

January 2015 Campaign

- **Let's Set the Record!**
- In partnership with Jacqui McCoy and a Shaklee 180[®] community of field leaders, Shaklee 180[®] will be launching a Shaklee family effort to set a weight loss record by March 2015
- **Join Shaklee to make our family and our world 40,000 lbs. healthier by March '15!!** jo
- This means:
 - 4,000 new wardrobes
 - 4,000 new dress sizes
 - 4,000 brighter smiles...



March Product Collection

Take your shape in a whole new direction™



Get ready to do a **180**

- Improve your shape
- Retain your muscle
- Get healthier & feel better

FROM AMERICA'S #1 NATURAL NUTRITION COMPANY.
90 days to lose weight. 90 days to learn how to keep it off.

A Word About Sharing Shaklee 180

- Shaklee 180 is one of THE MOST EFFECTIVE weight management programs ever created.
- See attached listing a long list of reasons people are reluctant to attempt another weight program (fear of failing (again), resistance to changing .. Their food choices, their activity level, etc, low self worth, tired of people telling them to lose weight, unaware of danger to their health... etc)
- Seeing stories of people who have succeeded inspires and motivates...
- People need support .. That's why the Shaklee Tuesday calls.. And the Jacqui McCoy video segments etc...
- Ashley McDonald – forms FB groups .. “ Better Together”
- Shaklee 180 Tasting Parties are fun and easy and help a lot of people .

Jacqui Video Diary

Defining Hunger This is the first in a series of videos from Jacqui McCoy, Shaklee Independent Distributor, Extreme Weight Loss contestant, and fan of Shaklee 180®.

Available on the Member Center

Set the Record with Shaklee 180® Support Call - Join Dr. Jamie McManus, Chair of Medical Affairs, Health Sciences and Education and special guest speakers, including regular appearances by Jacqui McCoy, for this series of calls January through March. Information and support for Distributors helping others to lose pounds and inches, with business success tips for sharing and building with Shaklee 180.

Every Tuesday through 3/24/15. 5:30 pm PT / 8:30 pm ET. Dial [1-512-225-3211](tel:1-512-225-3211) | 951025# to join the live call. jo

Special Guest Ashley McDonald



Setting up FaceBook Support
Groups for Shaklee 180 ...
Better Together



Before & After
Shaklee

Legacy and Leadership
Spring 2015
Session #10 Mar 19, 2015
Coaching and Planning Sessions
Key to Director Development



Senior Coordinator
Katie Odom



Executive Coordinator
Harper Guerra



Senior
Executive Coordinator
Lisa Anderson

Fall 2014/ Spring 2015 Training Webinars

- Last semester, Fall 2014, we covered skills and strategies to become a Director
- This semester Spring 2015 we are focused on skills to develop Directors and advance to senior ranks.
- A key factor in developing Directors is to be duplicable. When you can send your distributors to those archived sessions from the Fall ... and use them to help them grow their business, they, in turn, can do the same thing.
- Today, we tackle a new aspect of developing Directors .. That of coaching .. And scheduling periodic planning meetings ... not just in January when we all do goal setting .. But at critical points throughout the year.

lisa



Planning Sessions To Schedule Throughout the Year

#1 When a new distributor is getting started ... The purpose of the first planning session is to review their names and lay out a 1000 / 2000 PV plan .. With activities (conference calls, Grand Openings, FaceBook events, webinars, 3-way calls, video clips to send , etc) lisa

2 Schedule individual strategy sessions in January ..

- To discuss goals for the coming year
- A plan for reaching them (activities)
- and very important ..
Skills they would like to learn next

#3 After Global Conference ...

4 At least once a month with each individual who is committed to working toward Director, or whatever the next rank is for them .



Coaching – An Important Skill of Leadership



In order to be an effective coach,
will want to know the following :

- How to help your business partner set their goals
- What activities are most effective in generating 2000 PV
- What skills you will want to develop to be an effective coach and mentor
- You will want coaching yourself --Utilize your upline and other Shaklee colleagues... work as a team as you learn skills for developing Director. (a mentor or your Accountability Circle, etc)
- Be aware of resources available to you .. Including the archived morning trainings at BetterFutureStartsToday.com or Bobsfiles.net harper



Michelle Parrott FaceBook Post Invitation to Host a FaceBook Event

10:01am Mar 9

Would anyone be interested in sharing Shaklee FB event that you'd host for your friends/family??

