

1000 PV Plan for May– Women's Health Focus

Women's Prove It Challenge

100 PV

(Vitalizer, Life Shake, 7 Day Healthy Cleanse Offer GLA as gift)

PMS/Mood Swings/ Pack

56 PV

(Vita Lea, B-Complex, GLA)

Is It Hot in Here Menopause Pack

54PV

(Vita Lea, B-complex, Menopause Complex)

10 Healthy Women's Prove It Challenge = **1000 NEW PV**

(2 Women's Health events with 5 attending)

10 Mood Swings Pack =

560 NEW PV

10 Menopause Collection =

540 NEW PV



Stress, Anxiety, Depression Collection

Stress Relief Complex	\$27.50
(blunts cortisol production that triggers stress response and anxiety)	
B Complex 120	\$21.70
(depleted by stress, sugar, alcohol, caffeine, medications)	
OsteoMatrix 120	\$14.25
(calming to nerves, especially before bed)	
Vita Lea 120 (or Vitalizer)	<u>\$23.05</u>
total	\$96.50

Prove It Challenge for Stress .. Add a Stress Relief Complex as an additional item for purchase or an incentive gift for starting the Prove It Challenge.

Becky Schafer – New Star Associate... teacher working from home

- Wellness Challenge .. \$20 to participate .. Earn points to win the “ pot”
- Shaklee Lingo Bingo on Friday nights
- Women’s Events with promo
- Coffee and Chaos with young moms

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BASE:
My Family Order: 200
Customer Autoships: 200

Customer Non-Autoship Regular Orders: 200
600

DOWNLINE:
CS working to become Associate: 1000
Cindy launch event: 250
1250

EVENTS:
New member appointments: 3@100: 300
April PIC customers reorder: 100/each = 300

Bingo
Women's Health
Women's Spa Event
Special for participants in Wellness Challenge
Customer (Paula) event
Total from Events: 500-1000

PROJECTED PGV: 2350-2850

Becky Shafer's 2000 PV Plan
for May 2020

Ideas and Events

- Lisa Anderson Report – 2 new Directors in past 8 weeks
(Darah-- sponsoring distributors .. Do you need work, our company is looking for people.. Sends Roger Barnett video)
- Virtual Spa – Katie Davis
- Virtual Trivia Night
- FTC warnings – business claims and health claims restricted
be careful what we post on social media ..

8 Weeks to Director 2020

Session 8a April 30, 2020 --

The Art of Coaching



Training Team This Week – The Gentle Art of Coaching



Francine Roling
Senior Coordinator



Karen Beckley
Executive Coordinator



Lisa Anderson
Key Coordinator

Objective of these 8 weeks ...
to help EVERY business
partner attending advance in
rank, starting with Director .



Senior Master
Coordinator
Jeanne Toovell



Senior Master
Coordinator
Barbara Lagoni

A \$25 Million Stimulus Plan has been set before us
... with a 90 Day Window ...
This week we focus on identifying our next
business partners.

barb

Objectives –The Gentle Art of Coaching

We have been discussing all the basic skills for developing a Shaklee business ..

Inviting, presenting, following up and servicing customers
and identifying our business partners

From here on in .. to develop an organization of delightful, dynamic, dedicated partners...
it's all about ...

Coaching, guiding, and mentoring our teams to help them grow ...

Grow as people ... And grow their businesses.

Objectives for Session #8a – the Gentle Art of Coaching

- Today we discuss concepts to help us coach our growing business leaders through the inevitable challenges they will face in developing their Shaklee businesses.
- We will review general principles of coaching, clarify our role in 4 different coaching situations.
- It's our job to help them determine:
 - where to put their time,
 - how to discern who to work with,
 - to brain-storm with them ways to reach new people,
 - to motivate and inspire others to action, etc.
- And know when to steer our builders to resources to help them be more effective in their communication and people skills.

4 Roles of the Leader (& Coach)

Joel Barker

- To set the vision
- To enroll others in the vision and assemble the team
- To empower the team (through training and coaching)
- To create and sustain momentum

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General Principles of Coaching

- To help them determine their goals .. Our stretch should exceed our reach
But not too far. (Sarah story)
- To understand their strengths and limitations (time, distractions, confidence)
- To help them create an action plan that will fit their schedule.

