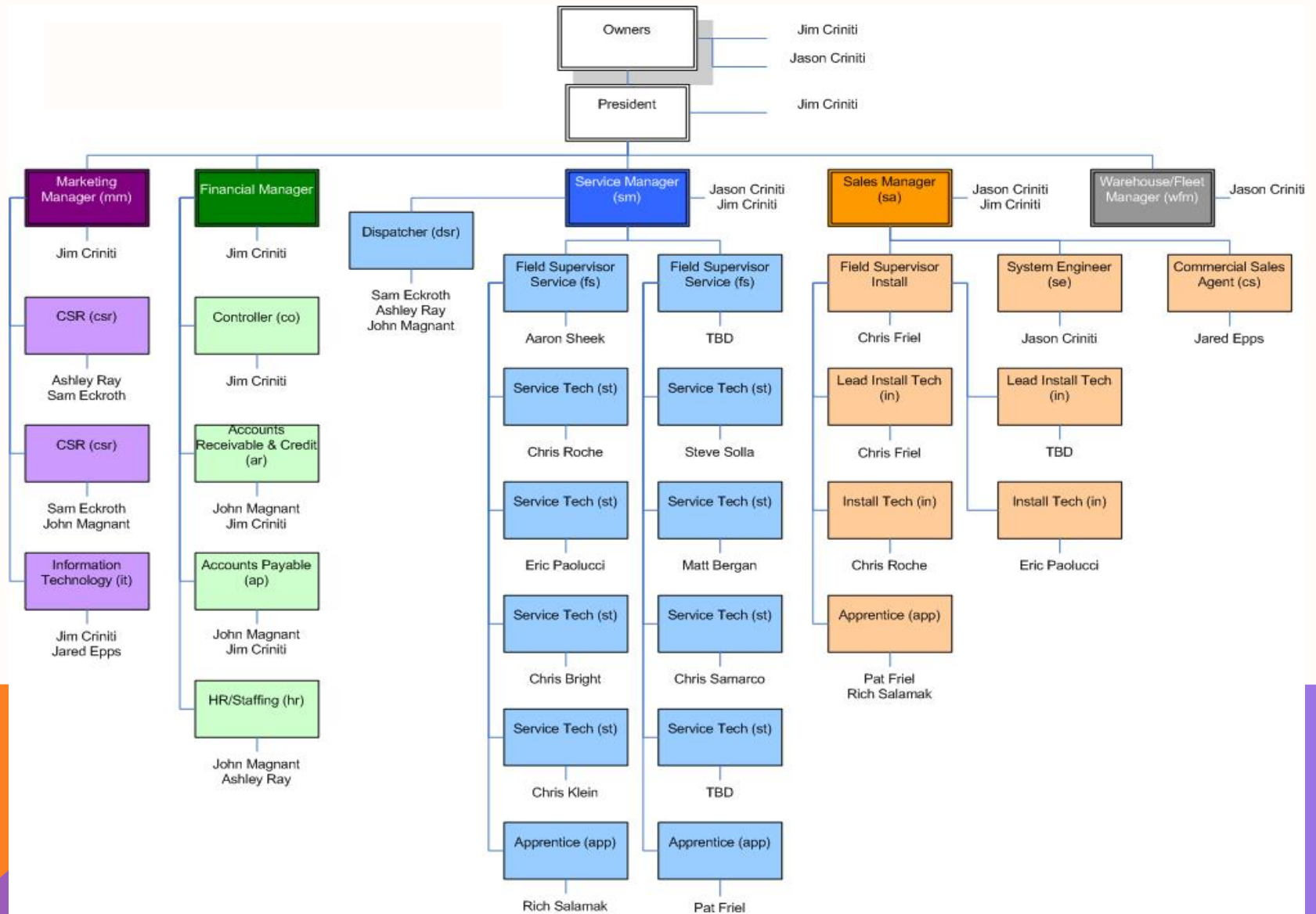
# CREATE A GOOD GAME

- RULES
- REWARD
  - Main Course
  - Desserts
- RIGHTS
- REASON



# TRANSPARENT AND POSTED

# THE LADDER OF OPPORTUNITY



# EQUALLY UNFAIR



# BAD DAY, NOT A BAD WEEK



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# ALIGNED WITH MISSION

# TWO WAYS TO GREET THE TROOPS



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**GET 'EM GOOD.**

# NO EXPERIENCE NEEDED

- Willing and capable.
- Solves the “I can’t find good people” problem.
- Solves the “Nowhere to grow” problem.
- Will they stay?



## PROS AND CONS

- Hourly
- Commission
- Bonus
- Contest
- Salary
- Subcontracts
- Ownership?

SCORECARD!

