



**bizHQ**  
THE BUSINESS HEADQUARTERS

LET YOUR BUSINESS TAKE YOU PLACES

# Formula for Success



**BE x DO = HAVE**



**BEHAVIOUR**



**ACTIONS**



**RESULTS**

**LET YOUR BUSINESS TAKE YOU PLACES**



If you **DO** what you've

**ALWAYS DONE**

you'll **GET** what you've

**ALWAYS GOTTEN**



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# Why the Resistance to Change?



# Beckhard Harris Change Formula



$$D \times V + F > R$$

Dissatisfaction

Vision

First Steps

Resistance



LET YOUR BUSINESS TAKE YOU PLACES

Let's Start At the End



**R  
E  
S  
U  
L  
T**

**HAVE**



**RESULTS**

LET YOUR BUSINESS TAKE YOU PLACES

Let's Start At the End



**Realistic**

**E  
S  
U  
L  
T**

**HAVE**



**RESULTS**

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Realistic

Achievability & appropriateness of the goal to the business

- Constraints & wrong assumptions
- Growth goals in shrinking market?

# HAVE



# RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

Let's Start At the End



**R**ealistic  
**E**motional Connection

**HAVE**

**S**  
**U**  
**L**  
**T**



**RESULTS**

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Emotional Connection

# HAVE

Teams ability to emotionally buy into a goal or inspired vision

- How do you get your team to buy-in?
- Organisation purpose



# RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

Let's Start At the End



**R**ealistic  
**E**mootional Connection  
**S**pecific  
**U**  
**L**  
**T**

**HAVE**



**RESULTS**

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Specific

Opposite of vagueness – clear & knowing what to achieve

- Levels of specificity
- Increase turnover – vehicles per day

