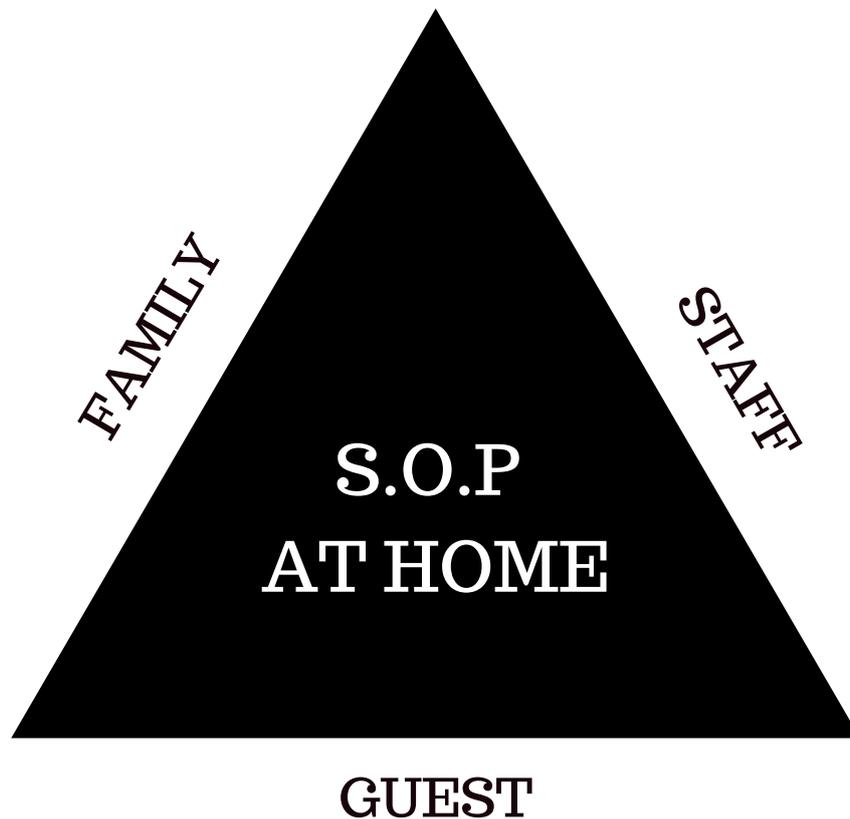




SYSTEMS & EXPANSION

Systems,
Documentation
& Automation



Example:

1. Servant's timings
2. Footwear norms
3. Clothes washing timings
4. Sugar, Tea, coffee etc. store area
5. Keys hanging norms
6. Volume of music in the home
7. Spending time together suggestions
8. Lunch - Dinner timings
9. Dressing norms



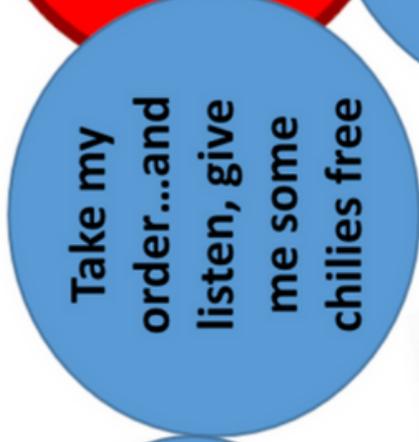
Example:

1. Office timings
2. What to wear
3. Lunch and tea timings
4. How will the phone be operated
5. Storage systems
6. Minimum stock systems
7. Who will sit where
8. There will be raw materials be bought from
9. How many holidays to each team member
10. Which holidays
11. Maximum purchase value
12. Minimum selling value
13. What specifications can be changed
14. Interview criteria

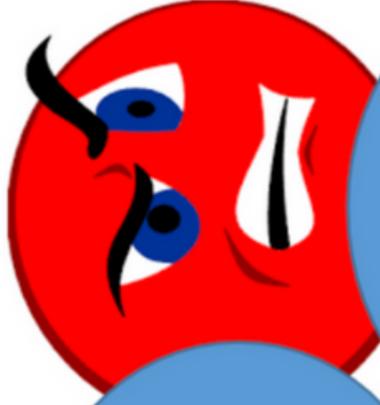
Example of a business without System and Automation



What is the rate? But, they sell it for...