You'll earn cash towards your purchase (like pampered chef/31 does) and even have the chance to earn some prizes for yourself based on the sales of the party!

I have a few openings for this opportunity - you don't have to do any work - I do it all! You just invite your friends/family!

harper

Objectives for Session #10 – Coaching and Planning Sessions ... Key to Developing Leaders

- Understand the role of the leader in coaching our business partners to Director and beyond.
- To understand that -- the role of leader is to be a maker of leaders.
- To define our role as mentor and coach
- Review skills to learn to be a good coach
- Pitfalls of coaching

harper





The Role of the Leader -- Joel Barker

- To set the vision (ex Roger Barnett)
- To enroll others in the vision and assemble the team
- To empower the team
- To create and sustain momentum barb

In Coaching We Want To Keep the Vision in Front of Ourselves as Well as Those We Coach

- Aiming high for the best candidates for their business team
 - The belief that whomever they have chosen to work with will succeed... This must be authentic. **You will believe in them before they will be able to believe in themselves.**
 - The coach becomes their cheerleader, building their confidence in areas that are new to them.
 - The coach paints the picture of what their life will be like on this journey to their Shaklee goal and to creating their future.
- lisa



Good Coaches Learn To Keep The Business Simple

People tend to go off on tangents.

Good coaches gently refocus them **on the process...** which is --

- Identify their dream and envision what they want to achieve with a Shaklee business.
- Make a list of everyone they know
- Learn how to invite people to learn about Shaklee
- Learn how what resources to use to present business and product information and offer options. (videos, webinars, etc are more easily duplicated .. And they don't have a bad day)
- Follow up & offer great service jo

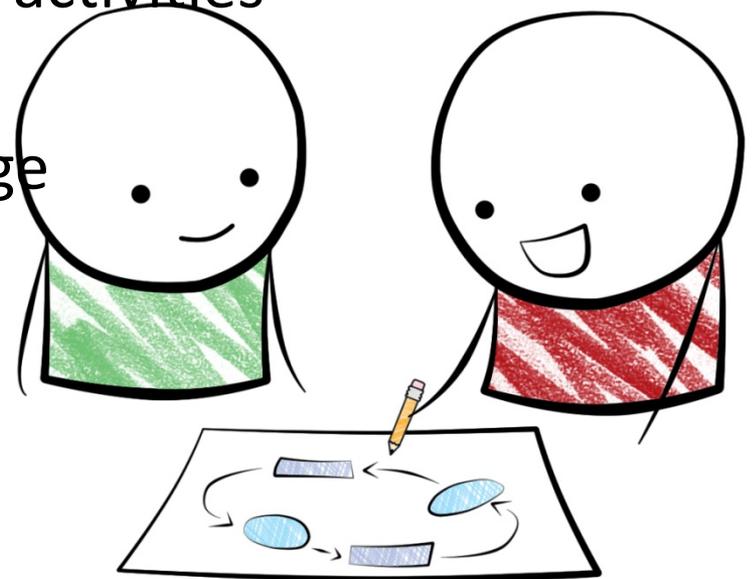


**KEEP
CALM
AND
FOLLOW
THE PROCESS**

Creating and Sustaining Momentum

- Stay close especially right after they become new Directors
- Keep the vision in front of them about their team
- Help leaders continue to do the activities that keep their group building
- Lead by example--- don't manage

harper



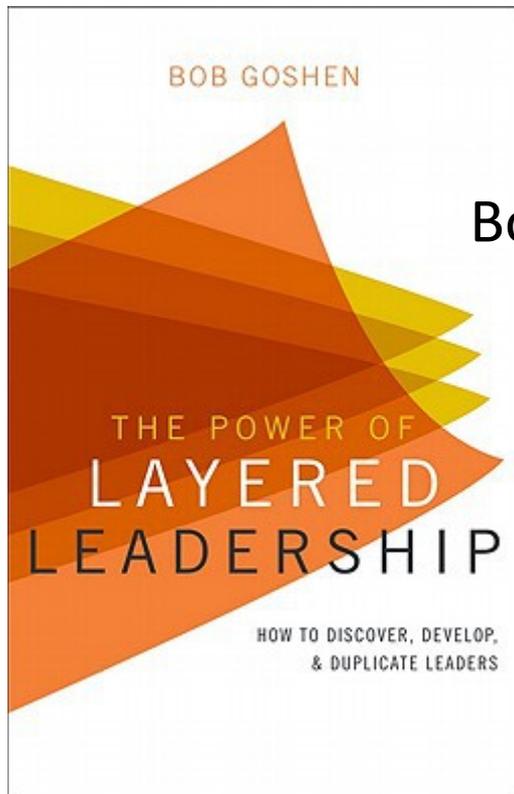
Guiding Business Builders to Director Begins with Understanding Leadership