# HAVE



# RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



**R**ealistic  
**E**mootional Connection  
**S**pecific  
**U**ncomfotable  
**L**  
**T**

## HAVE



## RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Uncomfortable

Makes you feel nervous, anxious but excited at the possibility

- Uncomfortable Comfort
- Leadership 360

## HAVE



## RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



**R**ealistic  
**E**mootional Connection  
**S**pecific  
**U**ncomfortable  
**L**ead & Lag Measures  
**T**

## HAVE



## RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Lead & Lag Measures

# HAVE

Lag measures are at the end  
Lead measures help you know you will  
succeed

- You can't manage what you don't measure
- Lead = sales / Lag = test drives



# RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



**R**ealistic  
**E**mootional Connection  
**S**pecific  
**U**ncomfortable  
**L**ead & Lag Measures  
**T**imeframe

## HAVE



## RESULTS

LET YOUR BUSINESS TAKE YOU PLACES

# Let's Start At the End



## Timeframe

Time required to deliver a goal or plan

- Smaller deliverables
- 90day or Weekly

# HAVE



# RESULTS

Let's Start At the End



**R**ealistic  
**E**mootional Connection  
**S**pecific  
**U**ncomfortable  
**L**ead & Lag Measures  
**T**imeframe

**HAVE**



**RESULTS**

LET YOUR BUSINESS TAKE YOU PLACES

# Formula for Success



## DO



## ACTIONS

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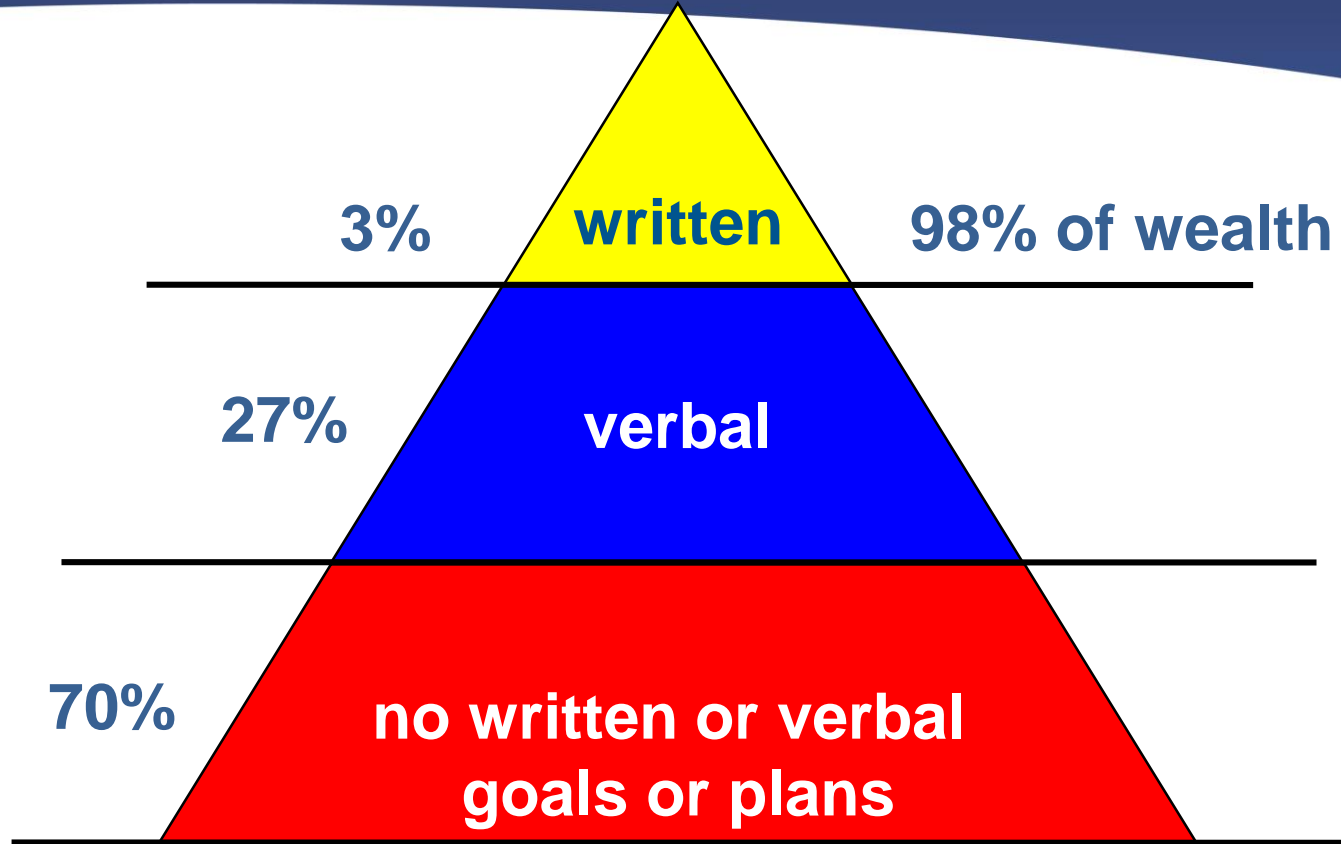


WHO  
WHAT  
WHEN  
WHERE  
WHY



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# The Power of Written Goals and Plans...



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**ONLY YOU  
CAN IMPLEMENT  
A PLAN THAT'S  
IN YOUR HEAD**

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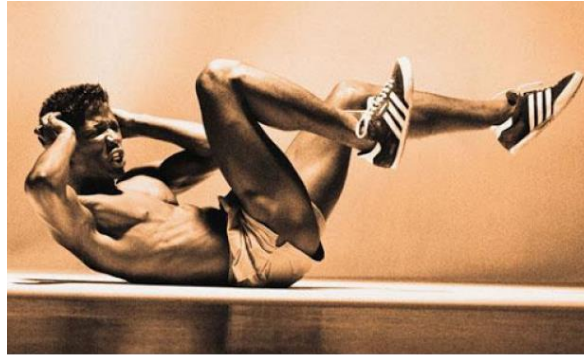
# Formula for Success



