



Crystal video 2200 views in 1 week

Heads up if you struggle with ALLERGIES! Here's a message & video from my good friend [Crystal](#), that is spreading like wildfire. Message me if you like what you hear and want to explore solutions for you and your family. *smile
emoticon*

"Itchy eyes, snotty noses, headaches, Zyrtec, Flonase, inhalers, Advair discs are all gone from our house since we started on Shaklee's natural products years ago. Now, David cuts the grass without wearing a mask, and we can enjoy the outdoors together once again.



Legacy and Leadership

Spring 2015

Session #13 April 16, 2015

Checking In & Coaching

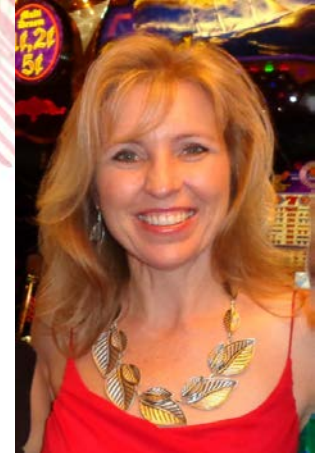
Inside the Coaching Process



NEW !! Executive Coordinator
Katie Odom



Becky Choate
Almost Senior Coordinator



Senior
Executive Coordinator
Lisa Anderson

Objectives for Session #13

Inside the Coaching Process

- This Spring semester 2015, we have focused on skills and ideas to help us develop new Directors and advance to Coordinator and senior ranks in Shaklee.
- Today we will take you inside the coaching sessions that occur weekly and monthly when you are working with leaders who are ready to move up in their businesses.
- We will hear from leaders who connect with their upline, their accountability circles and/or an additional mentor to share what has been most helpful for them in those planning calls... so we can learn how to be better coaches and planning partners with our growing organizations. lisa



Becky Choate

- Built business 17 years ago ..
- Reason – to be home with 3 kids and still contribute to family income
- Made \$35,000/ year
- Then ... last child graduating from high school ... opened up some time .. But needed compelling reason to grow.



The Plan

- Joined accountability/ coaching circle in August after Shaklee Convention
- Increased PV by 2000/ month from 5000PV to 7000PV
- Coaching Call November – change of thinking AND Barb told me that it is easier for people to break out Directors now. Confirmed thinking after the Lagoni Jan. Conf.
- Developed first new Director in February
- Developed new associate ...1500 last month .. Headed for Director
- Reconnected with previous Director – ready to reactivate – also 1500 last month, making Becky a Senior Coordinator

3 Different Types of Coaching Sessions

1. To determine who is ready to grow
 2. To get a distributor started – create the initial game plan
 3. To have on-going strategy sessions and plan for the week/ month and quarter
- katie



Coaching sessions are a part of an on-going coaching process...

A series of conversations ... over time.. So you will want to take notes, keep a file on each leader you are coaching...

Some are weekly (when people are fully active)

Some are monthly (when they are established and are working a plan)

Some are Quarterly (when they are in maintenance and you are just checking in)

katie



Purpose of Coaching Sessions

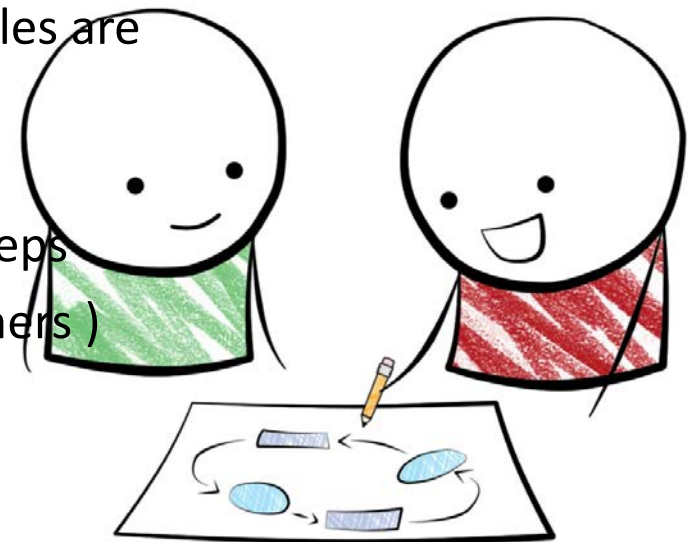
- To help them determine their goals ..
- To understand their strengths and limitations
(time, distractions, confidence)
- To help them create an action plan that will fit their schedule
- To identify skills they may want to develop and resources to help them (inviting, presenting, following up , creating a business system, etc)
- To be ready to offer a story of someone in similar situation and reaching their goals, overcoming similar obstacles etc
- To help guide their thinking to see possibilities (you will see possibilities before they can .. Paint the picture so they can see themselves in it)
- To affirm, acknowledge, encourage, inspire.
- To always close with an action step.