Take my order...and listen, give me some chillies free



This is my order...no no add this...no no cancel this...no-no...



But why this delay



Why has the order not delivered yet...

But later didn't I tell you the change in order...



Do you have red chillies, ok add that too, and also increase the potatoes by 500 grams

Change my order...I don't want Apples



But I had never ordered this





Implementing Systems in the Business

If you want high potential company, you need to create systems on which the whole work will depend. Your company is a system, and this system requires subsystems to operate normally.

- If the systems are made before hiring the majority of the team, it becomes a part of their training, office culture & part of their job... they know from day one that SOPs are the norms.
- The business owners should firmly believe in the concept of SYSTEMS, the importance of the B quadrant, and a firm belief in the systems made for the organization.
- The systems ideally must be made by the team of top management, so they own the system and are not compelled to use it as an order. The business owners will have to be determined, yet friendly and clearly understand the difference between a genuine request v/s emotional blackmail or lack of drive to follow the systems.
- The business owners will have to show that systems are more important than short-term sales, results, and profits in general... They too have to be bound by the system.
- Two things drive a living being – either DREAMS or FEAR... meaning, either the systems have to be benefiting the team and/or there should be a fear factor of losing the job.

Systems are the ultimate method of turning a struggling business into a well-oiled machine. You can systematize virtually anything in your business. Every single system has the potential to reduce your mental load, free up time, overcome hurdles, and enhance your progress.