**BE x DO = HAVE**



**BEHAVIOUR**



**ACTIONS**



**RESULTS**

**LET YOUR BUSINESS TAKE YOU PLACES**



**HAVE**

Visible and tangible

**DO**

Invisible and intangible

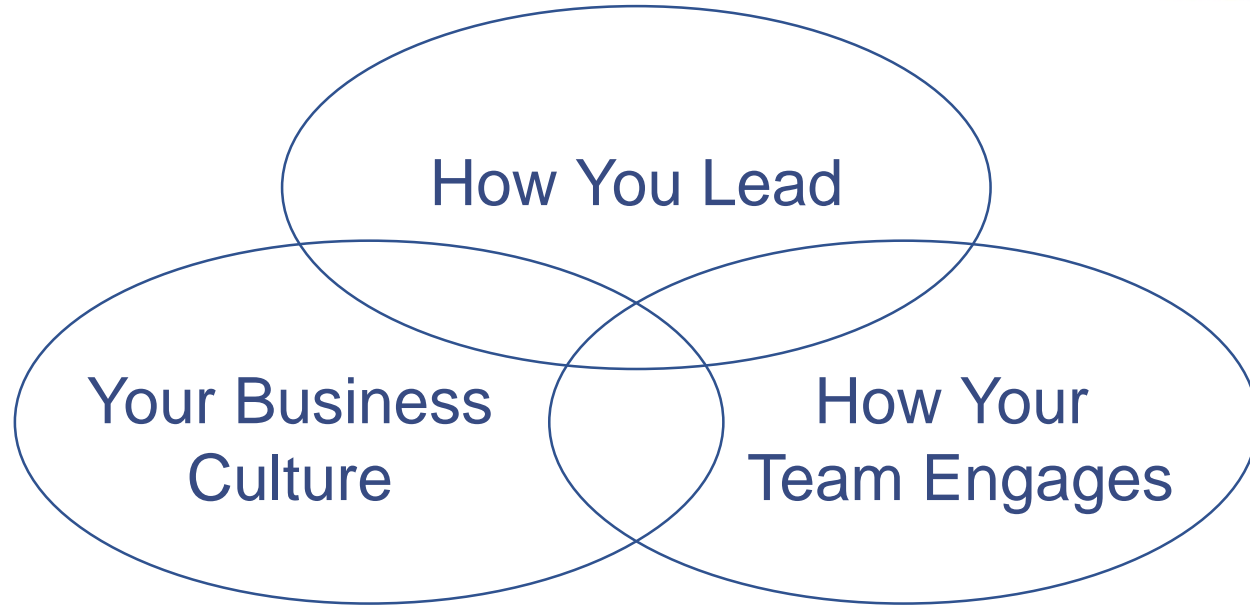
**BE**

Values  
Attitudes  
Beliefs  
Preferences

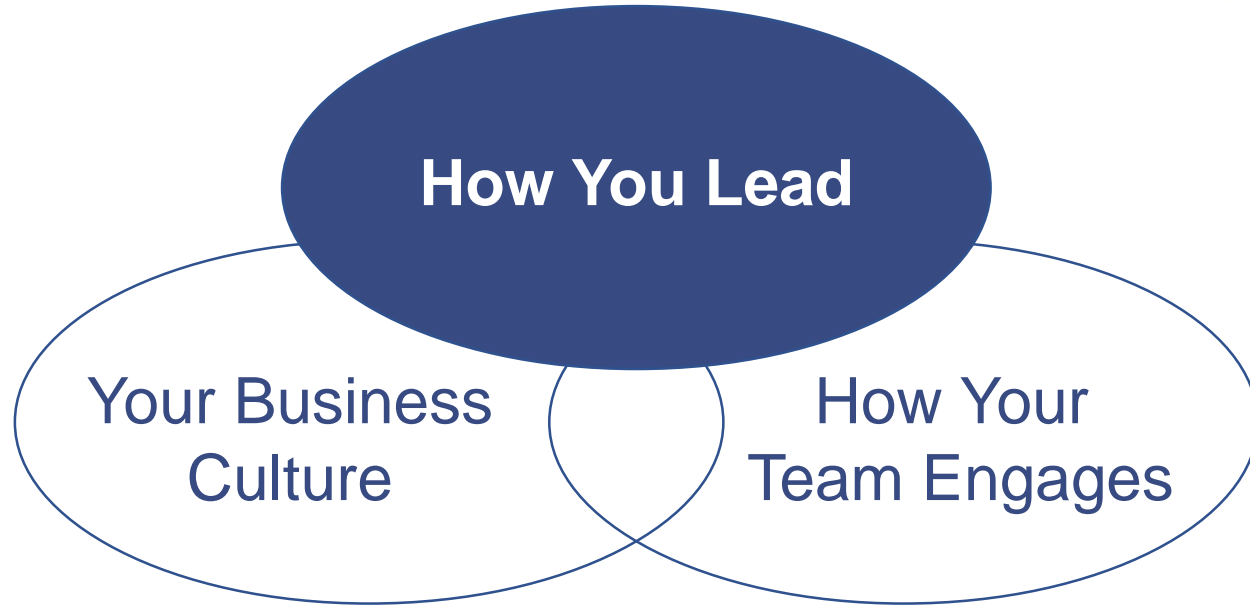
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# 3 Behaviours to Focus On...