lisa



Key Steps of the Coaching Process – which may occur over several conversations

- Assess their current business and life situation or checking in with someone already following a plan.
- Identify what they want to achieve next
- Envision them achieving even more than they can see....
You will see it before they do ...
- Ask what they want to learn ... to get better at...
- Obstacles? .. Learn to be a problem solver ... through inside-out coaching. (secret .. Most obstacles are solved by a shift in thinking)
- Brainstorm ideas.. (no distractions)
- Clarify the strategy and guide them to next steps
(so we will need to know what is working for others)
- Close with written action plan katie



In these Conversations ...
It's a Good Time To Remember to Practice
The Elements of Conversation that Connect Us

- Tell me about
- Acknowledge
- Identify their reason for growing .

katie





Taking each step individually ...

First Session .. Assessing their situation and next steps

- You want to know ... who is ready to grow now... so you know where to put your time and support.
- Begin with a few questions ... “So as a starting place, Tell me where you are in your life.... How you are ... what’s been happening ...”
 - If their life is in turmoil ... no point strategizing right now .
- Then tell me about where you are with your Shaklee business
 - Listen for interest ... and ask ... the reason they want to develop a business

People don’t buy what you do ... they buy WHY you do it .. I f there is no compelling reason, then you may want to begin that discussion to help them determine that.

- Review resources for them to evaluate... to learn the stories both business and product
- Set date for next conversation

lisa/becky

Identifying & Clarifying & Expanding the Goal --



- Most people begin with little goals – getting their products free .. Their initial goals may reflect their self-confidence and self-image..
- As a mentor, you will see more for them than they may be able to see for themselves ..
- So help nudge their dreams just a little bit bigger ... but not so big that it terrifies them .. Or that they don't believe it is possible.
- That's how we begin the process of lifting self-esteem ... (also look for opportunities for them to speak, contribute, recognize them in newsletters and FaceBook, etc)
- However, you will want to point out that building a business today in many ways is easier because of technology, tools and resources
- Manage expectations –prepare them for setbacks, and disappointments, and no shows, etc.. It is all part of the process.. it's all good. We learn from it all...
- Stay focused on THEIR goals .. avoid comparisons with others
katie/becky

**THERE WILL BE OBSTACLES.
THERE WILL BE DOUBTERS.
THERE WILL BE MISTAKES.
BUT WITH HARD WORK,
THERE ARE NO LIMITS.**

Moliere

katie

As the Business Development Process
Begins for Them ...

You Help Them Create The Strategy for
1000 PV .. Then 2000 PV.. etc



- Now you get specific ... reviewing their names .. One by one ..
- Who would they like on their business team ...
- Who to approach with product first.
- What activities they want to plan .. You will want to know what is working for others ... webinars, in-homes, Grand Opening, Face Book Events, 3-way calls, etc
- Then reviewing key skills they will need to help them .. Inviting and key elements of conversations that connect us .. See Getting New Distributors Started and Teaching Them How to Talk to People - Legacy & Leadership Winter 2015 - Session #3 (1/29/15)
- Set dates, send materials, connect them to training, etc

Getting Started 101 - Teaming Up Fall 2014 - #2 (9/11/14)

lisa

Checking in.. Problem Solving.. Creative Strategizing About Next Steps... (weekly/ monthly)

When you have established leaders who are not actively coaching with you ...you will want to check in with them periodically...
-- to stay informed about their lives ... and their businesses

“ How do you feel about where you are in your business ...