I do ... We do .. You do ..

Active engaged leader ..vs... passive observer

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General Principles of Coaching - continued

- To identify skills they may want to develop and resources to help them (inviting, presenting, following up , creating a business system, communication skills, etc)
- To help guide their thinking to see possibilities (You will see possibilities before they can .. Paint the picture so they can see themselves in it) Francine examples
- To affirm, acknowledge, encourage, inspire.
- To always close with an action step.....

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Be sure they are feeling validated, excited, appreciated and generally lifted up as a result of our conversations.

Your Relationship with Your Builders

Not a boss

Not a teacher .. with assignments

Not a parent

Rather ... a business associate
a business partner
a friend, a guide, a mentor

The Role of A Mentor

- To see the talents and abilities that lie within their leaders, and reflects those back so they can see them.
- To build confidence
- To believe in them – You will believe in them before they can believe in themselves.
- Friendships go beyond Shaklee



When To Text.. When to Talk

When to Text

- Information
- Reminders for events, calls, etc
- Social conversation
- Problem with texting ... you cannot hear the intonation and spirit of intent behind the written words.

Ex. “Thanks a lot”

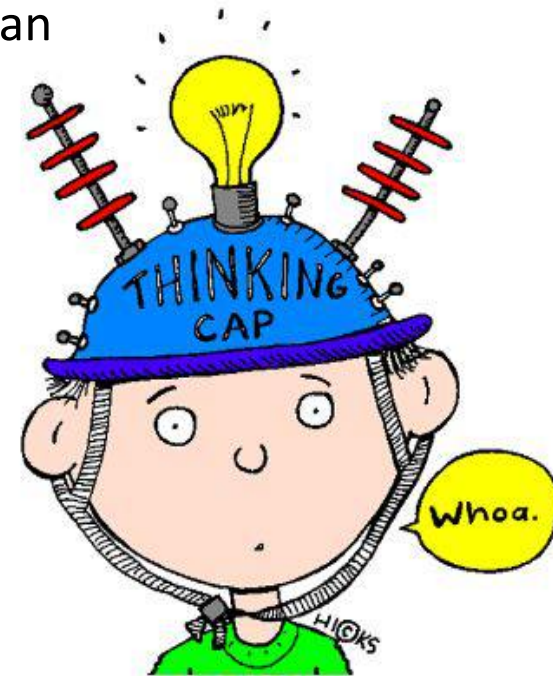
When to TALK

- Relationships are built in live conversation
- Stories can be shared..
Too long to type in a text
- Feelings can be shared and received
- Can clarify needs, feelings
- Take conversation off-line with
“I think I have some information that may be helpful. Let’s chat.”

“ You cannot form trust from technology..
Nothing replaces human contact ..” Simon Sinek

4 Different Types of Coaching Situations

1. To determine if they are ready to grow.
2. To get a distributor started – create the initial game plan
3. To have on-going strategy sessions and plan for the week, month and quarter
4. Trouble shooting/ problem solving navigating challenges –



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#1 Coaching Situation --Determining Who is Ready To Grow

In order to know with whom to put our time,

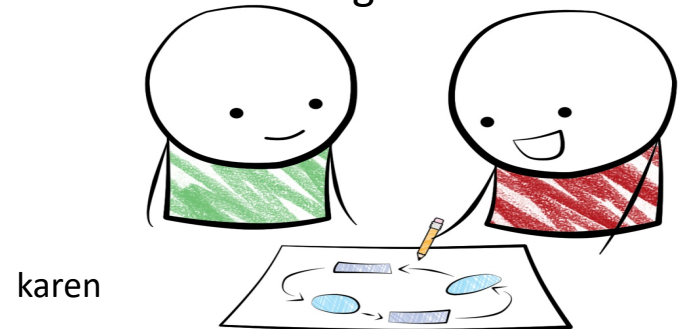
- We will want to determine if they are a red light or green light
- So we ask them.
- Watch what they do .. Not just what they say (People pleasers)
- Because we are so eager to find a business partner, sometimes **we wait** for them...
or push them .. or pull them... better to **keep meeting new prospective distributors in the meantime.**
- And if not ready, let them know your door is always open..and you will check back in a few months
- When we check in, find out where they are in their life, and then share your next goal and invite them to come along.

