

**What is the most
valuable resource in
your organization?**

#patelokc

YOUR PEOPLE ARE YOUR BUSINESS

Piyush Patel



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 @ppatelokc

  @patelokc

#patelokc

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✓ **Strategy**

✓ **Cash**

✓ **Process**



PEOPLE

**YOUR
BUSINESS**

+



10x

VISION

Meeting



Piyush Patel

to Mark S. <marks@email.com>

Can I see you in my office at 3pm today?

Thanks.

- Piyush

**Do you
think he was
productive?**





What can we learn from this?

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Hello?

Hi there



Not Delivered

Message Sent vs. Message Received

As a leader, even
your *smallest*
actions matter.

You should probably go ahead and tweet this right now ... [#patelokc](#)



CONFLICT

PRINCIPAL'S
OFFICE

ENTER

GOALS
REAILITY
OPTIONS
WILL

**I need to have an
uncomfortable
conversation
with you...**



GOAL

GOAL

**Hand off the
Sales Proposal
by Monday.**

A man with a beard is wearing a VR headset and smiling. The word "REALITY" is overlaid in large, bold, white letters, with the first letter "R" in orange. The background is a dark, grayscale image of the man using the VR headset.

RREALITY

REALITY

**It's now Friday
and the files still
haven't been sent.**

A dark, narrow hallway with a central light fixture and two arrows on the floor pointing in opposite directions. The word "OPTIONS" is overlaid in the center.

OPTIONS

OPTIONS

**What are your
options at this
point?**



BE QUIET



WHAT / WILL / WHEN

WILL

**So what is your
plan of action?**



CULTURE



Culture is your
key competitive
advantage.

I feel like this could also be tweet-worthy ... [#patelokc](#)





**These are perks.
Not culture.**





Safety

Physical needs

A dark, monochromatic image of a heavy metal padlock and chain, symbolizing security and trust. The padlock is the central focus, with the word 'SCHLAGE' visible on its surface. The chain is thick and metallic, and the background is a dark, textured surface, possibly a door or a wall. The overall tone is somber and industrial.

TRUST & VULNERABILITY

Meaning

Affirmation

Belonging

VISION



IRVING
EL RENO,
OKLAHOMA
1979 - 80
KINDERGARTEN AM
TEACHER
MRS. VARZANDEH
PRINCIPAL
MR. ROGERS
WARREN'S STUDIO



20



digital-tutors®



FedEx
Express

FedEx
Express

330500
10 PER UNIT
UNIT NUMBER

FedEx

OCP 8X5X4
4

P  X A R

MARVEL[®]

SONY

P  X A R

MARVEL[®]

SONY

XBOX


COMEDY CENTRAL

EATM

NASA

intel[®]

Ford

P I X A R

MARVEL

SONY

XBOX



EA

Microsoft

NASA



AUTODESK



BILZARD ENTERTAINMENT



NATIONAL GEOGRAPHIC



nickelodeon

NOKIA



ESPN



DIGITAL DOMAIN

tbs



bluezoo







CHANGE

Increase **efficiency**.
Reduce **pricing**.

NETFLIX

**How can we make
this work?**



WE ALL AGREED

1M → **3M**





A man on the far left wearing a dark grey hoodie with a graphic print that includes the text "Pt. Studios" and "2008 ROCKSTAR READER". He is also wearing blue jeans and has a black bag slung over his shoulder.

A woman wearing a bright red zip-up jacket over a white and pink striped t-shirt and dark blue jeans. She is holding a light blue patterned bag and wearing glasses.

A man wearing a black zip-up jacket over a white t-shirt and blue jeans. He is wearing glasses and has his hands in his pockets.

A woman wearing a light-colored denim jacket over a patterned t-shirt and blue jeans. She has a Nikon camera hanging from her neck and is carrying a brown messenger bag.

A woman wearing a black leather jacket over a white t-shirt and blue jeans. She is smiling and looking towards the camera.

A man wearing an orange t-shirt with the text "digital-tutor" and blue jeans. He is wearing glasses and has a black jacket slung over his shoulder.

A woman wearing a white and grey striped hoodie over a white t-shirt and blue jeans. She is smiling and looking towards the camera.

A woman on the far right wearing a bright pink cable-knit sweater over a white and pink striped t-shirt and blue jeans. She is wearing glasses and holding a black smartphone.