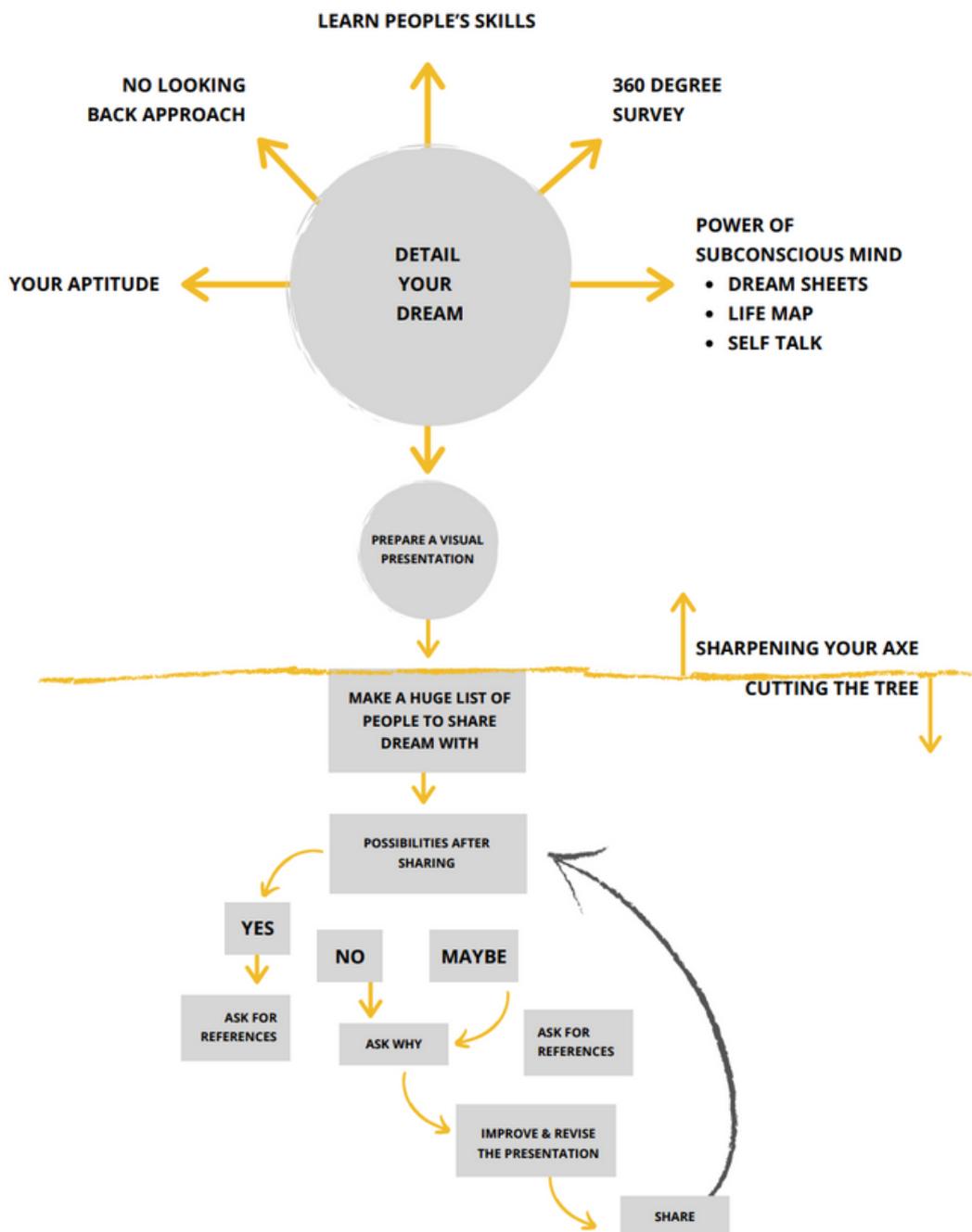
Share Your Dream

To do

The most important thing is not to prejudge and to share the dream honestly and transparently preferably with the help of visual presentation.

Why

Announcing/sharing our dreams helps attracts support from the Cosmos.



Note: After Sharing the Dream, no matter what people reply, you will always maintain the relationships graciously.