Sarah Heinrich Story --

#2 Coaching Situation

Getting Them Started (or Re-started)-- Creating the Game Plan

- Assess their current business and life situation
- Identify what they want to achieve next
- Envision them achieving even more than they can see....
You will see it before they do ... (Joel Barker – Create the Vision)
- Ask what they want to learn ... to get better at...
- Obstacles? .. Learn to be a problem solver ... through inside-out coaching.
(secret .. Most obstacles are solved by a shift in thinking)
- Close with written action plan



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Becky Shafer's 2000 PV Plan
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#3 Coaching Situations On-going Coaching

After Learning the Skills –Time to Put Into a SYSTEM

- After they learn basic skills, they will need your help in putting all they have learned into a SYSTEM.
 - a system for meeting new people on a regular basis
 - a system for introducing members to Shaklee products and business benefits
 - a system for servicing and educating customers
 - a system for developing and training new business partners
- Be patient: Everything they do today, they will see the results of 30-60 days later.

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Beckley 4 Monthly Activities

Acquiring New Customers

Launch Event

Health Chats

Prove It Challenge &
Healthy Eating Support

Referrals

Identifying Business Partners

Business

Conversations

Invitation to videos
of business stories.
etc

Educating and Servicing Customers

Invitation to events

Promotions / incentives for
trying new products

Or hosting events

Thank you notes

Gift fulfillment

Personal Development

Podcasts

Books

Conferences

workshops

Coaching circles

Beckley Tracker

Week Beginning ____/____	Social Media Posts	New Connections	Invitations	Follow-Ups	Personal Development	Total Points for the Day
<i>minimum</i>						
Monday						
Tuesday						
Wednesday						
Thursday						
Friday						
Saturday						
Sunday						

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Weekly Activity Tracker

"It's not what we do once in a while that shapes our lives. It's what we do consistently."

Keep track of your activities throughout the week. The numbers listed are MINIMUM goals for each of us for the day, but you can always do more. Consistent behaviors will lead to amazing results.

Things to Remember:

- Take one day off each week. No Shaklee work allowed on your Sabbath day!
- Find the joy or excitement in each activity. It can feel either monotonous or invigorating to complete these daily tasks. Your mindset and attitude will dictate this!

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<i>minimum</i>						
Monday						
Tuesday						
Wednesday						
Thursday						
Friday						
Saturday						
Sunday						

(tracker created by Karen Beckley)

Notes

I am choosing to celebrate...

Next week, I'd like to put more effort into...

THIS WEEK

Tracker Points: _____
(from the chart above)

4th Coaching Situation -- Navigating Challenges

Everything is Figure-outable

Most situations our business partners will need our help getting through will fall in these 5 categories: Situations that indicate that:

1. They need direction. (They need a plan)
2. They need more skills...
(in operation & organization of their business, marketing, people skills, time management , social media, inviting people to events, creating their business development system, etc)
3. They are discouraged/ frustrated.
4. They need more confidence
5. They need a shift in thinking.



2 Styles of Coaching

- Outside in –
I know .. You don't .. Shut up and listen.
- Inside out -- together let's noodle this ...
a we-will-figure-it-out mentality

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From Dan Henderson

Coaching When They Need More Skills— Most coaching will fall into this category



- There are 7 years of archived training webinars
(BetterFutureStartsToday.com/your name & BetterFuture.Training)
- Our job is to figure out what skills they are ready to learn next ..
and direct them to appropriate session or resources.

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- Most popular are:

Contacting and Inviting
Conversations that Connect

Presenting
Identifying Business Partners

Following Up and Working Folder

Training is essential . There are skills to learn. Be aware of business partners
who are not attending training or events.

It will be very difficult for them to advance. We learn from one another.

Help them make training a priority.

