



Leadership and High-Performance Team Development

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The Hard Truth

You're **not a technician**
who owns a shop.

You're a **business owner**
who used to be a technician.



Why we get stuck

1 Comfort

2 Control

3 Fear of Delegating

4 Identity



MY STORY

Your shop grows when you make the choice to grow yourself & inspire your people to choose to grow themselves.



THE MINDSET SHIFT

YOUR REAL JOB NOW

WHAT GOT YOU HERE

Doing the work

Being the best technician

Solving every problem

Carrying the load



WHAT THE JOB IS NOW

Build the **culture**

Grow the **team**

Own the **numbers**

Design the **systems**

Leadership isn't perfect. It's intentional.

Who's on Your Team?



Prisoners

Vacationers

Players



“Your shop grows the moment you choose to grow inspire your people to choose grow
—Shawn K. Gilfillan

Where Do We Start?

1 Self-Awareness & Learning

2 Right People, Right Seats

3 Alignment

4 Visible Scoreboard

5 Straight Talk



What's The Payoff?

speed

Productivity

Increases

groups

Customers

Become Clients

fact_check

Accountability

Is Enhanced

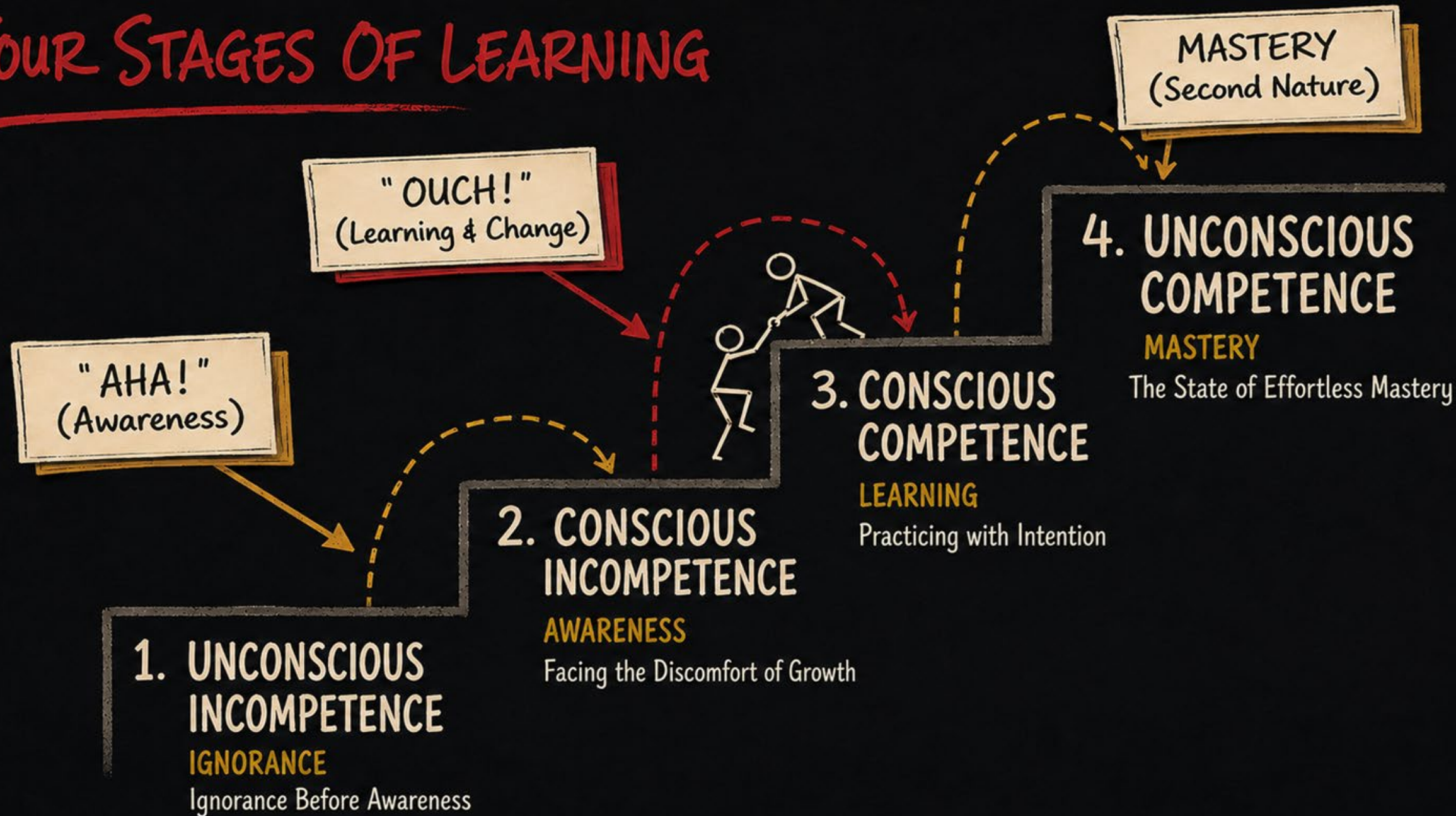
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Revenue

Grows

You Get Your Life Back!

FOUR STAGES OF LEARNING



Pick one thing
Start this week

Your shop is ready for you.

Who's on Your Team?





*Scan for
Resources*

**“Leadership isn’t proven by how tall you grow.
It’s proven by how many others grow because you did.”
— Shawn K. Gilfillan**