



LOVE IS FREE

# ENSURE YOU HAVE THE RIGHT TEAM



## Ask

Ask the 8 questions before hiring or creating a position (pg. 250)



## Hire

Hire for Character, not experience: *“The 13 Characteristics”*



## Define

Define *“Top Performer”* for your team



## Instill

Instill the foundational principle: *“Each of us will be rewarded based on our effectiveness in making the people around us better”*



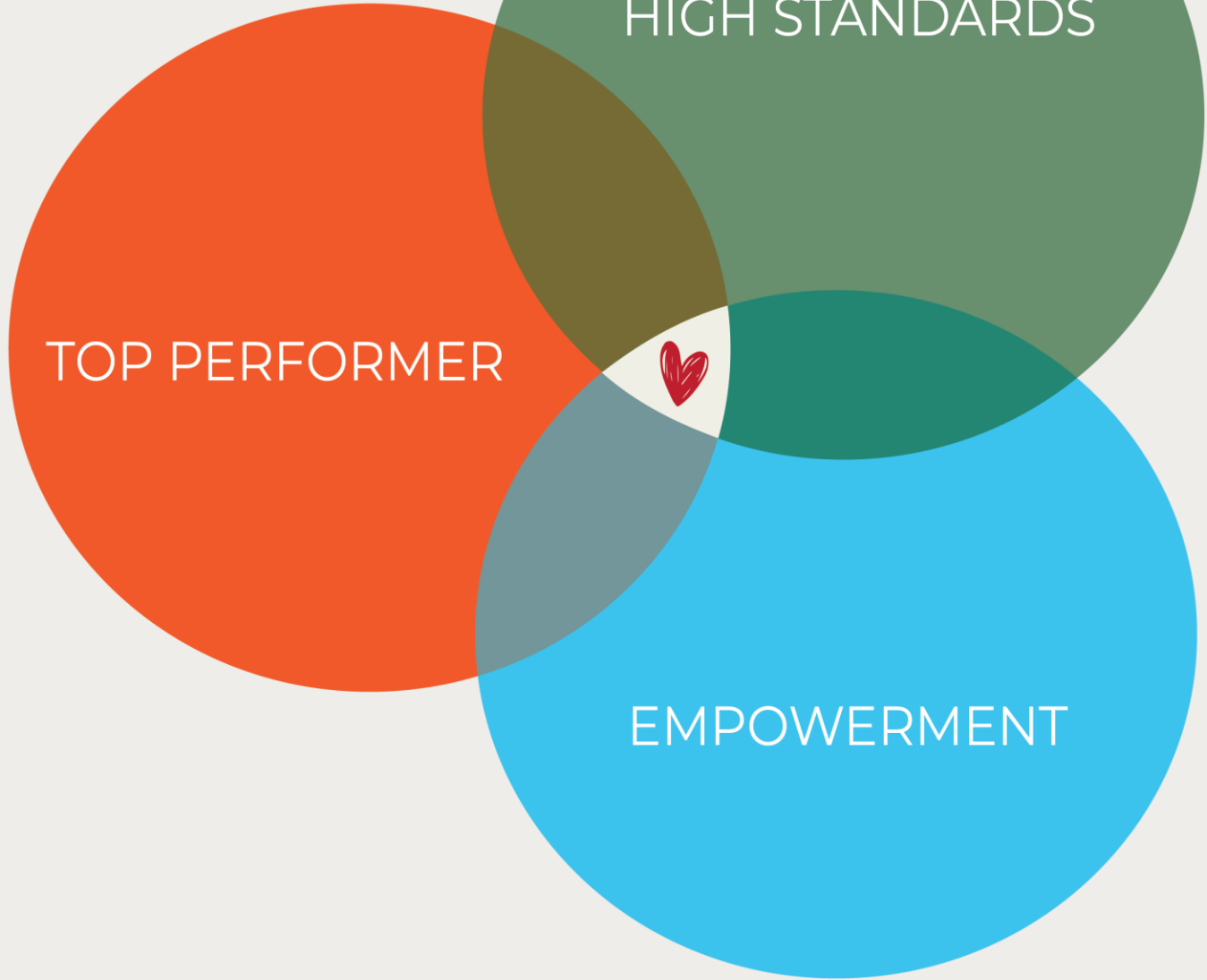
## Understand

Understand that HR is everyone’s responsibility



*“CREATE A TEAM OF TOP  
PERFORMERS, EMPOWERED TO  
ACHIEVE HIGH STANDARDS.”*

*EVERY CEO'S GOAL*



29 ISLINGTON GREEN



MEXICAN GRILL

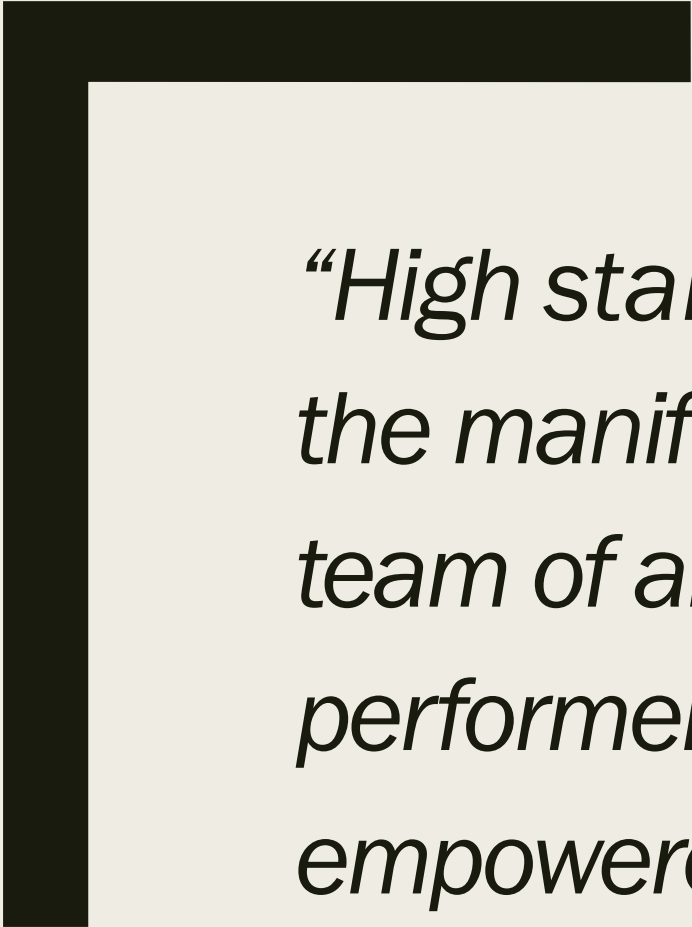


# UPPER STREET, LONDON RESTAURATEUR VISIT





KARINA'S RESTAURATEUR PROMOTION



*“High standards are  
the manifestation of a  
team of all top  
performers who are  
empowered.”*



HIGH STANDARDS



*“Someone who has the desire and ability to perform excellent work, and through their constant effort to do so, elevates themselves, the people around them, and the organization.”*

TOP PERFORMER