“Success or failure of organizations rests on one simple fact:

The ability to develop leaders

Bob Goshen *The Power of Layered Leadership ..
How to Discover, Develop and Duplicate
Leadership*

And this can be learned” jo





Leadership – The Positive, Progressive, Ethical Influence on Others ...

- That builds people up
- Encourages and edifies them so they can duplicate this attitude in others.
- Edify them in front of others ... ex. when introducing them
- Look for opportunities for them to shine, to be in limelight
- The true measure of a leader is how well he/she mentors people so personal leadership is handed off to others ... harper

to create new leaders

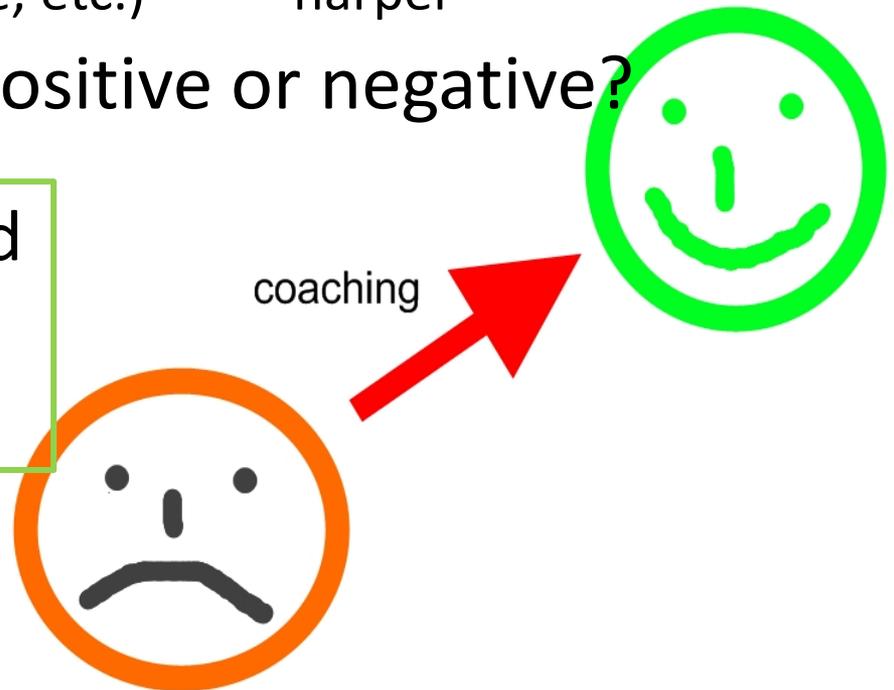
Coaches Need to be Positive...

or Else No One Will Want to be Around Them

- Become the person everyone looks forward to being around.
- Who makes everyone else feel appreciated & more confident.
- Today you will influence at least 12 people (your mate, kids, fellow drivers, employees, your boss, cashiers at stores, receptionist at the dental office, etc.) harper

Ask : Is my influence positive or negative?

If I were my down-line, would I pick me to be their up-line leader? barb



Coaching – Handling Setbacks & Disappointments

- Stay focused on positive results we desire
- Understand how you personally handle setbacks (shut down, give up .. Or learn how to get better, dig in , get determined.. Michael Hyatt Leadership Podcast)
- Learn how to coach others through their setbacks (Be ready with what you are going to do to help them through it .. Books, CD's 3-way call to veteran leader, stories of you or others)
- There will be disappointments ..*Your First Year in Network Marketing* , Mark Yarnell). Let them know what to expect ... rewards and challenges and that it is all worth it. Results sometimes come 60 days later. harper

The beautiful thing about setbacks is... they introduce us to our strengths.

