



Developing Talent and Building Teams at Your Bar

WITH HOLLY PRIESTNER AND LESLIE VANDER GHEYNST

Organizations are powered by empowered leaders.
Learn the tools to unlock the potential and
motivation of your employees to build better and
more engaged teams.

“Everything rises and falls on leadership.”
John Maxwell

Clarity is Power!

Is your mission?

- Short
- Simple
- Sincere
- Sticky

Reinforce the Mission

Hire for Fit!

Tap Into Motivation

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#naBEmore

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Career

Money

Friends/Family

Philanthropy

Find Your Red Thread

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Growth Plan **2020**

JANUARY

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FEBRUARY

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MARCH

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APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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NOVEMBER

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DECEMBER

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Sample GPS



Just as you use your car's GPS system to navigate your journey, use this GPS to plot your one-year trip in business and life. Transfer your ONE Thing for the year from your Long-Term Goals sheet, then list three priorities to reach that destination. Drive yourself further by writing out five strategies to achieve each priority. Congratulations, you just completed your yearly business plan.

My ONE Thing for the Year is ... The Tri County Bar Association will grow to 100 members and serve 100 low income Texans through four legal clinics and generate \$40,000 in revenue.

Priority #1 to achieve my ONE Thing for the year ...Grow and retain 100 members.

- i. Strategy #1 to achieve Priority #1 **Develop an awareness campaign attracting 30 new members.**
 - ii. Strategy #2 to achieve Priority #1 **Execute member communications plan w/6 "touches" monthly.**
 - iii. Strategy #3 to achieve Priority #1 **Provide one free CLE option each month.**
 - iv. Strategy #4 to achieve Priority #1 **Provide leadership and volunteer opportunities through 5 committees: ATJ, PR, Fundraising, Annual Awards Luncheon and CLE.**
 - v. Strategy #5 to achieve Priority #1 **Honor members and judges through annual awards luncheon with at least 75 attendees.**
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Priority #2 to achieve my ONE Thing for the year ...Serve 100 low income Texans through four clinics serving 25+ people each. .

- i. Strategy #1 to achieve Priority #2 **Identify a free location for four clinics.**
- ii. Strategy #2 to achieve Priority #2 **Develop a communications plan to engage 10 volunteer lawyers per clinic.**
- iii. Strategy #3 to achieve Priority #2 **Create legal clinic guide and forms to ensure consistent training of volunteers and service to clients.**
- iv. Strategy #4 to achieve Priority #2 **Develop a communications plan to engage the clients through VFW, Social Services, local hospitals, fire departments, police departments, local news & bulletin boards.**
- v. Strategy #5 to achieve Priority #2 **Plan day of logistics: snacks, coffee, water, tables, chairs, materials.**

Priority #3 to achieve my ONE Thing for the year ...Generate \$40,000 in revenue.

- i. Strategy #1 to achieve Priority #3 **Grow to 100 members paying \$75 in membership dues annually.**
- ii. Strategy #2 to achieve Priority #3 **Identify 5 sponsors paying \$2,500 each for annual awards luncheon.**
- iii. Strategy #3 to achieve Priority #3 **Identify 2 sponsors for each legal clinic paying \$1000 each.**
- iv. Strategy #4 to achieve Priority #3 **Create a preferred vendor program generating \$10,000.**
- v. Strategy #5 to achieve Priority #3 **Generate \$8,000 in revenue through table sales at awards luncheon.**

4-1-1 ACTION GOAL WORKSHEET														
												2020		
MY ANNUAL GOALS														
Job			Goal			Actual			Financial			Personal		
1						1			1			1		
2						2			2			2		
3						3			3			3		
4						4			4			4		
5						5			5			5		
6						6			6			6		
7						7			7			7		
8						8			8			8		
9						9			9			9		
10						10			10			10		
MY MONTHLY GOALS														
1						1			1			1		
2						2			2			2		
3						3			3			3		
4						4			4			4		
5						5			5			5		
6						6			6			6		
7						7			7			7		
8						8			8			8		
9						9			9			9		
10						10			10			10		
MY WEEKLY GOALS														
WEEK 1			WEEK 2			WEEK 3			WEEK 4					
1						1						1		
2						2						2		
3						3						3		
4						4						4		
5						5						5		
6						6						6		
7						7						7		
8						8						8		
9						9						9		
10						10						10		

Consultative Interview

1. What was your **goal**?
2. How did you **do**?
3. How do you **feel** about that?
4. Based on how you did, what is your **goal** and what do you **need** to do now?
 - a. Is there anything that might keep you from doing that?
 - b. If you needed training or support to do this, what might it be?

Elements of a Powerful Team:

- Know their mission
- Have great leaders
- Develop great leaders
- Allow culture to shape recruiting
- Retain top talent
- Have a roadmap
- Mentoring culture



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