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# REWARD THE RIGHT STUFF

**Service Tech Score Card****Sam**

Daily Sales Goal \$ 1,200  
 Weekly Sales Goal \$ 4,800  
 Close Rate Goal 75%  
 Average Invoice Goal \$ 400  
 Wages as a % of Sales Goal 20%

For the week ending: #17

4/30/2006

	# of Calls Run	# of Calls Closed	Actual Close Rate  (Calls Closed/ Calls Run)	Actual Sales	+ or - Sales Goal  (Actual Sales - Sales Goal)	Average Invoice  (Actual Sales/ Closed Calls)	Wages Paid	Wages as a % of Sales  (Wages/ Actual Sales)	Spiff One	Spiff Two
MON										
TUES										
WED										
THURS										
FRI										
SAT/SUN										
Total Week										

# MAKE MORE \$\$\$



# THE WEEKLY FINANCIAL MEETING AND AGENDA

BBB\_PP\_Financial\_Quick\_Check\_130724 [Compatibility Mode] - Microsoft Excel

777, 787 - Financial Quick Check		Company:		Your Company															
Prepared by:		Your Bean Team																	
		Month to Date:				Compared to Budget		Year To Date				Compared to Last Year							
<b>Income</b>																			
Sales - Residential	\$ 38,569	32.2%	\$ 41,000	32.8%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
Sales - Commercial	\$ 19,558	16.3%	\$ 30,000	24.0%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
Sales - Restoration	\$ 56,525	47.2%	\$ 50,000	40.0%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
Sales - Upholstery/Specialty Rugs	\$ 5,263	4.4%	\$ 4,000	3.2%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
Contra Sales - Refunds & Discounts	\$ (35)	0.0%	\$ -	0.0%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
<b>Income - Total</b>	<b>\$ 119,880</b>	<b>100%</b>	<b>\$ 125,000</b>	<b>100%</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>
<b>DIRECT COSTS (COGS)</b>																			
COGS - Service Labor	\$ 23,609	19.7%	\$ 22,680	18.1%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
COGS - Materials	\$ 13,699	11.4%	\$ 12,650	10.1%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
COGS - Other	\$ 4,956	4.1%	\$ 5,000	4.0%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
COGS - Cash Discounts Taken	\$ -	0.0%	\$ -	0.0%	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -	#DIV/0!	\$ -
<b>DIRECT COSTS (COGS) - Total</b>	<b>\$ 42,264</b>	<b>35.3%</b>	<b>\$ 40,330</b>	<b>32.3%</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>
<b>GROSS PROFIT/GROSS MARGIN</b>	<b>\$ 77,616</b>	<b>64.7%</b>	<b>\$ 84,670</b>	<b>67.7%</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>
<b>OPERATING EXPENSES</b>	<b>\$ 59,879</b>	<b>49.9%</b>	<b>\$ 58,437</b>	<b>46.7%</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>
<b>NET PROFIT</b>	<b>\$ 17,737</b>	<b>14.8%</b>	<b>\$ 26,233</b>	<b>21.0%</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>	<b>#DIV/0!</b>	<b>\$ -</b>
<b>TOTAL PAYROLL</b>	<b>\$ 36,098</b>		<b>\$ 35,680</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>
<b>TOTAL PAYROLL AS A % OF SALES</b>	<b>30.11%</b>		<b>28.54%</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>		<b>#DIV/0!</b>
<b>CASH FLOW and QUICK RATIO</b>																			
Total Available Cash from Checking & Savings	\$ 15,477																		
Accounts Receivable	\$ 12,693																		
<b>Total (A)</b>	<b>\$ 28,170</b>																		
Accounts Payable (B)	\$ 22,017																		
<b>Cash Flow (A) - (B)</b>	<b>\$ 6,153</b>																		
<b>Ratio (A) / (B)</b>	<b>1.3 to 1</b>		<b>2.0 to 1</b>																

# THE MASTER LIST AND TOP PROJECTS

### Master List of Projects & To Dos

Find different Insurance options.

Staff Sales Training Event  
1

Staff Sales Training Program  
≡

Find Refrigerated products to sell

Retirement Plan  
2

Consultancy - community, politics

Client Surveys  
1

Book Club  
≡

Electronic Calendar - Google cal?  
1

Explore Zingermans  
≡

Add a card...

### Top Project - Marketing Plan thru Q2 2016

Create and Maintain Marketing Calendar  
AP

Blog posts  
1

First Draft of Biz Plan at [www.wellsfargoworks.com/plan](http://www.wellsfargoworks.com/plan)  
≡ 1

Holiday/Seasonal Merchandising  
≡ 1

Celebrity Chef/VIP/Barter program  
≡

Get on Review Buzz  
≡ 1

Get on Pinterest / Social Media Campaign  
≡ 3

Add a card...