Montaloux
Côte de Rhône
Appellation d'Origine Contrôlée

C'est au cœur de la vallée du Rhône que Montaloux transmet, au fil des générations, son savoir-faire dans l'élaboration d'un Côte de Rhône authentique et généreux.
Montaloux offre un vin fin et expressif, élevé dans la tradition et dans le respect de son vignoble.
PRODUIT DE FRANCE
MISE EN BOUTEILLE PAR MONTALOUX
À OUVÈRE - RHÔNE - FRANCE

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Miel de Savoie
Fleurs du Château

Appellation
Florent TREVES
Savoie HENRY
04 79 32 32 32



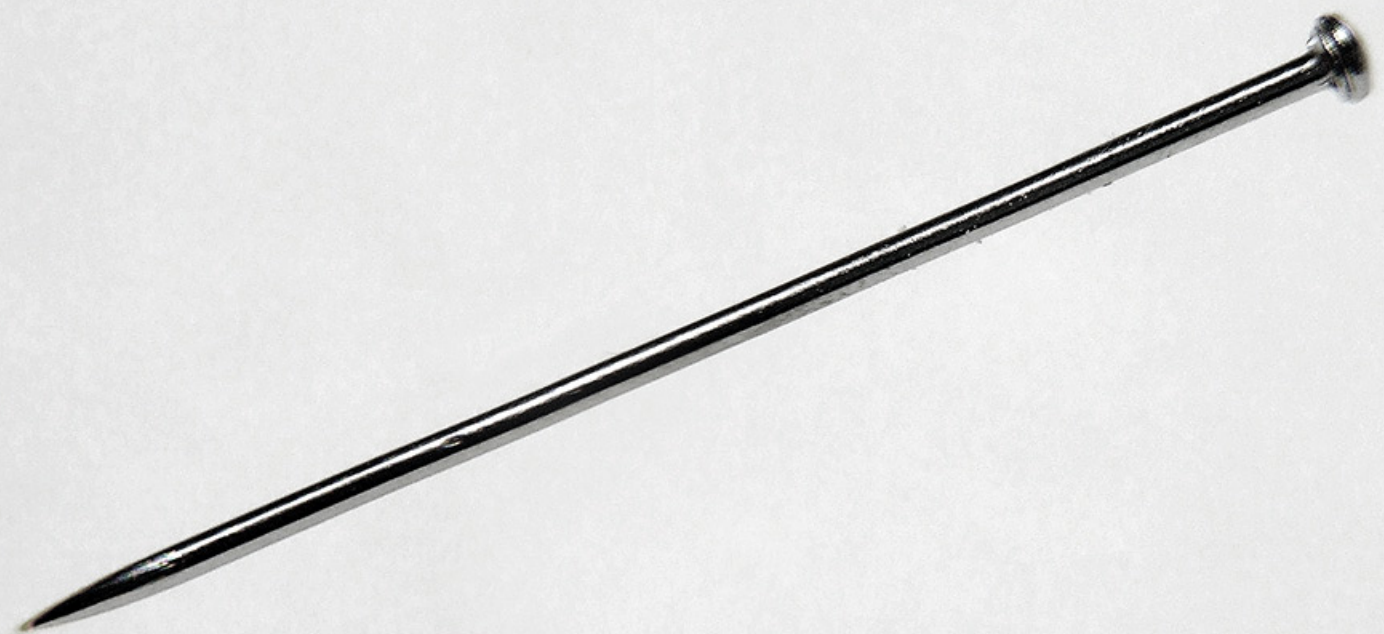


BOTTEGA



“I quit.

You’ve lost your way.”





“I’m sorry to do this
but I just **can’t** be part
of this anymore.”

HOW DARE YOU.



**What would
you have done?**

I know you're
thinking it. **Fire her.**

A close-up photograph of a lion's face, roaring with its mouth wide open, showing its teeth and tongue. The image is heavily filtered with a bright orange color. The text "REACTIVE LEADERS" is overlaid in the center in a bold, white, sans-serif font.

REACTIVE LEADERS







12:30AM
DENIAL

2:00AM
ANGER





3:30AM BARGAINING

5:00AM
DEPRESSION



SUNRISE ACCEPTANCE



VISION

CUSTOMERS VOTE





EMPLOYEES VOTE

Help me fix the
problem.

I take care of my team.

**My team takes care of the
customer.**

A person is shown in profile, singing into a professional microphone. The microphone is mounted on a stand and has a pop filter. The entire image is overlaid with a semi-transparent orange filter. The text "NEED TO HEAR" is written in large, bold, white capital letters across the center of the image.

NEED TO HEAR

\$54 start.

No investors/debt.



10M



PLURALSIGHT





What can we **learn**
from this?

STEP 1

Listen even if you
don't **want** to.

STEP 2

Your people want
to have **meaning**
in their work.

STEP 3

Be open to the **bench**
that will transform
you as a leader.

VISION



Go check **one** thing
in your office.