S.A.L.T.T.I THEORY



S - SMILE

A - APPRECIATE

L - LISTEN

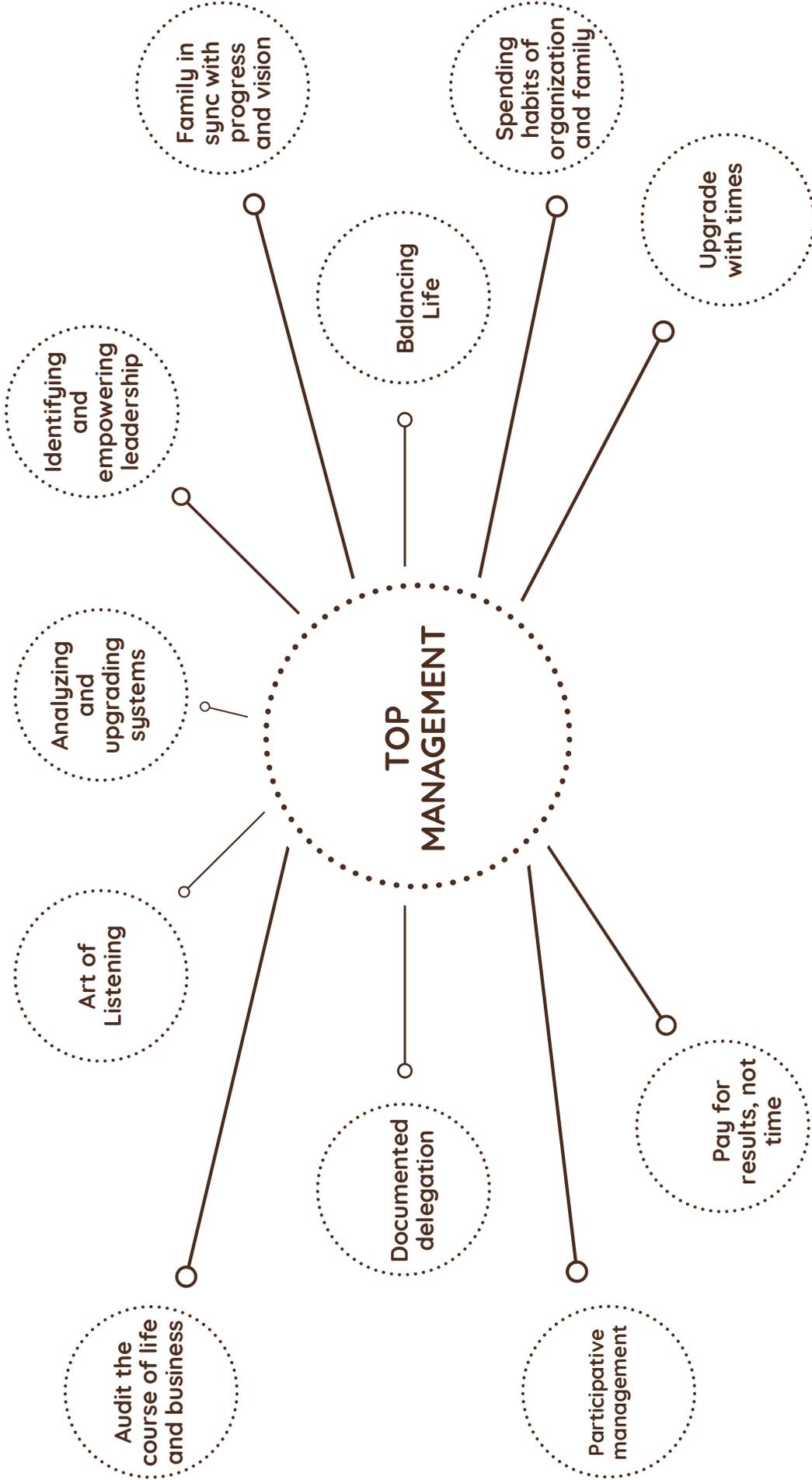
T - THANK

T - THINK

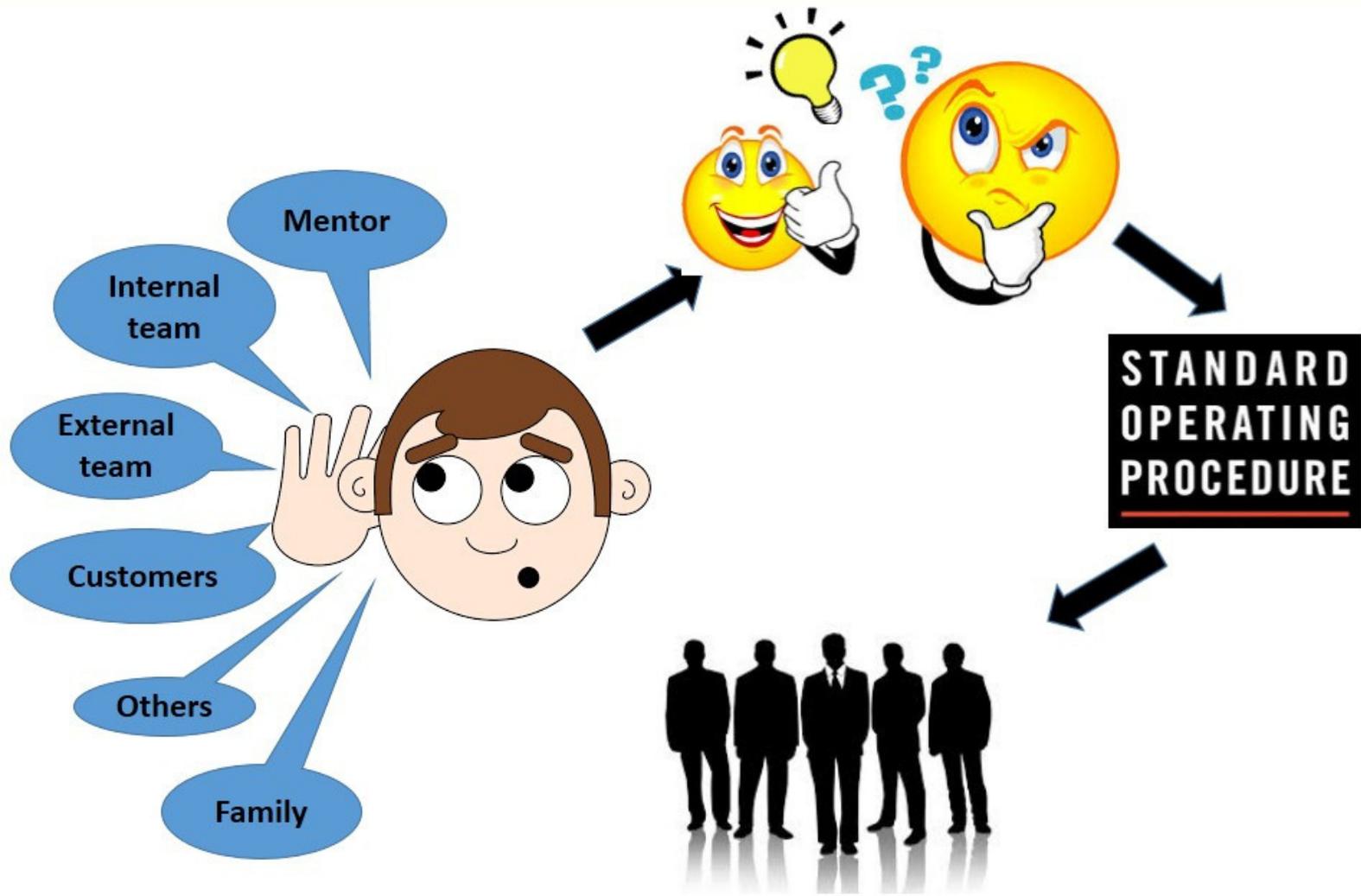
I - IMPLEMENT OR IGNORE

To do: List the S.A.L.T.T.I theory with a thoughtful awareness for the direct connection in our lives