Coaching When They are Discouraged/Frustrated ... Your Role When Downlines Get Stuck

Step #1 Receive (let them empty their bucket.. but not forever)

Step #2 “This is normal & together we can handle it”

Step #3 I believe in you (list what they do well)

Step #4 Preserve, protect and elevate the
self-esteem at every opportunity

Step # 5 Brainstorm solutions (inside out coaching)

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When a Builder is Discouraged-- continued

- Revisit their reason for developing their business
- After discussing some ideas .. Ask .. “ How does that feel ?”
- Encourage, lift them up ...
- Beware victim mentality. Our job is to help them see themselves as EMPOWERED leaders .
- Training webinars, podcasts, books, -- keep learning about people skills.

If there ever are people who tell you that you can't,
Turn to them and say ..

“ Just Watch me” !

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Coaching When They Need More Confidence -- MENTORING

- **A mentor sees ability and talents within them and reflects it back to them.**
- This is a time for stories of leaders who have encountered similar challenge .. (Which will likely be everyone !)
- Seek ways to publicly acknowledge them .. Face Book Team Page, area meetings, leadership newsletter, speaking on conference calls, etc

You will believe in them before they
will believe in themselves.
Learn to honestly convey this.



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Coaching When a Shift in Thinking is Needed

- Recognize Abundance Thinking vs Scarcity Thinking
(Simple Abundance by Sarah Breathnach)
- Recognize fears .. Of rejection, of success, of loss of control, of failure, of looking foolish, of not knowing enough...
- Helpful to have information or ideas come from a third party .. A book, a person, training, an experience , etc, so we don't sound like know-it-alls or critics
- Know good resources – John Maxwell, Stephen Covey, Brendan Burchard, Mel Robbins, TED Talks (Simon Sinek, etc), Patrick Lencioni, Brian Buffini, Sean Achor (Happiness Advantage), Brian Biro (board breaking)

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***We must learn a new way to THINK
before we can master a new way to BE.***

Every thought
we think ...
is creating
our future.

The Power of Coaching Circles

- Coaching/Accountability circles are comprised of 4 to 5 leaders.
- Choose coaching partners for yourself or your downlines carefully ...
you will want people who are in a similar place in their Shaklee goals ..
And even life situation and age.
- Look for leaders who are excited and committed to growing to the next rank.
- Then meet by phone or zoom once a week to support one another.

DON'T CONFUSE YOUR PATH
WITH YOUR DESTINATION.
JUST BECAUSE IT'S STORMY
NOW DOESN'T MEAN YOU
AREN'T HEADED FOR
SUNSHINE.

Unknown

“ You can be discouraged by
failure, or you can learn from it.
So go ahead and make
mistakes. Make all that you can...
because, remember that's
where you will find success ..
On the far side of failure.”
Thomas Watson

“
You! Yes, you
The one reading this.
You are beautiful, talented,
amazing and simply the
best at being you.
NEVER FORGET THAT.”