### Top Project - KFP on QBs - 7.31.2016 - Show & Tell!

Get to KFP - Known Financial Position - QB  
≡ 1 2

Explore Debt Consolidation Plan  
1 0/4

Become S-Corp  
≡ 3 AP

Pay down debt  
≡ 1

Check Q-Box - for remote, multi user QBs options.

Quickbooks Basics  
≡ 2/4

Baskets - how to categorize and charge in QB

Enter summary information into [www.wellsfargoworks.com/plan](http://www.wellsfargoworks.com/plan) Biz Plan program for the Financial Plan

Add a card...

### Top Project - Finish and Communicate Org Chart- 8.31.2016

Org Chart and Position Descriptions - by 3.31.2016  
≡ 4 1 Mar 31

Do a personality mapping program  
≡

Operations Manual - by Org Chart position - on YouTube channel

Study Harry Friedman - The Friedman Group  
1

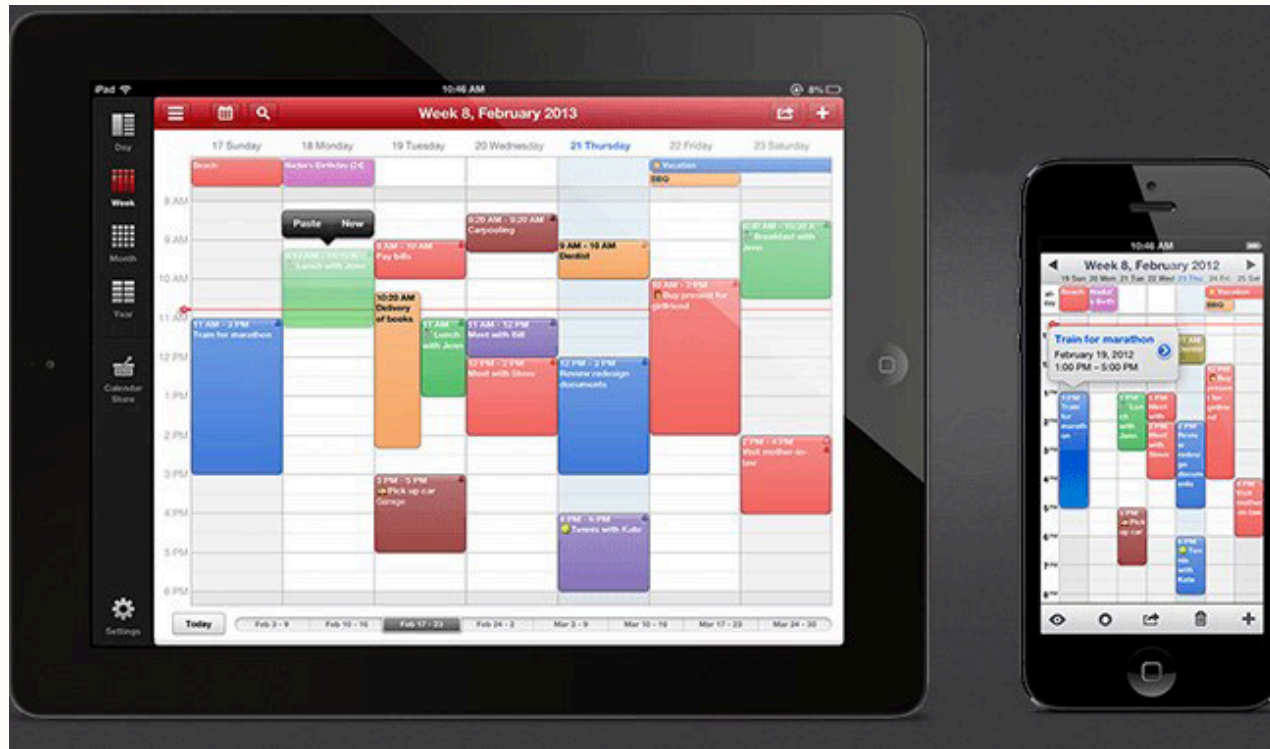
Bonus for performance

General Employee Handbook - update Ellen's  
≡ 1

Add a card...

Add a list...

# THE MEETINGS



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# 7 ELEMENTS OF A BETTER WAY TO PAY

- Good Game
- Reward Right Stuff
- Equally UN-Fair
- Transparent and Posted
- Get 'em Good
- Aligned with the Mission
- Increases Profitability



# MAKE A LIST



# UN-COMPLICATE. ONE THING?

[HTTP://HOWARDPARTRIDGE.COM/HOW-TO-PAY/](http://HOWARDPARTRIDGE.COM/HOW-TO-PAY/)



*Webinar Series with Ellen Rohr:*

## **"Phenomenal Team Building – A Better Way to Pay"**



Hear what Ellen and Howard will be sharing on this phenomenal program.

THANK YOU! XO\$

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