Response ... (frustrated, happy, OK, just plugging along)

Tell me about that ...

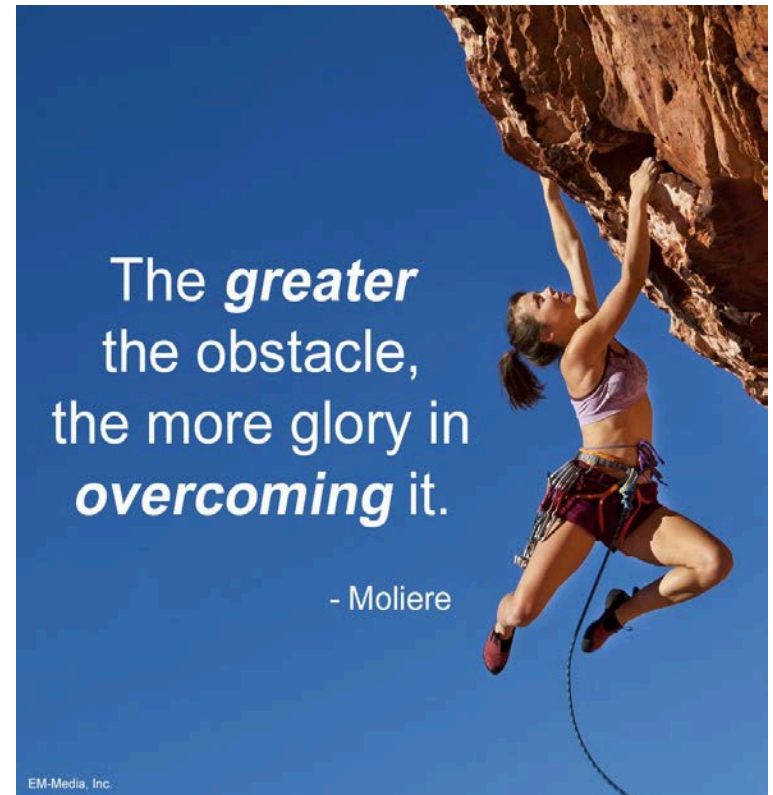
Would you like to brainstorm some ideas for growth.”

Be ready with some stories to help them see now is a great time to grow their business and offer fresh ideas working for others.
becky

Coaching Through the Obstacles...

Your Role When Downlines Get Stuck

- Step #1 Receive
(let them empty their bucket)
- Step #2 “This is normal &
together we can handle it”
- Step #3 I believe in you
(list all they do well)
- Step #4 Preserve, protect and
elevate the self-esteem at
every opportunity
- Step # 5 Brainstorm solutions
(inside out coaching)
next slide katie

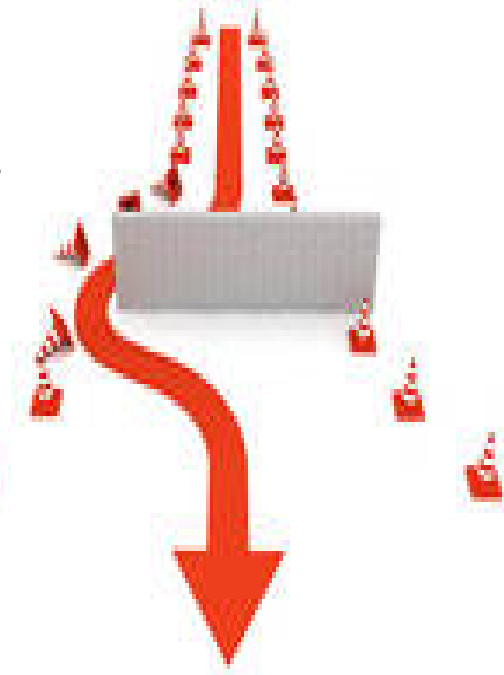


When Someone is Stuck ... Getting to the Solution

- Assess where their business is ..” Let’s take a look at your current business”
- Review how many members they have
How many order on a regular basis?
- How many using Enfuselle? Cleaners? etc
How do you feel about the wellness webinars, or health conference calls,etc
- Is there any way we can make those better for you?