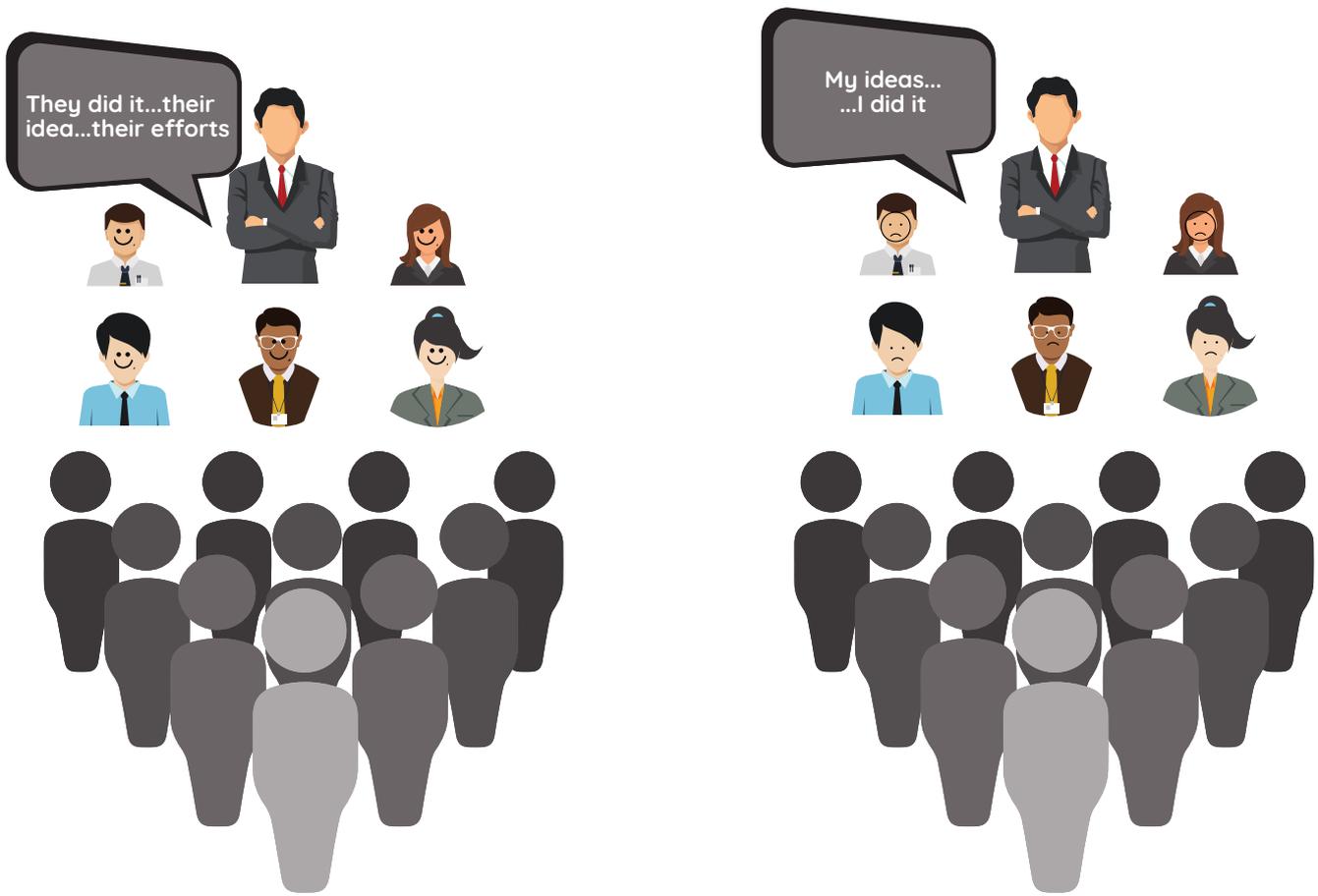
Why: So we thoughtfully implement each step of the S.A.L.T.T.T.I theory, especially the APPRECIATION aspect in the direct connections, which otherwise we tend to take for granted in the day to day life.



Listen – Thank - Think – SOP – IDENTIFY LEADERS



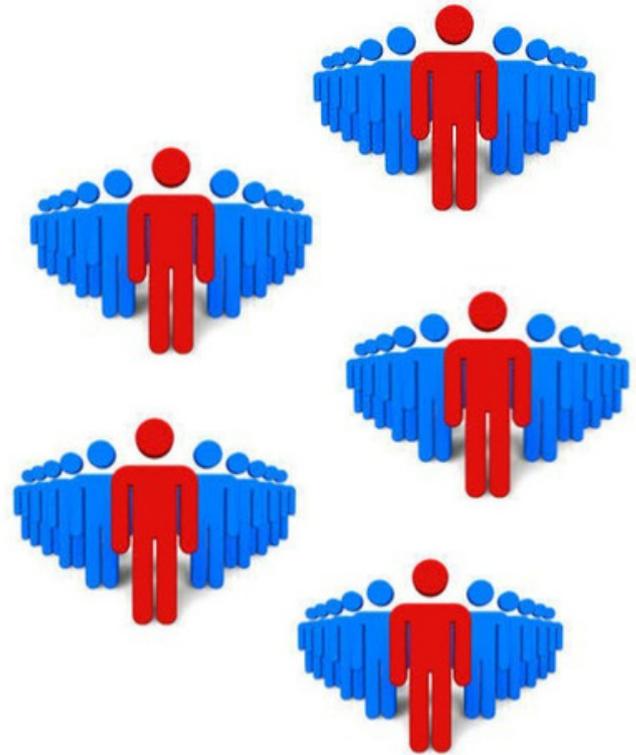
The power of letting win...the power of empowering and edifying
(Be genuine and specific)



Be the Wind Beneath the wings – Find Leaders



Appreciation Strategy Humility
Commitment Responsibility Listening
Leadership
Integrity Honest Communication
Values Purpose Determination
Passion Principles



Strike the right balance between being sensitive with the team, yet being critical about the KEY PERFORMANCE AREAS

Hey buddy, how everything at home? How is Sarita performing in school? How is mom? How is Rajvi doing?