Leaders Recover Quickly from Challenges They Become...“Doctors of Solutions”

- Respond .. Not react. Relax and use your reasoning skills
- Understand something good is going to come from this challenge. “It is our natural state of mind to lean toward fear and the negative when confronted with an obstacle.” Bob Goshen
- Train your mind to look for solutions ... to use its creativity. If we move toward fear and doubt, our brain begins to see failure and defeat.
- The mind will answer the question you ask
(learn to ask.. What can I change to get better results ? Not why does this always happen to me!)
harper

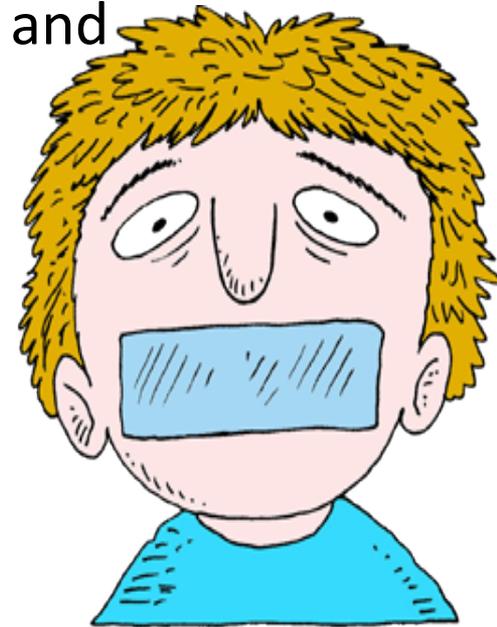


Words are Powerful...Use Them Wisely

- Do not tolerate gossip or negative conversation ..
Excuse yourself. Guard your mind. Never participate.
- Complain up and praise down
- When you mentor others ... your words should offer encouragement, not despair. They should edify, and never put others down nor damage their spirit.
- “If any of your words are used to put others down in order to build yourself up ...
you are far from being a leader.”

Bob Goshen

katie



Don't gossip

Leaders are Progressive. ..They work on themselves before they work on others.

Well-grounded leaders are the first to admit that they are the product of someone who believed in them when others did not.

Progressive leaders work to become better in all areas of life

katie

mentally (they read, seek new knowledge)

physically (active, eat right, etc)

socially (seek camaraderie of like-minded people)

spiritually (they believe in the innate goodness of people, guided by a higher power)

Good coaches first are good people.

I HAVE ENDURED,
I HAVE BEEN BROKEN,
I HAVE KNOWN HARDSHIP,
I HAVE LOST MYSELF.
BUT HERE I STAND, STILL
MOVING FORWARD
GROWING STRONGER
EACH DAY.

~UNKNOWN

INSPIRING AND POSITIVE QUOTES

No One Can Perform Beyond the Way They See Themselves

- Job #1 in developing directors ..
Continually build the self-esteem of those you lead
- Once people raise their self-esteem, they raise their confidence and they will believe that they are capable of doing better in this life.
- Help people take control of their fears and replace them with faith.

Let's look at some ways
to build that self esteem ... katie

True leaders
don't create
followers...
they create
more leaders!

J. SAKIYA SANDIFER

The Key to Developing People.. Transferring Your Belief to Them

To repeat --To reach our goals, we must raise the self-image of the people we lead. Here's how...

1. Focus on the good in the people you coach
2. See the person as you want them to be
3. Reinforce their value & the importance of what they do
4. Provide opportunities for them to lead, to contribute
5. Stay in touch.. Follow their progress closely so you can cheer them on.
6. Have faith in them

katie

Leaders become great, not because of their power, but because of their ability to empower others.

~John Maxwell

Create an Environment for Growth



- Communicate with your team regularly ..
Conference calls, meetings,
recognition newsletters, FaceBook Team page
- Create opportunities for fun and fellowship
(Shaklee incentive trips and annual conference)
- Listen .. Stay in touch ,... hear their concerns,
their ideas, celebrate their successes
- A disappointment or setback that is shared is diminished.
A success that is shared is magnified.
- Recognition can mean more than a paycheck katie

Believe in Them



You
Rock!

People need someone to
believe in them before they can
believe in themselves

- Believe they can be an Executive Coordinator..
Or a Key or a Master
- Developing people, not just leaders, is the most
rewarding part of a Shaklee business katie

Pitfalls of Coaching – Avoid Command and Control Attitude

Otherwise known as ... “ It’s my way or the highway”

This behavior doesn’t work in life...
And it sure doesn’t work in Shaklee.