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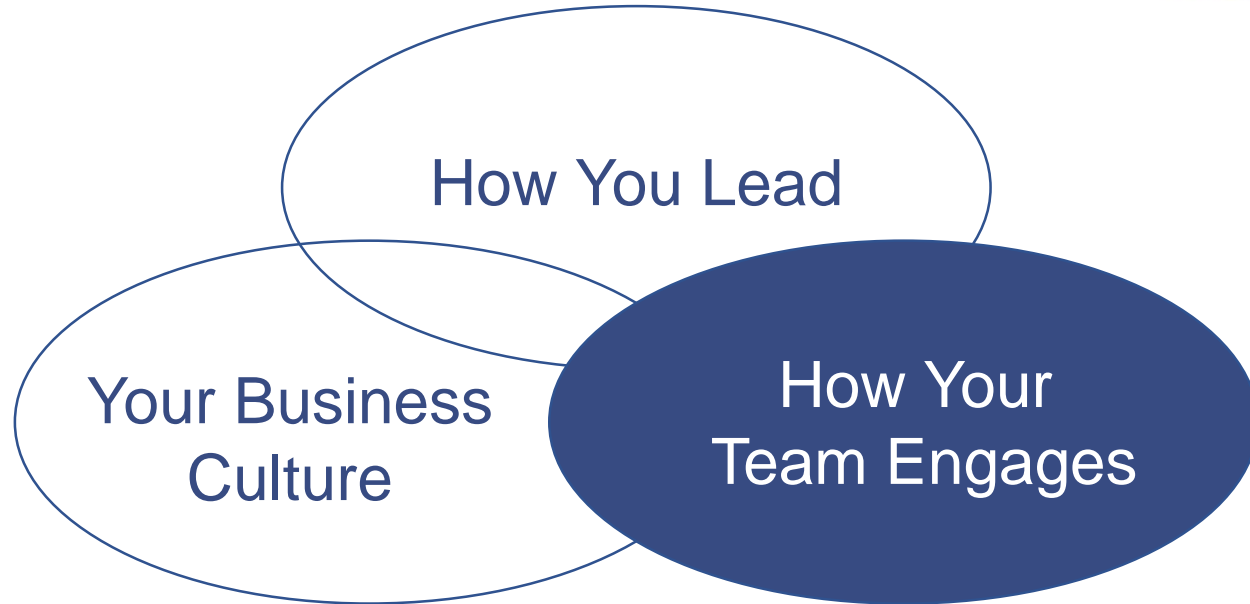
# What is stopping you from leading?



- Too soft / hard?
- Too busy?
- Too operational?
- Too trusting / distrusting?
- Too accommodating / unaccommodating?
- Too emotional / objective?
- Making assumptions?