Lisa sets a 90 day plan, with PV increment increases
With focus on follow up & servicing customers who have been neglected
Member care/education
And finding good members to host events

lisa



Your Relationship with Your Builders

Not a boss

Not a teacher .. With assignments

Not a parent

Rather ... a business associate
a business partner
a friend

The Role of A Mentor

- To see the talents and abilities that lie within their leaders, and reflects those back so they can see them.
- To build confidence
- To believe in them – You will believe in them before they can believe in themselves. lisa



Major Change in Direction of Becky's Business from Director to Senior Coordinator and Qualifying for Cabo Dream Trip

Question :

What role did coaching play in the new direction of your business?

- Caused her to pause ... and think about what did she want next in her life (what would you do with extra money?.. How much do you want ?)... What I am hearing you say is....(evaluate what was heard – positive or negative)
- Helped her clarify her goals ..
- Helped her identify thinking that was stopping her – the role of affirmations (abundance thinking vs limiting thinking)
- Helped her think bigger (upline said .. Envision your business so large that you have to write everything down to track it all)
- It lifted her out of her world.. So she could look at it objectively.
(I can get so busy doing stuff.. That I lose sight of where I'm going and what needs to change)

Lesson from Coordinator College

- We were given an exercise ... first to list our goals .. Only 2 ... to increase PV or develop new leaders
- Then we were asked to list all the activities we did in a day from 9 am to 9 pm.
- THEN -- we were told to put a star next to all the activities we were doing that were getting us closer to our goal !

LESSON – we were busy .. But not effective in reaching our goals ... so something had to change... I learned delegate, create systems, prioritize (bed-making was first to go), family conference to share the house chores, etc. barb

Lessons Learned -- Becky

- To become a leader requires a willingness to be coached... To acknowledge we can benefit from learning some skills.
- When the coach creates a safe environment of confidentiality and support, then it allows your leader to express fears, reluctance, to be honest and vulnerable and know that it is safe to share without any judgment.
- You must choose a coach that you trust and know is working for your best interest... and who can do creative brainstorming with you.
- Coaches need to be FULLY PRESENT
- Goal at the close of the conversation ... leader feel empowered, encouraged, lifted, appreciated and crystal clear about next step... including resources they will need, what to say, etc
- The mind is like a rubber band – we will shrink back to where we were if we don't change our thinking and our self image.
- The importance of affirmations .. For work, personal and spiritual. To prepare for growth ... prepare your mind.

becky

Becky's Affirmations

- Ø I love being a Senior Executive Coordinator. I have 3 strong leaders that build our organizational volume to 30,000+Pv every month.
- Ø I am a magnet for people looking for a business. They are highly capable, coachable and organized that they move very quickly to Director and above.
- Ø I surround myself with partners who are totally dedicated to bringing out the greatness in each other. Everyday we mentor each other to unleash our imaginations and realize our ever-expanding potential.
- Ø My business booms with new Directors and business builders on the way to Director. I love to train my leaders how to do this business and pass on these benefits to others.
- Ø I choose to build strong customers who understand Shaklee and consume products across several lines. I clearly explain each Shaklee product and line. My customers are my friends and they can feel my interest in them and their families.
- Ø I love to tell people how our Shaklee business was able to bring Greg home early from his career! What a gift to have Greg home and for him to work in a field that excites him again!

The 8 Coaching Principles



lisa

Action Steps for Session #13

Inside the Coaching Process

- If you are ready for growth yourself, find your mentor (s) and coach (es) .. And be committed to coaching and learning.
- If you have distributors and/or leaders ready for growth , ask for feedback on how to help you be the best coach you can be for them.
- OR .. If you are looking for someone to model coaching for you, ask if you can listen in on coaching sessions of other leaders you admire... or set up 3-way coaching calls with your downlines and upline mentors and observe the dynamics of the call and what you can learn from them..
- Begin to set up coaching appointments. katie

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