No one joins Shaklee because they
want another “ boss”.

And this will never build leaders.
Leaders must be built from within.
lisa



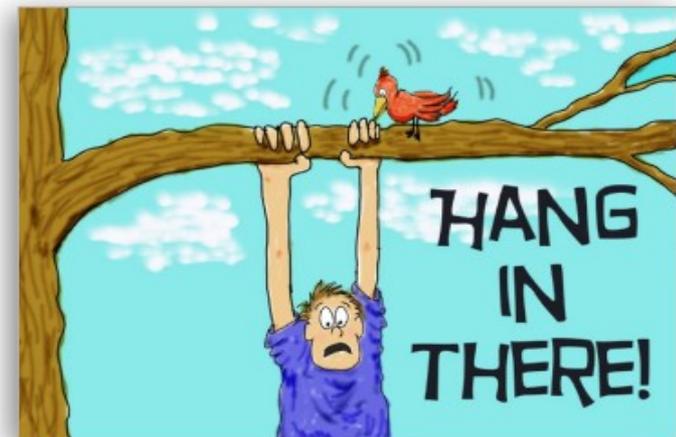
Real Example of Coaching Challenge – 2 Meetings.... No Orders, No Interest

So pretend you are the upline... what do you do?

FIRST - -let them empty their bucket and listen

Leaders don't want you to solve their problems.
They want you to listen and ask questions to help
them solve them themselves. lisa

Share your “war stories” so they
see this also happened to you.



What NOT to say...

PRINCIPLE #1
DON'T
**CRITICIZE, CONDEMN
OR COMPLAIN**

_"Well obviously you did something wrong".

What you should have done is....

Well , did you close properly ? Did you coach the hostess on how to invite properly? Well you obviously talked too much, etc (all criticisms)

Or Why don't you make more phone calls, set up more meetings, etc....

lisa

Instead Coach By Asking Questions.. Not Lecturing

Questions

“ Hmm , What do you think about calling people beforehand instead of just emailing them? (use third party) That’s what Susan suggested . She said they responded more when she shared why she was having the meeting and how important she felt the information is, etc. What do you think about that?”

Or

“ hmm, how did you feel about the length of the meeting?

“ hmm, I wonder if we could come up with some ideas of how to build more rapport with the guests. What did you like about the other meeting you attended? “

“hmm. let’s think .. Now what is your objective for the meeting?”

Or could I make a suggestion .. What has worked for me is .. Lisa/barb



Sometimes being listened to feels
so much like being loved that it is
impossible to tell the difference...

Barbara Pine barb

Turn Disappointments into Opportunities for Learning

- 1st step after a disappointment is empathy. “Yep, that happens in the beginning. It is completely normal” .
- “So this is great; let’s go back and dissect it and see where we might want to make some adjustments.”
- You learn more from the things that don’t go so well than from those that do. LOTS MORE.
- Experiencing challenges makes you a much better coach. Now you can teach others what you changed that made an improvement.
- Don’t ask others to do what you are not willing to do.