[DOES GREAT WORK] [MAKES OTHERS BETTER]



*“Feeling confident in your ability and encouraged by your circumstances, such that you feel motivated and at liberty to fully devote your talents to a purpose.”*

EMPOWERMENT

[CONFIDENT IN YOUR ABILITY] [ENCOURAGED BY YOUR CIRCUMSTANCES]

# HOW DO YOU CREATE ENCOURAGING CIRCUMSTANCES?

ONE ON ONE	Sit down with your people one on one
VULNERABILITY & CURIOSITY	Be vulnerable and curious
COMMIT	Get to know them, understand them, commit to helping them succeed, care about them, and challenge them to be the best version of themselves
VISION	Share your vision, and understand theirs
LOVE	Make sure they feel seen, valued, understood, and loved

# THE 5 STEPS OF EMPOWERMENT



1: CONNECT WITH  
YOUR PEOPLE



2: INSPIRE THEM  
WITH A VISION



3: INSTILL  
CONFIDENCE IN  
YOUR PEOPLE



4: TEACH THEM  
TO MAKE EACH  
OTHER BETTER



5: SHARE WHAT IS  
GOING ON

**IT CAN BE ONLY BE 1 OR  
MORE OF 3 THINGS:**

1. LACK OF KNOWLEDGE OF  
HIGH STANDARDS
2. LACK OF TOP PERFORMERS
3. LACK OF EMPOWERMENT

WHEN YOU  
SEE A  
SYMPTOM...

DIAGNOSE  
THE ROOT  
PROBLEM.