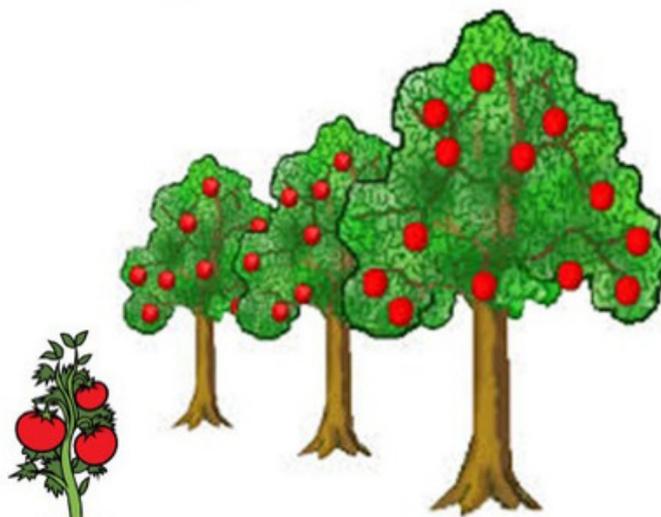
We are nearing the month and the quarter end...how are we doing ON THE DEFINED PARAMETERS...we can't compromise at all...I have given you all the facilities to perform!



Financial discipline



Plan stability between the existing operations and expansion plans



Financial discipline



Audit the course



Normally businesses don't fail, people fail!



Access, stay long enough and be persistent in the business...

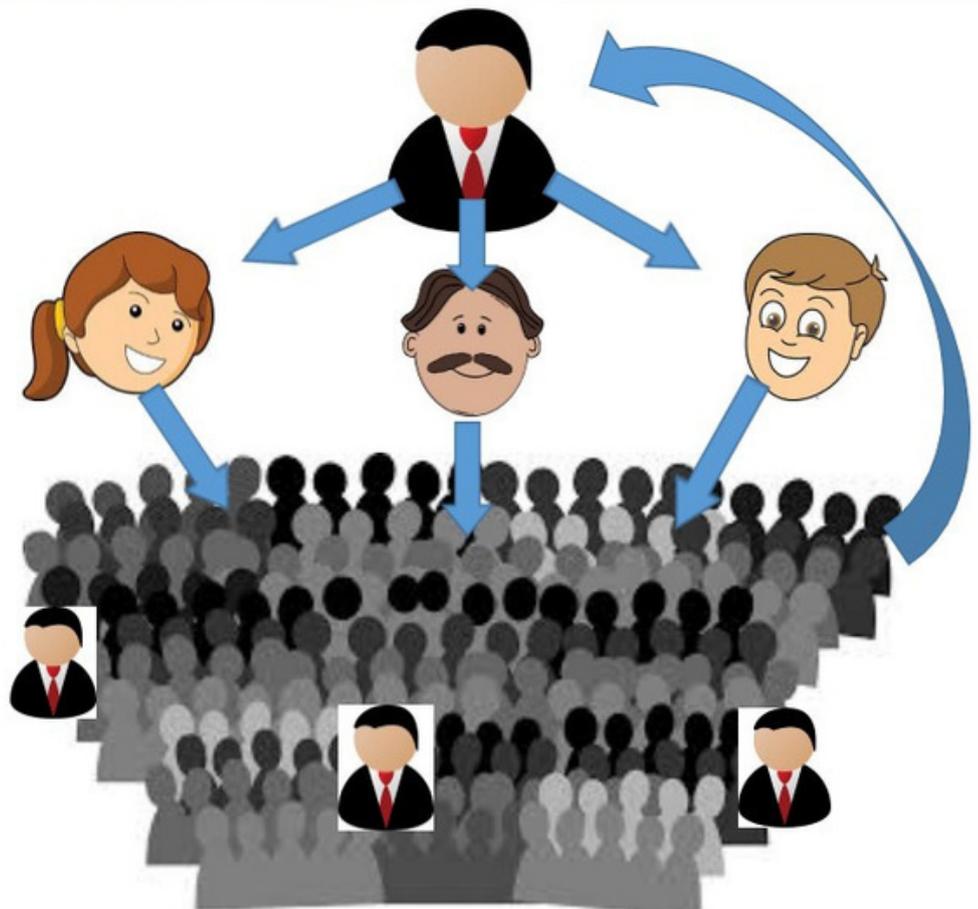
Keeping in touch with the organization and the right communication channel

