

# Team Mastery™

## Session 1

### Establishing Your Team Vision



To your Achievement of Excellence in Life

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OBJECTIVES

**During this session you will:**

- Familiarize yourself with Real Estate Champions' Live Virtual Classroom using WebEx®.
- Address any technical issues you may have.
- Introduce yourself!
- Make a commitment to a greater level of success through Team Mastery™.
- Evaluate the key questions to business growth and success.
- Create a business vision for your team.

## TEAM MASTERY SESSION 1 – ESTABLISHING YOUR TEAM VISION

### TEAM MASTERY™ COMMITMENTS

ClientCare@RealEstateChampions.com/Fax: 541-330-7449

Client \_\_\_\_\_ Group: \_\_\_\_\_ Coach: \_\_\_\_\_ Date: \_\_\_\_\_

#### CLIENT'S COMMITMENTS TO COACH

- I know that the Team Mastery™ program will help me.
- I know that I must change to improve and achieve my goals.
- I take my Team Mastery™ sessions and assignments seriously.
- I will put 100% effort into each action plan or task.
- I will thoroughly prepare for each by:
  - Entering sessions in my activity calendar
  - Doing my assignments as given
  - Faxing appropriate material in daily, weekly or prior to each session
- During the Team Mastery™ session:
  - I will have privacy - free from interruptions
  - I will have my success planner available
  - I will be open minded, honest and ready to change
  - I expect success because I am a Champion!

#### COACH'S COMMITMENTS TO CLIENT

- I am committed to providing you the tools strategies and techniques that will transform your business.
- I am committed to giving you candid feedback, even if it means telling you what you don't want to hear.
- I am committed to helping you to develop your goals, plans, strategies, skills and systems for greater success.
- I am committed to making you accountable to your goals, plans and commitments.
- I am committed to being prepared for each Team Mastery™ session.
- I am committed to making the value of your Team Mastery™ program experience significantly exceed the time you invest and the cost.

\_\_\_\_\_

Print Name

\_\_\_\_\_

Client Signature

\_\_\_\_\_

Real Estate Champions



## YOUR TEAM APPROACH

### Key questions to clarify your team approach:

1. How much do you want to sell in units and sales volume as a team and individually?
2. What does your business look like in five years?
3. How long do you plan on being a real estate agent?
4. Do you have other business interests, either now or in the future?
5. Where do you see your income coming from in 10 years?
6. What's the size of your marketplace?
7. Are you a good teacher, manager, and coach?  
*Do people work with passion for your vision of success?*  
*Are you able to hold people accountable to standards and set actions?*  
*Do you have the ability to stay calm when the entire world is falling apart?*  
*Are you willing to correct wrong thinking, behaviors, and actions?*  
*Are you able to encourage others to raise their performance?*

ESTABLISHING A TARGET FOR YOUR TEAM

1. Where do you want to be in five years in terms of units, volume, income, and net profit?
2. What's the mix of sellers and buyers in your business in units, volume, income, and net profit?
3. What sources are you going to use to generate the business (i.e.; referrals, marketing, the Internet, expired listings, or other sources?)
4. What percentage of the business will each source produce?
5. What does your team need to look like in terms of people, skills, and positions to produce these results?
6. What will you need to do personally to build this team?



STEPS TO GREATER TEAM SUCCESS

- Vision

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- Plan

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- Activities

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- Team structure

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- Communication systems

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- Skills and training

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- Accountability

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BUSINESS VISION

Business Vision is where it all starts

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Evolution is defined by Webster as “A process in which something passes by degrees to a different stage (especially a more advanced or mature stage)”

Revolution is defined by Webster as “A drastic and far-reaching change in ways of thinking and behaving.”

MISSION STATEMENT

The value of mission statements

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CORE VALUES

Define your core values.