# 3 Behaviours to Focus On...



# How Your Team Engages...

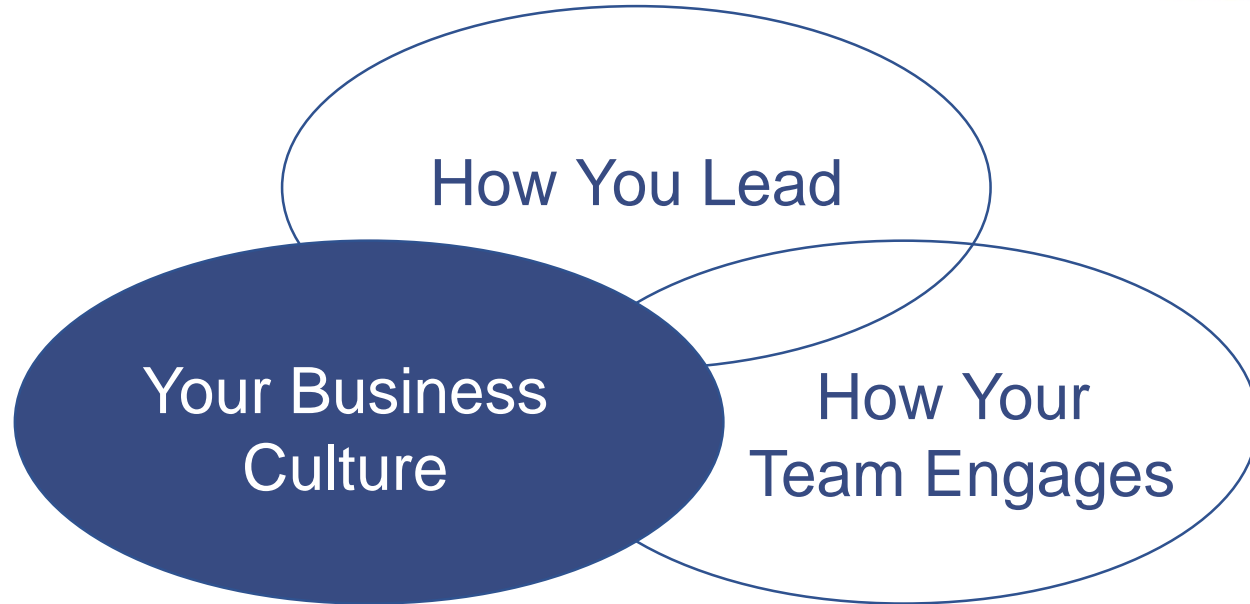


- Law of reciprocity
- Finger on pulse
- Benchmark
- Discover – culture audits / 360s



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# 3 Behaviours to Focus On...



# Your Business Culture...



- How many of you have company values?
- How many of you can recite them?
- How many of you live them?

**Values are the rules for team behaviour!**



# About bizHQ



bizHQ - The Business Headquarters was established to help businesses and their owners as well as executives and their teams reach their goals and positively influence their bottom lines.

## Going Places....

We believe your business should take you places... whatever that place is.

Whether you have aspirations to go global, provide private school education for your children, contribute to community upliftment, buy a holiday home, travel, spend more time with your family or retire early, your business is the conduit to making that happen.

From start up businesses to established corporate entities, bizHQ has a programme that will help your business take you places.

***“Our Purpose is to Grow Leaders & Businesses!”***

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# Meet Greg Mason



Living his personal mantra, *“Work hard. Play hard.”*, Greg Mason is a firm believer that business is an enabler for personal dreams and goals. His approach to achieving results for businesses and their owners is balanced between focusing on the numbers, systems and operations of the company and working on the “head space” of the owners.

Greg’s sound business acumen was developed in his 14 years of corporate experience in senior strategic management positions in the financial services industry, where his achievements include being head hunted at age 25 to start a new investment management company, and working himself out of a job by putting the necessary systems in place!

His corporate days were followed by seven years of business and executive coaching experience, running one of the first successful ActionCOACH Business and Executive Coaching franchises in the country. During this time, he won the Top Coach of the Year Award for three consecutive years from 2012 to 2014 and consistently ranked in the upper echelons of the Global Top 100 coaches list.