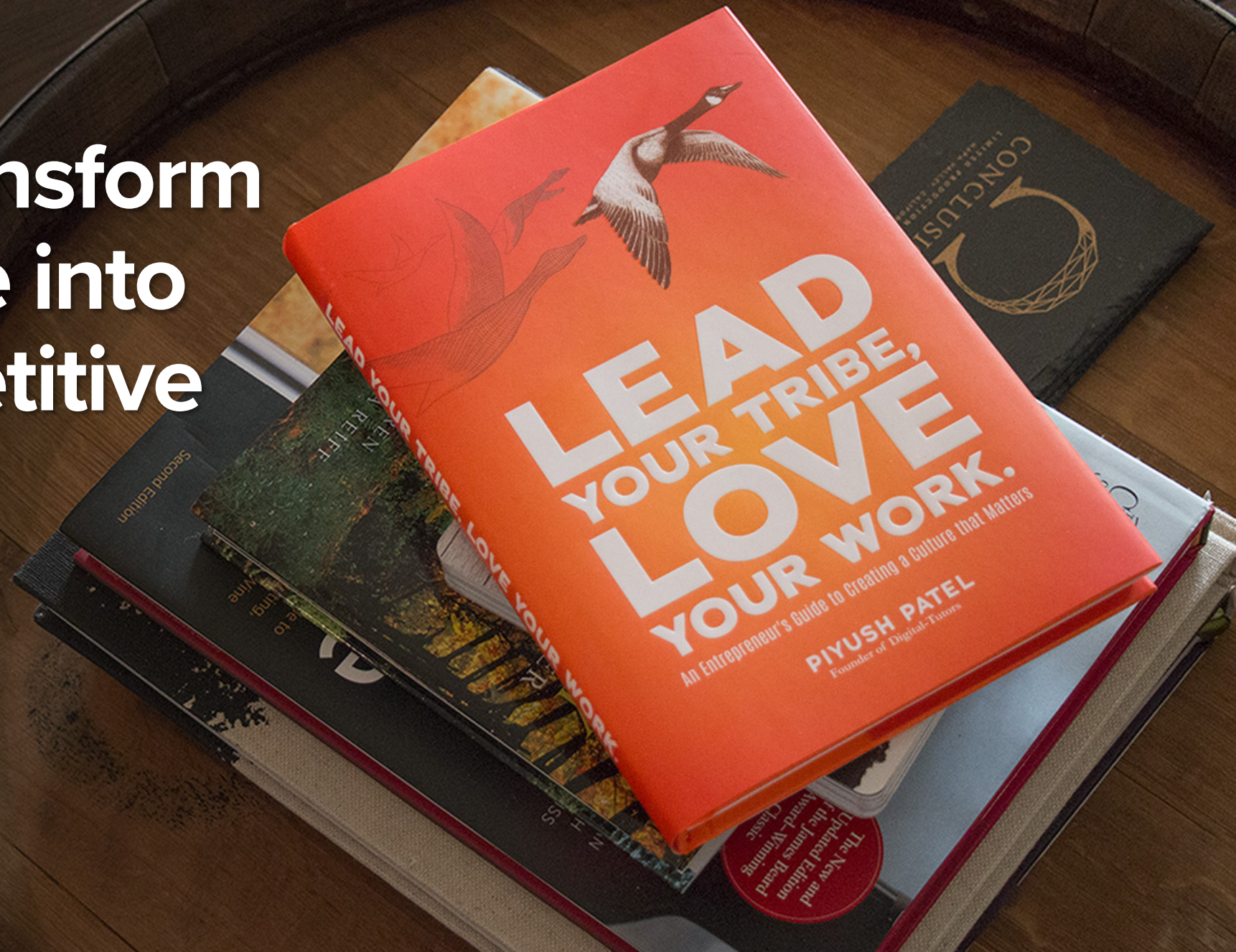




Tools to transform
your culture into
your competitive
advantage.

GET THE BOOK TODAY AT

[amazon.com](https://www.amazon.com)



LEAD
YOUR TRIBE,
LOVE
YOUR WORK.

INTRO TO G.R.O.W.



WHAT YOU'LL NEED

The goal and reality of a project or scenario. Call a meeting with everyone who is involved. Basically, the people who can make the goal a reality. Also, the G.R.O.W. meeting agenda to help you keep the meeting on point.

HOW TO PLAY

You can use a G.R.O.W. meeting when the goal and the reality aren't the same. For example, if the goal of a project is to have ten widgets completed by the end of the week and there's only five done at week's end, the goal and the reality do not meet.

GOALS VS. REALITY

Start the G.R.O.W. meeting by laying out the goal of the scenario or project. Then, explain the current reality and how it doesn't match the goal. In most cases, it's easiest to put this all up on a whiteboard so everyone can clearly see.