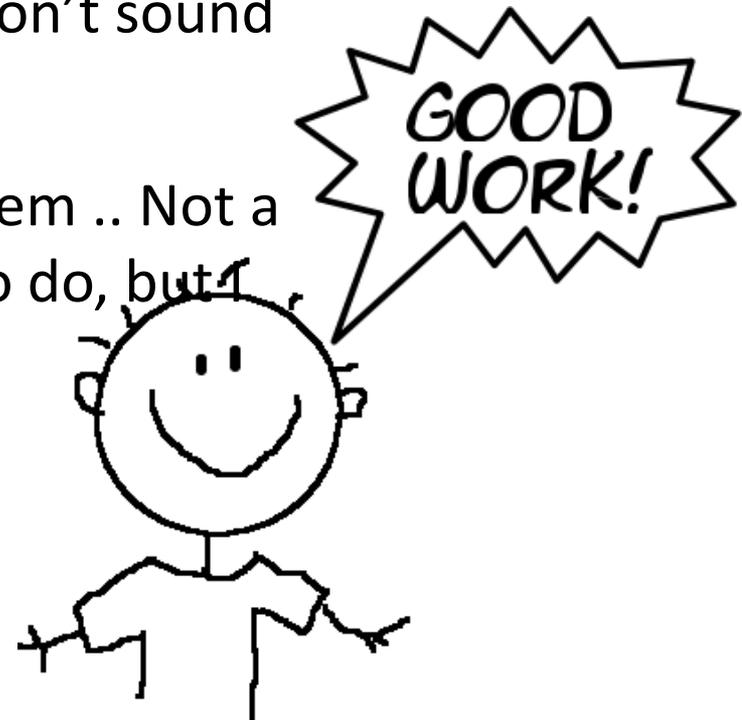


Coaching continued

- When they are stuck, and they have emptied their cup... (fact, feel , find) then revisit their reason for connecting to Shaklee... Why they wanted to develop a Shaklee business... what they want their life to be about ... Their greater purpose , etc.
BUT... If they don't have a reason ... If they don't know their " why", there is no point in offering ideas on how to move forward.
- Best way you can help may be to work with the customers and distributors under them until they are more motivated or in better circumstances to work their business. This becomes a win-win-win for the customers, for your stalled business partner and for you.

For Others to Accept Your Coaching,
It Must Be Safe ...
and They Must Be Able to Trust You

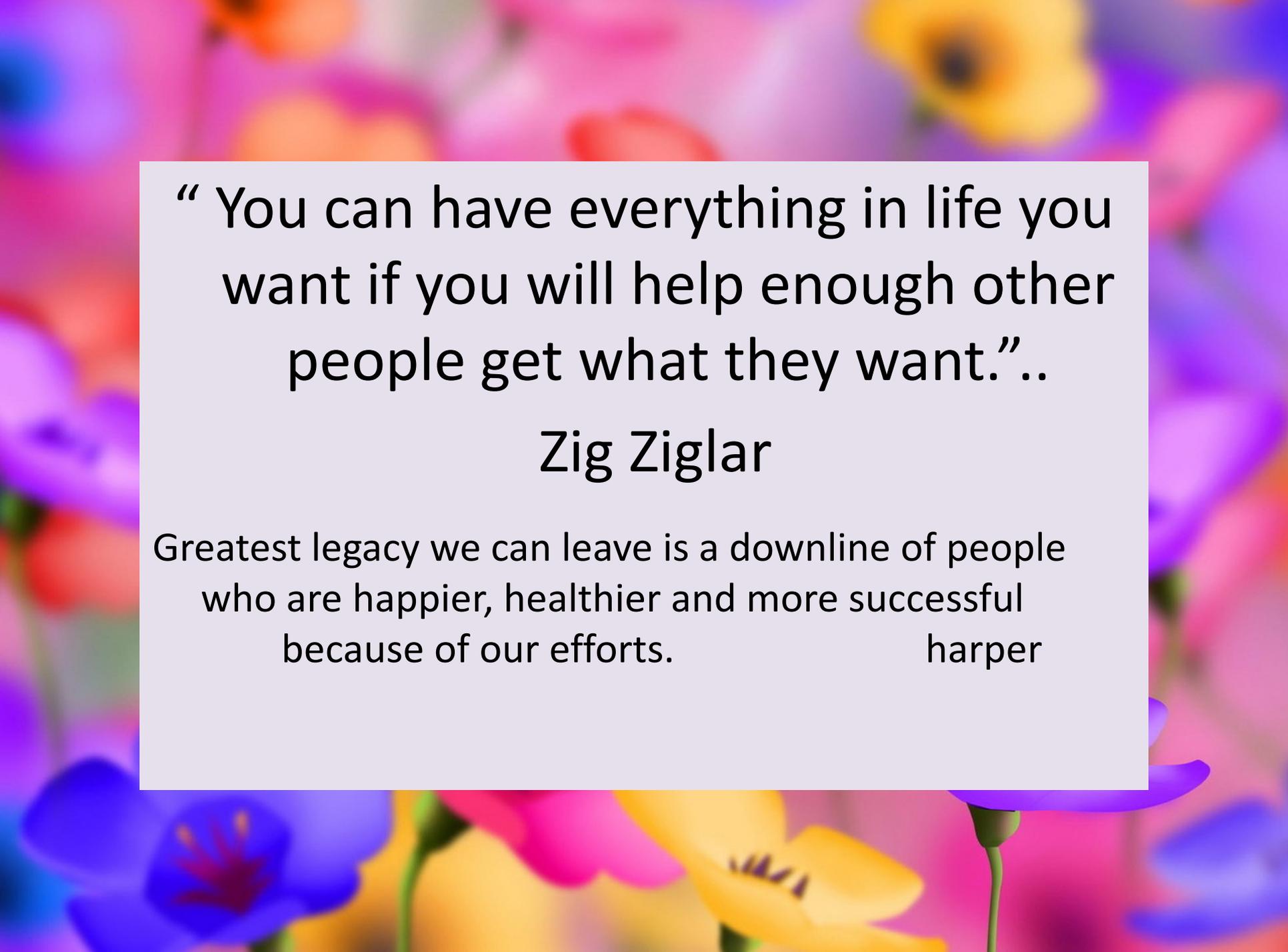
- Share stories of challenges you had and what you learned as a result
- Be humble. Bragging does not attract people
- Offer ideas from a third party so you don't sound like a know-it-all.
- Think of yourself as an advocate for them .. Not a critical parent. " I can't tell you what to do, but I can tell you what worked for me."
- NEVER criticize lisa