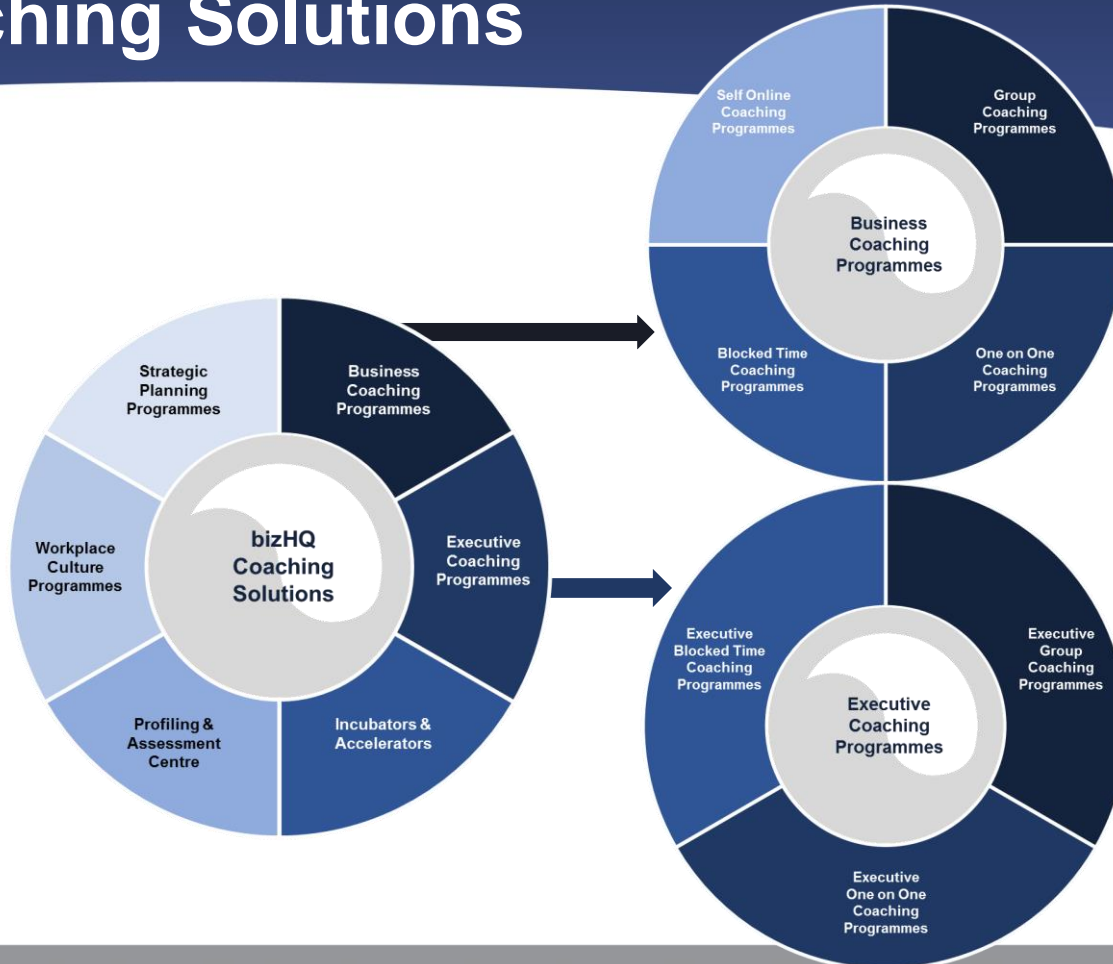
Greg’s reputation as a successful and sought after business coach was further entrenched when he was selected as the host of the SABC TV show, The Business Coach and more recently when he was selected by Google / Cardinal Path as a member of the Google Partner Academy Business Coaching Programme. He has accreditation as a Professional Certified Coach with the International Coaching Federation as well as the Life Coaching Academy. He is also a Certified Master Practitioner of Neuro-Linguistic Programming with the International NLP Association.

This experience, coupled with the operational expertise he has developed across the full spectrum of “head office” core functions prompted him to establish bizHQ - The Business Headquarters - in 2015. From strategy planning and implementation to finance, sales and marketing, human resources and operational systems, Greg not only helps identify areas for improvement, but provides strategies, planning, guidance, support and resources necessary to implement positive changes through consulting, coaching, training, facilitation, outsourcing and contracting.



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# Coaching Solutions



# Contact us



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