

# CFO Forum Lehigh Valley January 2023 EOS The Entrepreneurial Operating “System”

I added the “quotes”- the system is not hardware or software - it’s the overall way to create a great company without endless meetings, turnover, frustration and lack of performance and accountability!

Today’s session was all about leadership and optimizing performance-especially for the very small to several hundred employees although larger firms have implemented it very successfully.

Jim started with a promise that he would give everyone two things:

1. New lens to simplify the way you see your business.
2. Real, simple, practical, proven tools you can use when you walk out the door today to strengthen your business.

The slide deck and zoom recordings will be on the website. [www.theCFOsolution.org](http://www.theCFOsolution.org) We have them highlighted as the best practice of the month on the landing page and you can also go to events and look at January 2023. Link to the zoom recording is

We had a technical problem advancing the slides so print the slides (attached and on the website) and follow Jim’s presentation and the discussion.

Key takeaways started with the first slide-the six keystones components of your business and the foundation of the EOS Model are:

1. Vision - Where are you going? What’s the Leadership Team’s Plan to get there?
2. People - Make sure you have ALL the Right People In Right Seats
3. Data Scorecard - Looking at Hard Facts & Figures that Predict Results
4. Issues and a way to focus and SOLVE them - Solving problems at root as leadership team
5. Process Documented and followed - Simplified processes that makes you scalable and profitable
6. Traction and effective meetings - Get everyone on same page to execute the plan

During the working session, Jim explained the critical linkage and emphasized them with a workshop approach. Every seat was filled in the room and everyone participated AND found that certain key componentsstones were their key takeaway. Personally, I focused on one key componentstone and following the round the table comments-I realized that the other key componentsstones were equally or more important. Eye opening in an easy to understand and powerful platform. This made it clear that an educator and implementer is critical to the success as well as the buy in and leadership of the CEO/ President/owner. Most CFOs instinctively “get it” with the EOS platform and realize that optimization won’t be accomplished without alignment, communication, leadership and finally have the right people in the right seats. EOS is a way to do that.

Jim shared a book “Traction” and there are other EOS books directed to each party (the visionary, the implementor, etc.) Visit [www.eosworldwide.com/jim-socci](http://www.eosworldwide.com/jim-socci) to learn more or simply, just reach out to Jim. He will share the program outline, typical gameplan/ timetable/ cost. It’s worth your time (and your CEO’s).

This was validated by two of Jim’s client’s who were our guests-successful users of EOS. Visit the recording and hear their comments.

Other comments include: Very positive feedback was received from everyone in attendance including the specific tools they felt they could use to go back into their business and start using today. Overall this presentation was rated a 9.3 on a 10 scale.

Jim will be sending a follow up so talk to him to learn more.

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Mark your calendars and plan to attend in person if you can:

Next session is Wednesday February 15 8:30 to 10:30. Topic to be announced.

Invitation will be sent. Continuing with a live session at MRC location but zoom will be available if you can't physically attend.

March 15 session "Are you in a recession?" State of the world of banking and financing will be presented by a great banking partner who is actually lending these day one.

April 18th session How to run an effective Board of Directors for a private company

May 17 and June 21 topics to be announced but mark your calendars. Hoping to get a spring happy hour scheduled.

Housekeeping: Minutes, slides, the recording and CPE letters are available at [www.thecfosolution.org](http://www.thecfosolution.org) under the events tab for November for participants. IF you were a guest, contact me if you want a copy. Website has added a Table of Contents to find your way around the 80+ topics in the website.

CPE letters usually take about a week or two to get posted. If you are missing one, let me know and I will provide it. IF you need CPE credit and don't know how to get the letter for a specific session, contact me.

#### **Other:**

MRC has a lot of great programs that you, operations, HR and other functions should be aware of. Their 2023 program listing is on their website and on ours. Incorporate MRC into your 2023 training and career development programs. Diane reminded us that \$2k per employee funding is available via WEDnet. If you don't know about WEDnet-contact Diane for the details. It's your tax money-you might as well use it!

Looking for people to hire? Connect with LV Professionals. If you need an introduction, contact me. They have over 100 experienced, degreed people looking for a position. List is updated quarterly.

Another idea for hiring is to use Careerlink - but we lost our key contact in their ultimate wisdom. Reminder- On the Job Training funds have been increased for the Lehigh Valley and they have several hundred \$K to give to you! For staffing and training assistance, contact Trident Development (Ken @ 267.718.8025)

Careerlink has narrowed the eligibility for high school and college summer internship assistance. Program still pays 30 hours per week at 13 per hour from the state. Chad Horn is the contact at 610 437 5627 x 136

Finally, I announced that the Folds of Honor charity now provides scholarship assistance (pre K through graduate school) for dependents (including spouses and children) of our fallen and severely disabled in service Veterans AND FIRST RESPONDERS. Police, firefighters and EMT have recently been added so we ask that you share that with friends and families who want to remember the legacy via education of a loved one. Scholarship application period ends Feb 28th so don't delay. Visit [www.foldsofhonor.org](http://www.foldsofhonor.org) OR call me.