What Drives Business Partners Away? Remember.. They are all Volunteers.

- Disappointments .. Feeling like a failure
 - The coach helps distributors process events to learn from them , reminds them this is normal
- Lack of support, criticism..– It's got to be fun/rewarding
 - Coach needs to commit to staying with them through the good, the bad and the ugly.
- Lost sight of their vision and purpose –
 - coach reminds them of their higher purpose.. Of the importance of the work they do and holds it before them as a source of inspiration and motivation ... Keep them focused on their future lisa





“ You can have everything in life you want if you will help enough other people get what they want.”..

Zig Ziglar

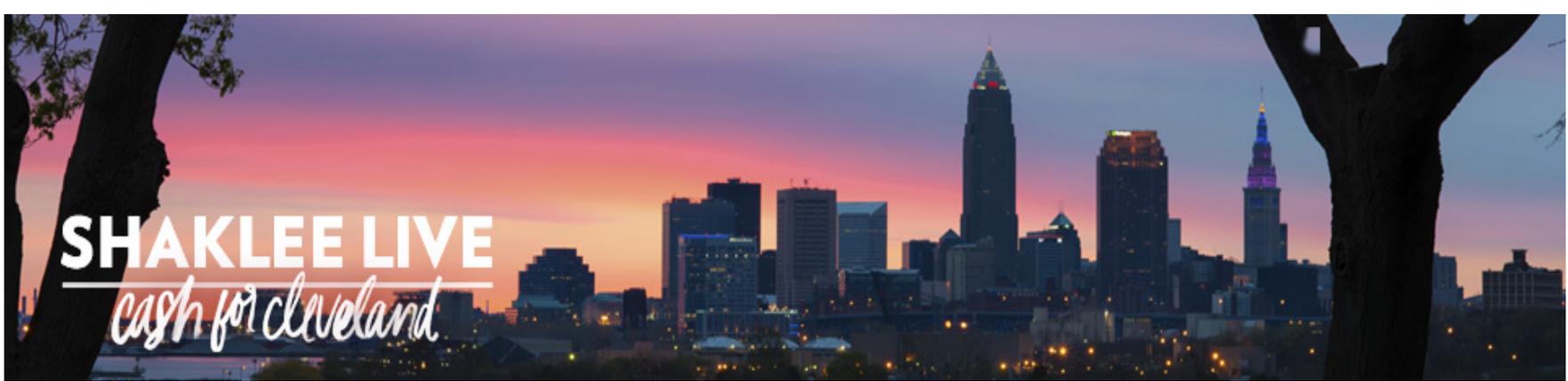
Greatest legacy we can leave is a downline of people who are happier, healthier and more successful because of our efforts. harper

Action Steps



- Prepare for Spring Regionals – and the special drawing for people bringing 2 or more guests Friday night for a chance to win a \$500 for Global Conference.
- Identify what you would like to learn next about leadership
- Select a mentor so you have someone to coach you.
- Find good books on leadership, podcasts (MichaelHyatt.com. Download apps for podcasts.. Most are free .. Go to iPhone under “ podcasts”)
- Just a reminder --2016 Trip Qualification Period began March 1 ...time to create your plan ... & review qualifications ..
 - For Los Cabos – become a Coordinator by September 2015
 - For Tuscany – become an Executive Coordinator by September 2015

lisa



- Earn \$100, \$200, even \$1200 or more! For hotel, food and fun at Shaklee Live 2015
January 1, 2015 – June 30, 2015

Absolutely everyone needs to be in Cleveland this August for Celebration of 100 Years of the Shaklee Effect™.

