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Hey everyone, welcome to another episode. My goodness, I totally called my allergies coming on. I apologize so much for my voice. I am not going to make this a long episode. I appreciate you listening in and already forgiving me for selling like, I don't know, like, like I've been inhaling fumes or you know, painting a car with no mask or doing something really crazy. I apologize for my voice. I promise it is just allergies. I got in my car this morning to take the kids to school. And my gray vehicle is absolutely yellow. It's 100% yellow, it's covered. But I have been doing my allergy medicine and my flonase nasal spray. I've been drinking my hot tea with honey, but doing all these things just to clear out my throat and sound more normal. So thank you again for listening to me and bearing with me. I'm gonna make this episode extremely short. I just wanted to share one thought with you today around performance presentations. And so what I'm thinking here is really about The way in which we present our numbers and our data, either internally as a team, or externally, when we're talking about clients, you know, for me as a consultant, I try to present information sometimes that will help talk about, you know, what was what was the goal? And how are we performing to it and give some additional details. And so let me teach you a very simple way that you can expect others to present data to you as the business owner or the business leader. If you're trying to get updates from your team. How are you going to ask them to present that to you? And it's a very simple process, and it's something that they should do every single time very consistently. So the first thing you want to know is, how are you actually tracking? What are you actually doing relative to a specific KPI? What is the actual number? Number two? What's the target? Okay, what's the budget? So how are we actually doing? Where should we be? And so most of the time, what we'll do is will say things like, okay, here's our overall budget for the month. We have x number of business days to achieve that. And so then what we do is as we continue to go through the month, then we take the number of days that we've progressed through

the month that we could have performed. And we divide that into the total number of business days. And that gives us a percentage that we've moved through the month. Okay. And so therefore, we should be able to say, Well, we've proceeded we move 30% through the month. And so we're actually sitting at 32% of our target for the month so far. So in that instance, were 2% ahead of where we should be pacing for the month. Okay. So where are we actually what's our What's our budget, or our target? Okay, and then what, what percentage are we through the month, and then therefore, how are we actually performing to that target month to date? Right, if it's a month to date number that's how it really recommend that you do it. If it's just a baseline pay, the goal is to be at an eight out of 10. And we're sitting at 7.9. That's just black and white, there's no percentage that you need to calculate off of that it's just Are you at eight, above? Or no yes or no? Okay. So how are you actually doing versus your target? And then the next piece is, if the team is performing below the target, then you need to ask them why. So what is the reason that they're performing below the target? And the next piece I need to talk about is how they are going to fix up. So what specific action are they going to take to improve the performance? Now, on the other hand, if they are performing above the target, again, they need to explain why. For both situations, we need to understand why we're performing like we were performing.



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Okay, so if we're performing above the target, why are we performing above what have we done? And then instead of talking about how do we fix it in this instance, since we're performing Above the target, we need to talk about how do we replicate that? Okay, how do we continue to get that level of execution so that we can continue to perform at that very high level? What does that look like? Okay, so that's what I wanted to share with you today. very fast, very simple. I'm not going to make you suffer with my horrible voice. I do appreciate you listening. Think about how you can present numbers, okay, in your business, if you're working with vendors, clients, partners, and then how you would want data presented to you again, what are you what are you actually doing? What is the target? How are you performing to that target? If you're below why, and then how do you fix it? If you're above why, and how do you fix it? Or not? How you fix it? How do you replicate it? I'm sorry. So again, if you're above How do you replicate it? And so again, the airswept framework will absolutely help you execute this. So refer to that. You know, if you want to understand how you, you know, assess, identify and then resolve, especially on the below performance, Okay, but then the resolution for an above performance would be again, how do I resolve to replicate this amazing? This amazing performance delivering above target? So awesome. I'm gonna go drink my tea. I hope y'all have a fantastic day. Hopefully tomorrow my voice will be better. I appreciate you listening. Thanks