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THE GOAL

To work through a problem or challenge where the goal doesn't meet the current reality. The key to achieving this is done through getting buy-in and a commitment on the next actions to help course correct to achieve the goal.

**GOALS
REALITY
OPTIONS
WILL**

TO **G.R.O.W.**

current reality. In

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customer

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agree with the

Options.
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R.T. GOALS).

2

TO **G.R.O.W.**

meeting can turn into



new videos for

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A.R.T. goals are
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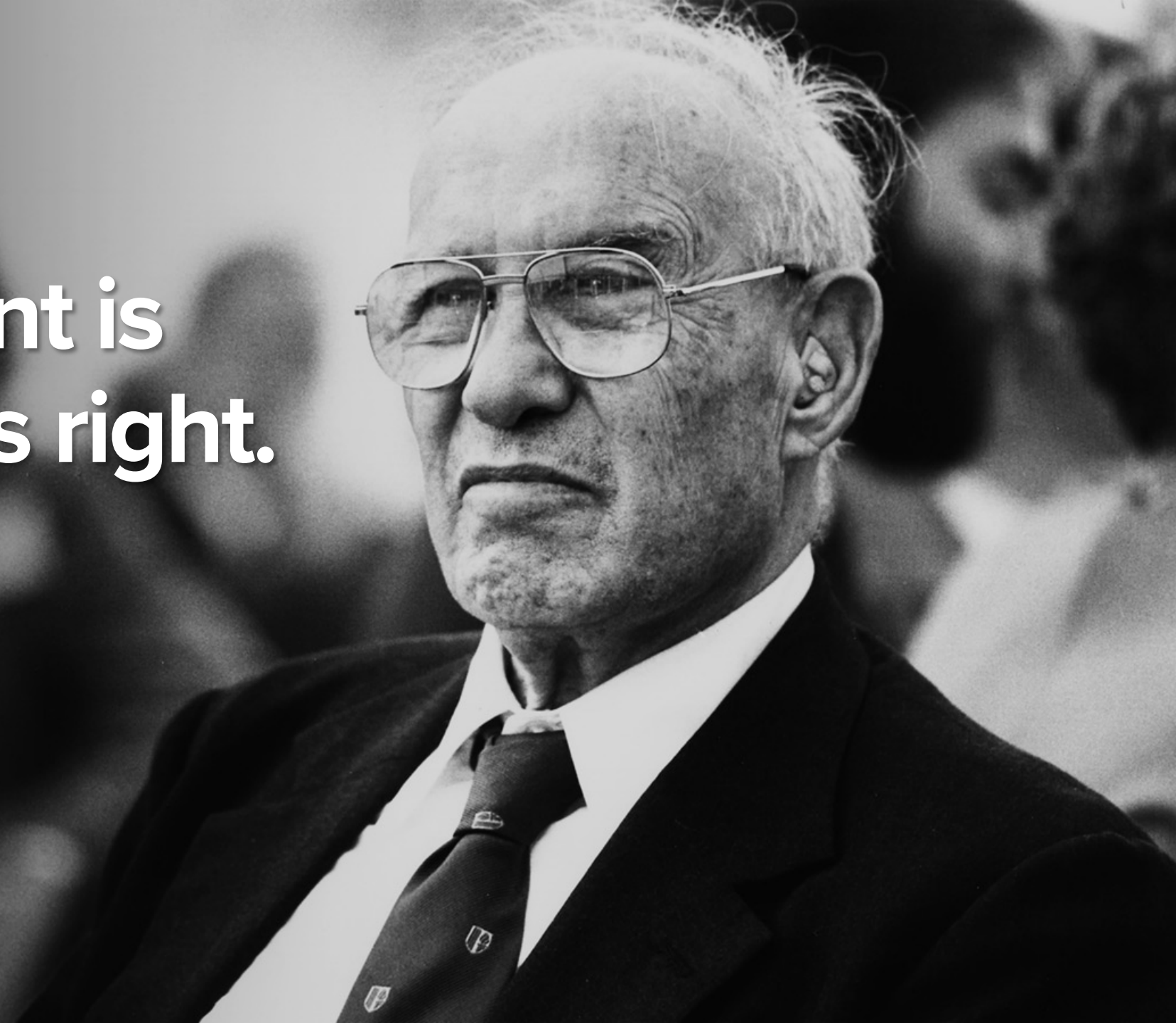
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GROW WORKBOOK

bonus@leadlovetribe.com

**Management is
doing things right.**

- PETER DRUCKER



A black and white portrait of Peter Drucker, an elderly man with glasses, wearing a dark suit, white shirt, and dark tie. He is looking slightly to the right of the camera with a serious expression. The background is blurred, showing other people in a crowd.

**Management is
doing things right.**

**Leadership is doing
the right things.**

- PETER DRUCKER

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