Learn keeping in touch at each level of the organizations...

Do not trust just the data and opinion all the time sitting in the office...

Be a good listener to the organization, but communicate only through the right channel...

Think enough before communicating...



CSR – time or money based...involve families

(Don't just donate...create an IMPACT)



The family and business relationship are different



CHECK POINTS WHEN A BUSINESS IS OPERATIONAL



- **KEEP THE FAMILY IN THE LOOP AT THE MACRO LEVEL OF THE BUSINESS PROGRESS**
- **ADOPT 360[^] APPRAISAL (FEEDBACK) SYSTEM**
- **ALWAYS ADOPT LONG TERM SYSTEM BASED SOLUTION**
- **BALANCE THE SECURITY OF THE FAMILY VS THE BUSINESS INVESTMENTS / GOALS / JOURNEY**

VAPAS Theory



To do: Consciously think of what is being fed to the conscious as well as the subconscious mind

Why: The mind has the power to manifest. Consciously and subconsciously what we feed the mind influences the output in a big way. Programming the mind has two aspects to it, one being the life other than the career and the other being the career (job, business, education, etc.).

Success Viking has a formula for this theory and it's called the VAPAS theory. VAPAS in the Hindi language means, BACK...and what we mean is let's focus back, let's get excited again, let's ignite the powers within...and all these STREE FREE!

V – Visualization

A - Atmosphere

P – Power of Positive Inputs

A - Association

S – Self-talk/Spoken words

As said before, the above should be for both the parts of Life...life as a whole and the career.

In Life, as a whole consider areas like family, health, wealth, hobbies, spending habits, savings, happiness, etc.

In the career part, think about being stress-free, upgrading yourself, being calm and composed, being a team player, the goals, the progress, etc.

And to practice consciously visiting these above tools daily minimum 3 times, a scheduled reminder can be set for oneself and the entire family and/or the work teams, so that the daily programming happens and since it hardly can take a minute or so to visit the tools, we remain focused on the path laid for our Dreams and Goals!

Right times can be when starting the day, mid-way and when we wind up the day!

GOING GLOBAL



LONDON



PARIS



NEW YORK



BIG TEAM



HAPPY TEAMS



ATMOSPHERE



ATMOSPHERE





SELF TALK

Company-combined self-talks

- Our company profits are increasing 10% Y-O-Y
- We have a healthy culture in our company
- We feel extremely happy working with our colleagues
- We all are achieving our targets before time
- We look forward to the office every Monday

Individual self-talk

- I am all set for the day
- Success comes to me so naturally
- Everybody I meet loves my suggestions to them
- I listen to everybody and respond only after calm and composed thinking
- Everybody around me is positive and we are an awesome team
- My income is increasing very well and we as a home team are using it with the TIC-TIC theory of priority setting
- I am upgrading myself all the time
- The industry I am working in is growing day by day
- I love my career, I am focused on it and it's growing each day
- I am having a strong positive "will" power
- I am having a constructive thought process.
- I have a peaceful and interesting work profile
- My superiors are happy with my work
- I am loving my work
- I am having a peaceful work atmosphere
- I do each task with interest
- I am a peaceful soul

How & When to Expand a Business?