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*“The core values embodied in our credo might be a competitive advantage, but that is not why we have them. We have them because they define for us what we stand for, and we would hold them even if they become a competitive disadvantage in certain situations.”*

– Ralph S. Larsen, CEO of Johnson & Johnson

**Other questions you might use to ferret out your core values from you internal vault are:**

1. What core values or core beliefs do you bring to work?
2. What core values did you learn from your parents?
3. Do you still believe that those core values are valid?
4. If you started another accompany, would your core values change?
5. Do you think these core values will be valid 50 years from now?
6. If you had enough money, would these core values still be important to you?
7. What would you tell your children your core values are?

CORE PURPOSE

**Define your core purpose.**

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PRINCIPLES

**Your Business Vision establishes your principles.**

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**Clarity often leads to change.**

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**Your Business Vision will dictate your staff, systems, and clients.**

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## BUSINESS VISION EXERCISE

You are the owner of your own Real Estate Business. Yes, you may be licensed through another Broker, but you still have your own business.

As a business owner, you have the responsibility of developing your Business Vision. A clearly defined vision will significantly help you in effectively running your business, achieving your business goals and dealing with the challenges & decisions you will face in that process. Completing this exercise will help you to develop a viable and valuable vision for your business.

Your company's vision will have two major components: 1) Its Core Ideology and 2) Its Envisioned Future. Your company's Core Ideology will be comprised of its Core Values and Core Purpose. Its Envisioned Future will be made up of its long-term exciting & inspirational goals, known as BHAG (Big, Hairy, Audacious Goals) and a vivid description of what it will be like to realize the achievement of its goals.

Before starting this exercise, please carefully read the article, "Building Your Company's Vision."

BUSINESS VISION EXERCISE – CORE VALUES

I. CORE VALUES

A. Define “Core Values”

B. Identify your personal core values

C. Are you 100% committed to maintaining those values, regardless of the situation?

D. Identify your company’s core values.

BUSINESS VISION EXERCISE – CORE PURPOSE

II. CORE PURPOSE

A. Why are you really in business?

B. What is your company's real reason for being?

C. What is your core purpose?

BUSINESS VISION EXERCISE – BHAG

III. BHAG

A. What are your company's BHAG's?

B. Are your BHAG's meaningful, motivational & inspirational?

BUSINESS VISION EXERCISE – VIVID DESCRIPTION

IV. VIVID DESCRIPTION

A. Specifically, describe (in vibrant & engaging terms) what it will be like to achieve your company's BHAG's.

B. Is your description motivational to you & others?





BREAKOUT SESSION

BREAKOUT SESSION RULES

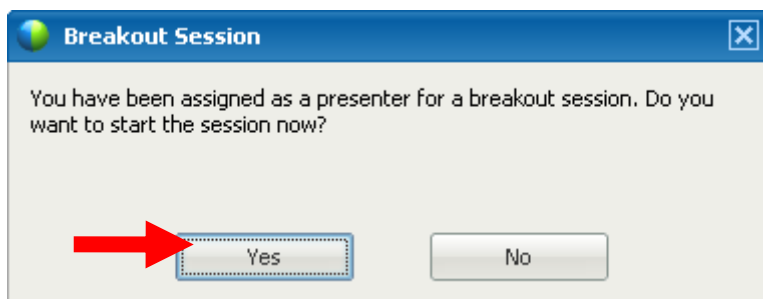
**Breakout Session Rules:**

- ➔ It should be fun so wear a smile!
- ➔ You will perform how you practice so be focused whether you are the lead agent, buyer, seller, team member, or observer.
- ➔ When you are the buyer or seller provide some resistance that is realistic but don't be a jerk.
- ➔ If your role-play partner goes over the top you have the right to say no and hang up graciously as you would with a prospect.
- ➔ Practice only successful outcomes of appointments booked and contracts signed.
- ➔ Quick 15-30 second debriefs before trading places will lock in learning.

