



HOW TO BE A GREAT BOSS

Introduction and Brief Program Description

Successful companies have employees who are productive, engaged and happy. And it starts at the top! Great leaders and managers don't tiptoe around the fact that they're in charge. They take pride in their role and genuinely care about their people. They aren't overbearing and don't think their titles give them special privileges. They understand that great employees are one of the organization's best assets, and as such work to create and maintain an environment where people excel. No matter what title is on your business card, this workshop will guide you to be the best 'boss' you can be – not only for your employees, but for yourself and the future of your company.



In this workshop, you'll discover:

- How to surround yourself with great people
- How to make effective use of your time
- How to develop productive relationships with your people
- The five leadership practices™ and five management practices™ of all great bosses
- How to create accountability
- How to deal with direct reports who don't meet your expectations

The workshop covers nine key areas:

1. Being a great boss
2. Do you have what it takes?
3. Delegate and elevate™
4. Surrounding yourself with great people
5. The five leadership practices™
6. The five management practices™
7. The quarterly conversation
8. The four people issues
9. "How to be a Great Boss" meets the Entrepreneurial Operating System®

Value to Members

Participants will leave with practical tools they can apply immediately with their people, allowing them to focus on improving and growing their organization and truly enjoying what they do, including:

Delegate and Elevate™	The ultimate time-management tool and guide to focus on activities that harness your strengths and lead to a more effective and fulfilling workday.
The People Analyzer™	The simplest, most effective way to assess whether you have direct reports that are aligned with your core values and that truly get it, want it and have the capacity to do the what you need done.
Clarity Break™	Time that you spend out of the office, out of the daily grind, to think and work <i>on</i> your business.
The Leadership Self-Assessment	A simple questionnaire to help you focus on the five leadership practices you must consistently do to become a great leader.
The Meeting Pulse™	The agenda for an effective weekly meeting with your team.
The 5-5-5™	Creating context with core values, priorities and roles for a meaningful quarterly employee conversation centered on what's working and what's not working.
The Management Self-Assessment	A simple questionnaire to help you focus on the five management practices you must consistently do to become a better manager.



Attendees receive a discounted copy of *How to be a Great Boss* by Gino Wickman and Rene Boer, the fourth of five books in the Traction book series that includes *Traction*, *Get a Grip*, *Rocket Fuel*, and *What the Heck is EOS?* The book will help participants to understand and implement the simple and powerful tools that every entrepreneur needs to achieve more revenue, growth, and profit, and in doing so gain more control of their business and find greater work-life balance.

Biography

Ian Tonks is the founder of Traction Trainer, a certified implementer resource for the Entrepreneurial Operating System (EOS). EOS is a powerful system that combines timeless business principles with a set of simple, practical, real-world tools to help entrepreneurs get what they want from their businesses, enabling them to:

- Crystalize their vision and get everyone moving in the same direction.
- Gain traction by building discipline and accountability throughout the organization.
- Build healthy, functional, and cohesive leadership and management teams.

His journey to EOS began in the late 1990s, when he spent seven years running a 100-person company that provided youth sports programming to a variety of professional sports organizations, including Major League Soccer, the NFL and Jack Nickalus' Golden Bear International.

After getting married in 2006, he traded the grind of 100,000 plus flight miles a year for the short commute to a private Bay Area University, where he led several capital fundraising campaigns and saw the institution through its transition to NCAA division 2.

In 2009, seeking to break free from academic bureaucracy, he launched a business development practice to pursue his true passion and purpose: helping business leaders plan more strategically, grow more reliably, and maximize the talent in their companies. In 2015, he authored "Replacing the Rainmaker – Business development Tools, Techniques and Strategies for Accountants," a comprehensive guide to improving any professional service firms' business development efforts.

His EOS light bulb moment occurred in late 2015, when a friend and mentor recommended he read the book "Traction" by Gino Wickman. Instantly connecting with the simplicity and practicality of its transformative message, he seized the opportunity to fuse two decades of executive and entrepreneurial experience with EOS's system and toolkit to create Traction Trainer.

A native of England, Ian holds a bachelor's degree in sports science from the University of Northumbria and an MBA in strategic leadership from Dominican University of California. He lives in Palm Desert, California, with his wife and young daughter.