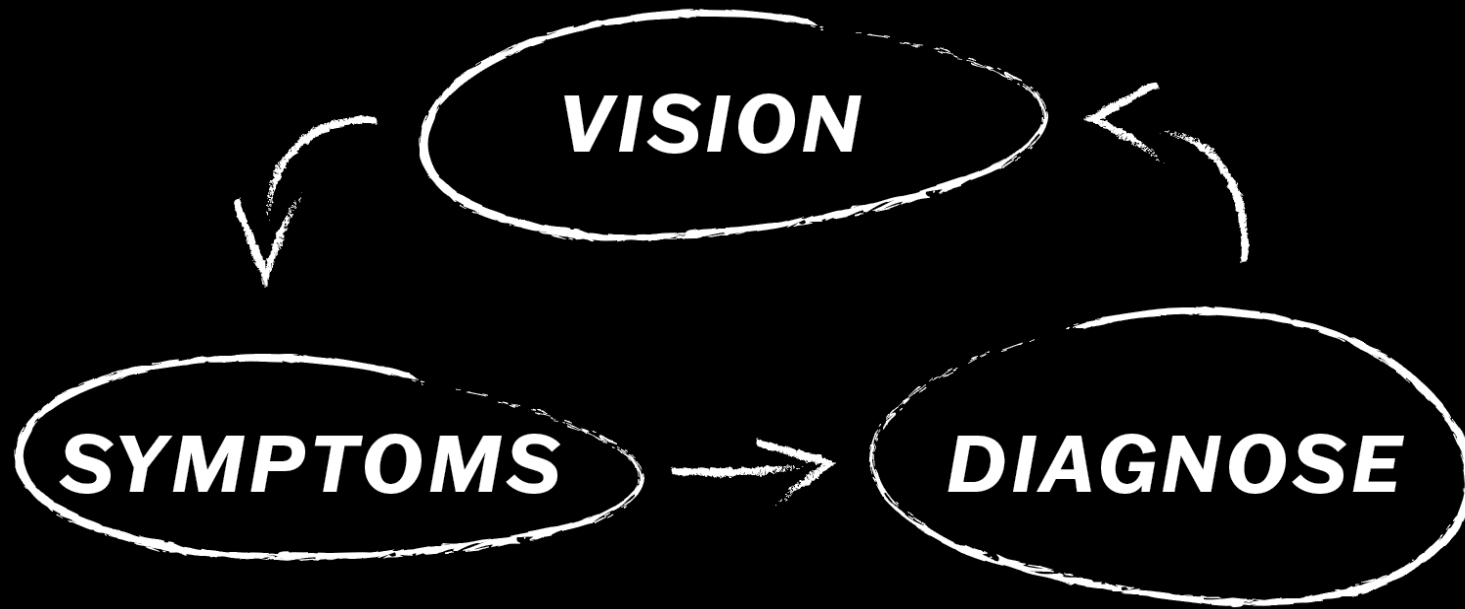


FLICKER

*“EVERYTHING WRONG WITH YOUR OPERATIONS IS A SYMPTOM.” AND IT CAN ONLY BE 1 OR MORE OF 3 THINGS:*

1. LACK OF KNOWLEDGE OF HIGH STANDARDS
2. LACK OF TOP PERFORMERS
3. LACK OF EMPOWERMENT

PROBLEMS  
VS.  
SYMPTOMS



=  
LACK OF TOP PERFORMERS  
LACK OF EMPOWERMENT  
LACK OF KNOWLEDGE OF HIGH STANDARDS

## **LEADERSHIP:**

- IS EMPOWERING
- ALLOWS PEOPLE TO THRIVE, WHILE FEELING SEEN, VALUED, LOVED, AND UNDERSTOOD
- PRODUCES EXCELLENT RESULTS SUSTAINABLY
- ALLOWS YOU TO HARNESS THE POWER OF PEOPLE

# LEADERSHIP VS. MANAGEMENT



## **MANAGEMENT:**

- IS MANIPULATIVE, NOT RESPECTFUL OF PEOPLE
- UNSUSTAINABLE
- DISEMPOWERING
- PRODUCES MEDIOCRE RESULTS

# LEADERSHIP VS. MANAGEMENT



*“Nothing is more powerful or gratifying than being the source of another person reaching their full potential. As a leader, this is your highest calling!”*

*“Constantly reinforce the foundational principle in your life, and your company: That each of us will be rewarded based on our effectiveness in making the people around us better!”*

*“Leadership is the highest calling, and the world needs you at your very best!”*