BREAKOUT WEBEX INSTRUCTIONS

**PRESENTER** – A Leader will be selected to be a Presenter in a Breakout Session.

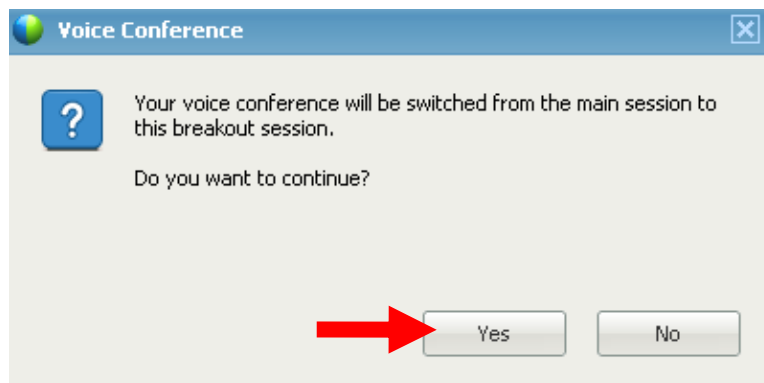
1. Presenters will get the following screen.



Click on the "Yes" button.

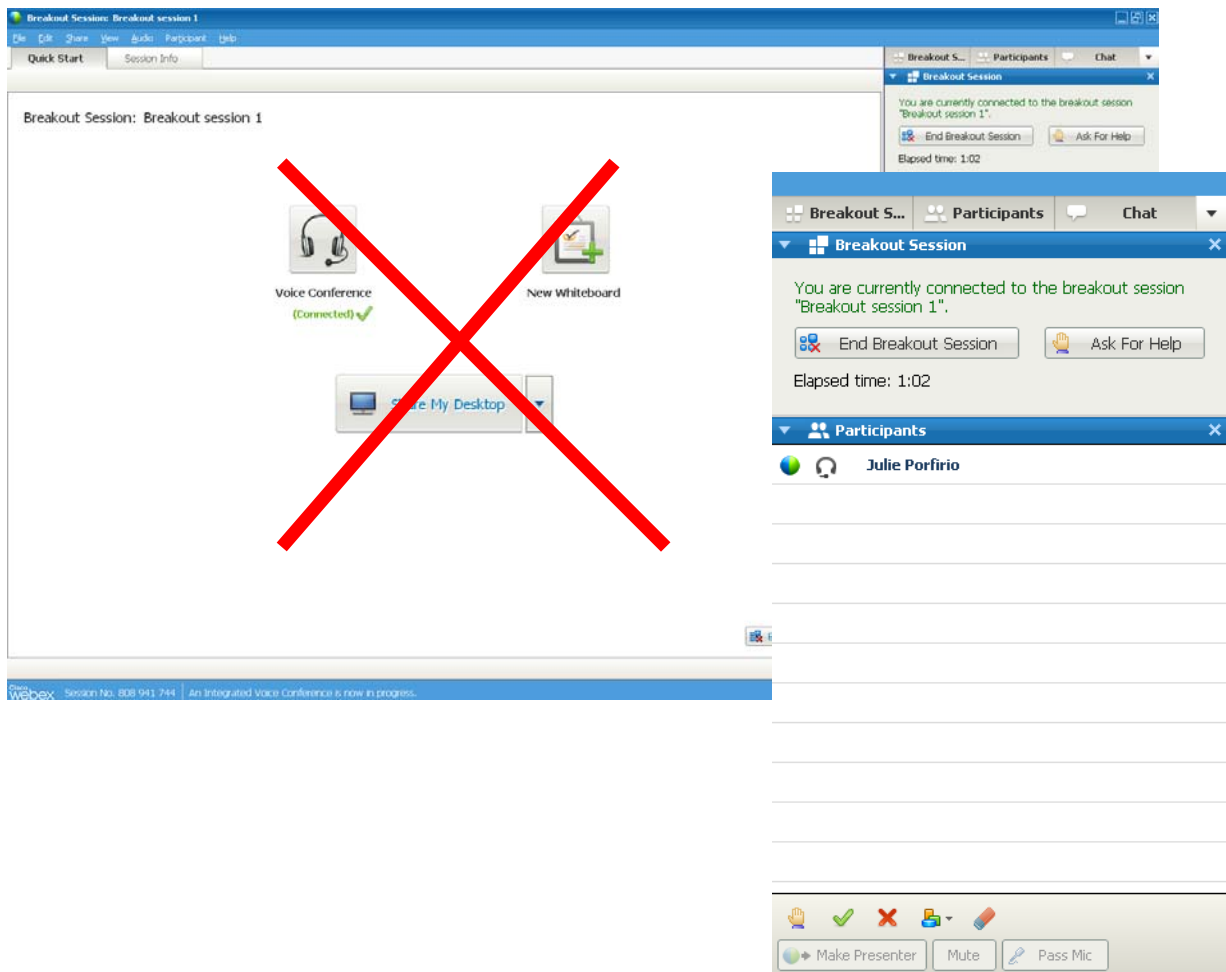
## TEAM MASTERY SESSION 1 – ESTABLISHING YOUR TEAM VISION

2. Presenters will then get the following screen.



Click on the "Yes" button.

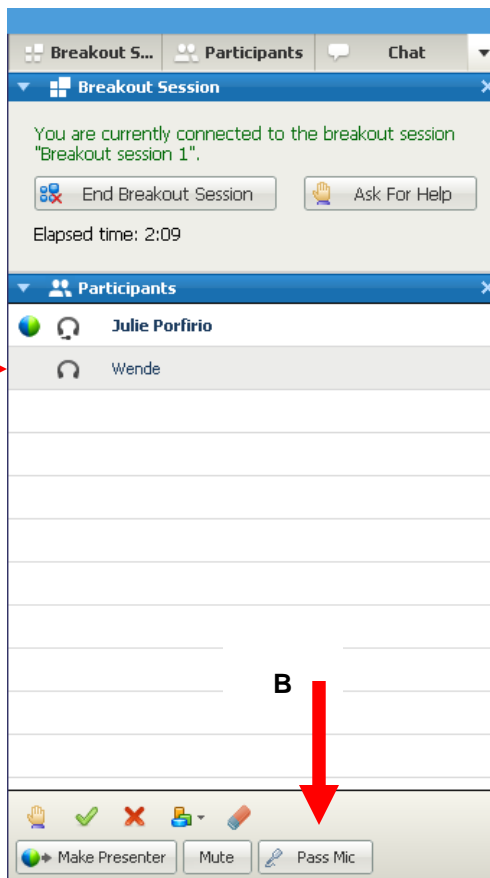
3. Your screen will look like this. DO NOT click on any of the options on the left-hand side of your screen (noted by the Red X). You will be using the right-side Breakout panel.



## TEAM MASTERY SESSION 1 – ESTABLISHING YOUR TEAM VISION

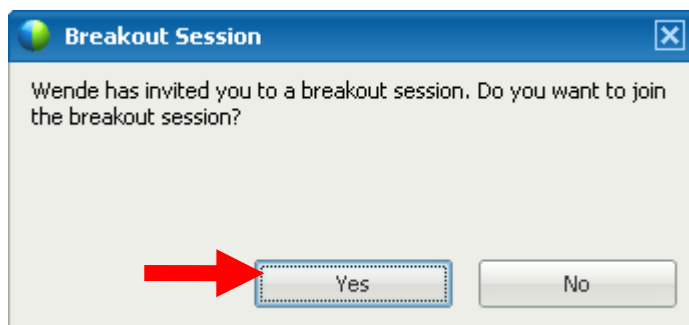
4. The Presenter can then pass the microphone to one student at a time. To do this:

- A. Highlight the name of the student by left clicking on it.
- B. Then click on the “Pass Mic” button (located under the list of attendees).