**EVERY TIME I THOUGHT
I WAS BEING REJECTED
FROM SOMETHING GOOD,
I WAS ACTUALLY BEING
RE-DIRECTED TO
SOMETHING BETTER.**

-Dr. Steve Maraboli

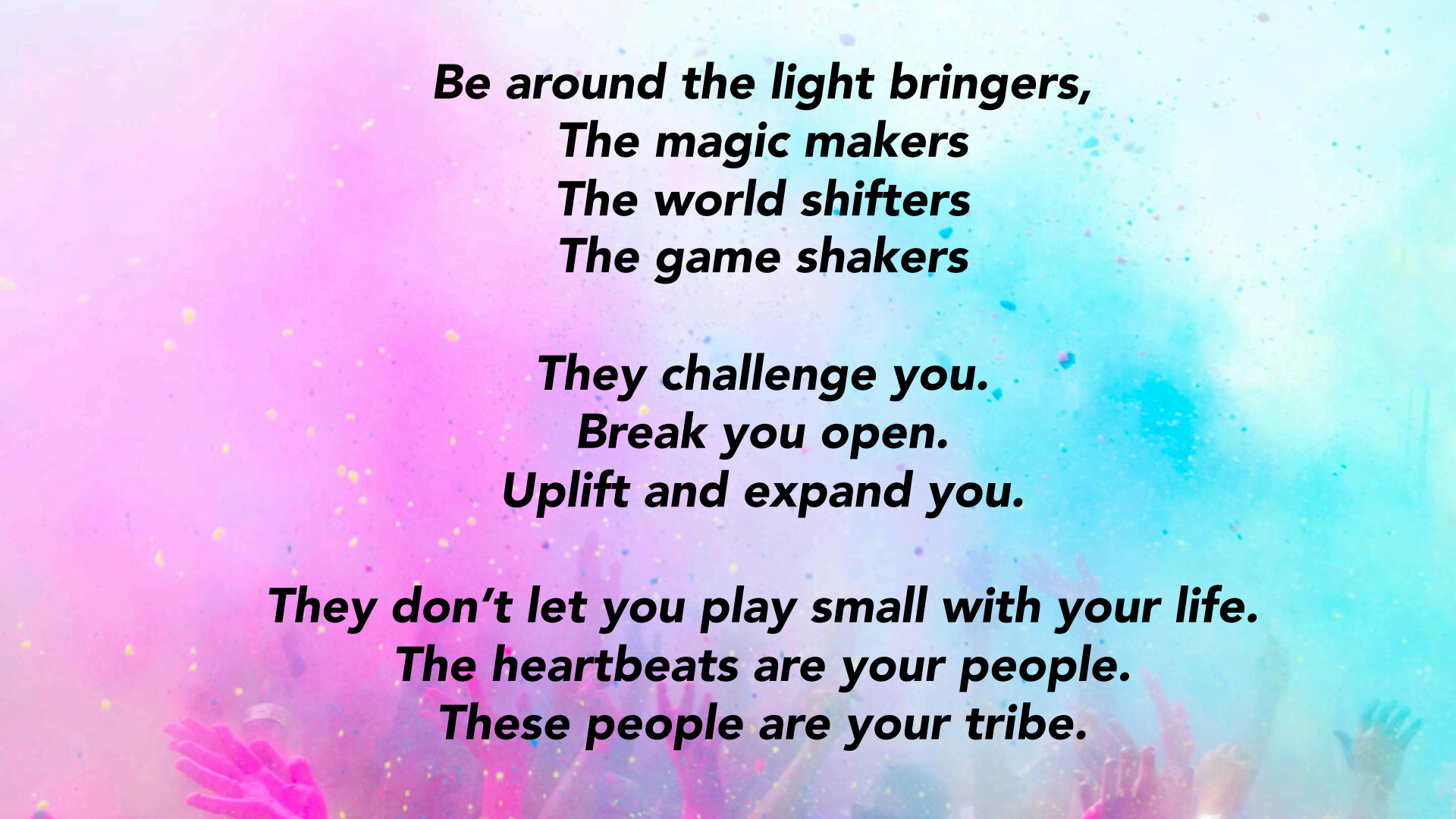
Action Steps

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- If you have someone to coach, set up appointments and practice what we have learned.
- Once they have reviewed evaluation materials, help them create a 1000 PV Plan for their first month.
(Launch Event, Women's Health, Immunity, Stress & Anxiety, etc..)
- Consider forming a coaching circle with colleagues and support one another in reaching your goals. .. And help your distributors land in good circles.
- Continually polish up our people skills .. books, podcasts, seminars, ...

Final thought --It is possible that we have lost some business partners in the past because we didn't know the skills around coaching.

Consider re-contacting them.. Share with them what you have learned ... apologize for what you didn't know and ask if they would consider starting fresh with you again.



**Be around the light bringers,
The magic makers
The world shifters
The game shakers**

**They challenge you.
Break you open.
Uplift and expand you.**

**They don't let you play small with your life.
The heartbeats are your people.
These people are your tribe.**

Moms of young children –

Moms need pampering –their space has been invaded by working from home dads and home schooling e-learning kids

Every Woman –

May is Women's Health Month ..and this year we are focusing on their MENTAL HEALTH –with spouses working from home .. Or not working at all .. Teenagers getting snarky from missing their friends ...

Or job insecurity .. When will the sheltering end ...

And those who live alone .. Feeling pretty lonely.



“Our deepest fear is not that we are inadequate.

Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us.

We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you *not* to be?

You are a child of God. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you.

We are all meant to shine, as children do.

We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone.

And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.”

Marianne Williamson (Nelson Mandela Inauguration Speech)