- *And if you thought it was outside of your budget? Not anymore!*
- Earn the cash to cover the expenses of this once-in-a-lifetime event by doing what you're already doing to build your business – sponsoring new people!
- Cash for Cleveland rewards you for sponsoring new people with cash bonuses you can earn to spend at Shaklee Live 2015 in Cleveland, OH.

2016 DREAM TRIP

Los Cabos

April 10 – 15, 2016



2016 TOP ACHIEVERS INTERNATIONAL TRIP

Tuscany, Italy

June 3 – 8, 2016



FaceBook Post of the Week --Harper Guerra

"Key to Growth:

You can't do it alone.

There is a reason we are TEAM.

It's because we as people are not meant to do anything alone.

We need each other and I am so thankful for each of you.

When you are discouraged, call your upline.

When you need someone to remind you of the truth, call a trusted Shaklee friend. Little things can really get us down, but when we have someone to encourage us and help us refocus, we can move forward.

We are all pressing forward on a goal to help people and help our own families.

We are all here for each other--don't think ANY of us don't need each other. Have a great weekend ladies!"

Coming Up

March 26 --Key Elements of Home Meetings

April 2 – NO WEBINAR – Happy Spring Break

April 9 – Director Development Part 1–
Teams are Built Through Attraction

April 16 – Director Development Part 2 --
The Critical Role of Coaching

April 23 –Understanding Business Models andn
the Appeal of Network Marketing

Action Steps

- Set up or update the working folder Katie mentioned ... to list the names of people you know .. And people you meet .. People you have contacted in the past and may want to stay in touch with .. And invite to an event or conference call.

This folder is the essence of working your business and should include a calendar, names and contact info for the week .. And a few bullet points of what you want to say when you make your calls.

It allows you to be productive even when you only have 20 to 30 minutes here and there.

- Aim to earn Cash for Cleveland...by accumulating 20 sponsoring points every month (minimum \$100/mo) Lisa

Monday Night Wellness Webinars

- Monday March 2 –Shaklee National Webinar Announcing
Exciting Dream Trips for 2016 .. And the Qualifications
- Monday March 9 – Detoxing for Spring – Nedra Sahr, MS
Nutrition and Dr. Steve Chaney
- Monday March 16 – Optimal Nutrition for Optimal Pregnancy
Harper Guerra, Katie Odom
- Monday March 23 – Natural Approaches to Allergies
- Monday March 30 --Last Monday of the Month –
The Power Of Our Profession For _____ (stay
tuned)

"65% of working Americans could not cover normal living expenses for even 1 year if their employment income stopped.

38% could not pay their bills for more than 3 months.

What's your back-up plan?

CAR INCENTIVES

Keys to a Mercedes



Own or Lease a Car of Your Choice

Rank	Car Credit	Car Credit Hybrid
Senior Director	\$225	\$250
Senior Coordinator	\$325	\$375
Senior Exec Coord	\$400	\$450
Senior Key Coord	\$450	\$500
Master Coordinator	\$500	\$600
Presidential Master	Mercedes	Keys to Mercedes

Prius



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For Product Questions You Can't Get Answered from Your Upline or Team Page

Everyone please write this down..

Medical Affairs (Product Support),
medicalaffairs@shaklee.com, or

925-734-3638, M-F 9-5 PST

Difference Between Boss & Leader

Drives employees

Depends on authority

Inspires fear

Says, "I"

Places blame for the breakdown

Knows how it is done

Uses people

Takes credit

Commands

Says, "Go"

... Coaches them

... On goodwill

... Generates enthusiasm

... Says, "We"

... Fixes the breakdown

... Shows how it is done

... Develops people

... Gives credit

... Asks

... Says, "Let's go"



YOU ARE AN
UNFINISHED WORK
IN PROGRESS.

ONE OF THE GOOD THINGS
ABOUT LIFE'S CHALLENGES:
YOU GET TO FIND OUT
THAT YOU'RE CAPABLE
OF BEING FAR MORE THAN
YOU EVER THOUGHT
POSSIBLE.

-Karen Salmansohn