**PARTICIPANT** – All others in the Breakout Session will be participants.

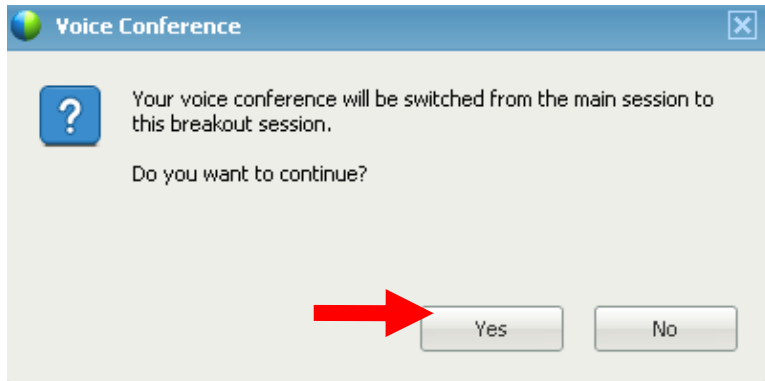
1. Participants will get the following screen:



Click on the “Yes” button.

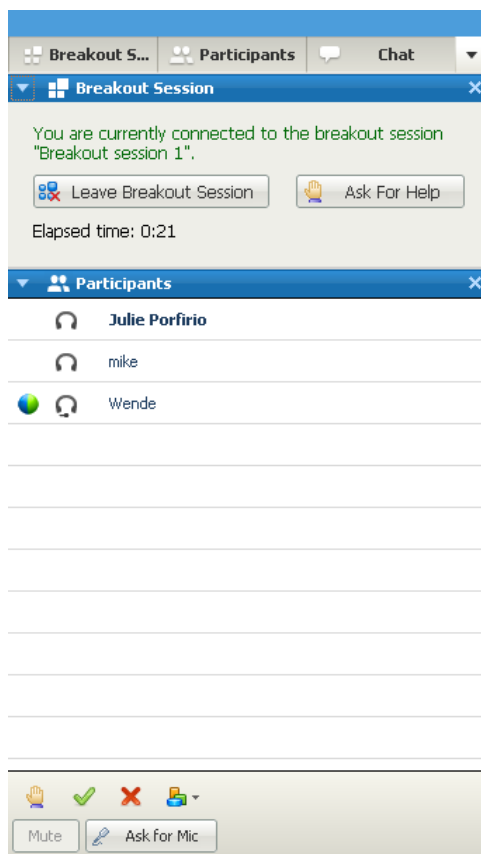
## TEAM MASTERY SESSION 1 – ESTABLISHING YOUR TEAM VISION

2. Participants will then get this screen.



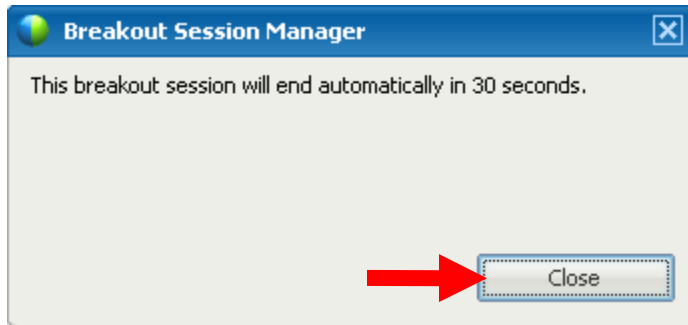
Click on the "Yes" button.

3. Your right-side Breakout panel will look like this.



## TEAM MASTERY SESSION 1 – ESTABLISHING YOUR TEAM VISION

**All Presenters and Participants:** When the breakout session is over you will see this screen. You can click close to return to your course session faster or you may wait for the breakout session to end itself.



### BREAKOUT SESSION

#### BREAKOUT SESSION 1

**Discuss:** What is the one core value you really are trying to convey to your team?

#### BREAKOUT DEBRIEF

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### ACTION PLANS – WEEK 1

1. Complete your team clarity questions.
2. Read the Harvard Business Review article on Business Vision.
3. Construct your first draft of your Business Vision.