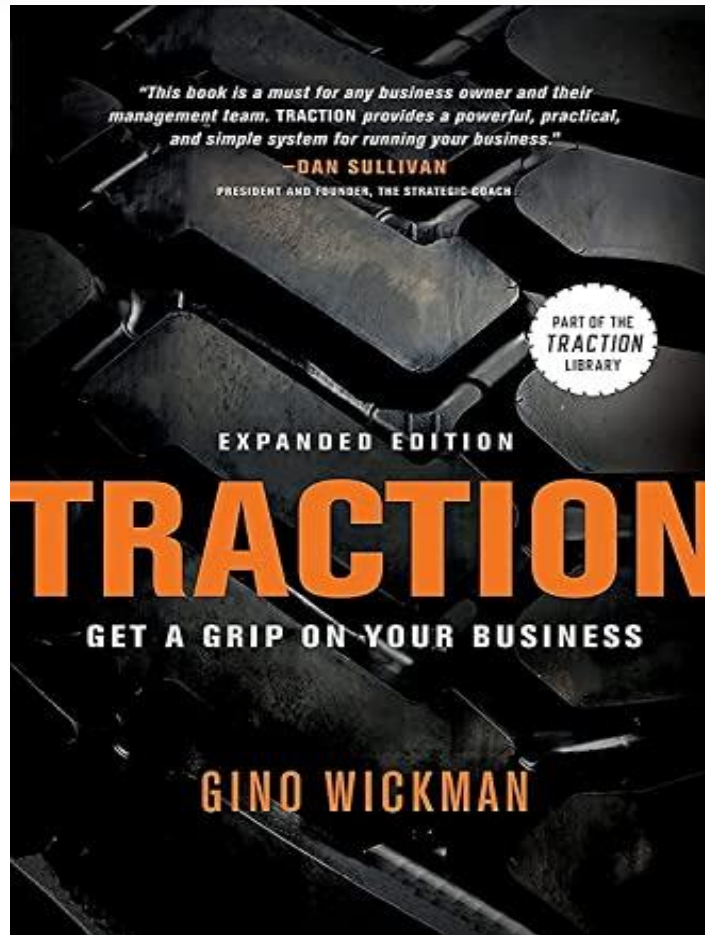


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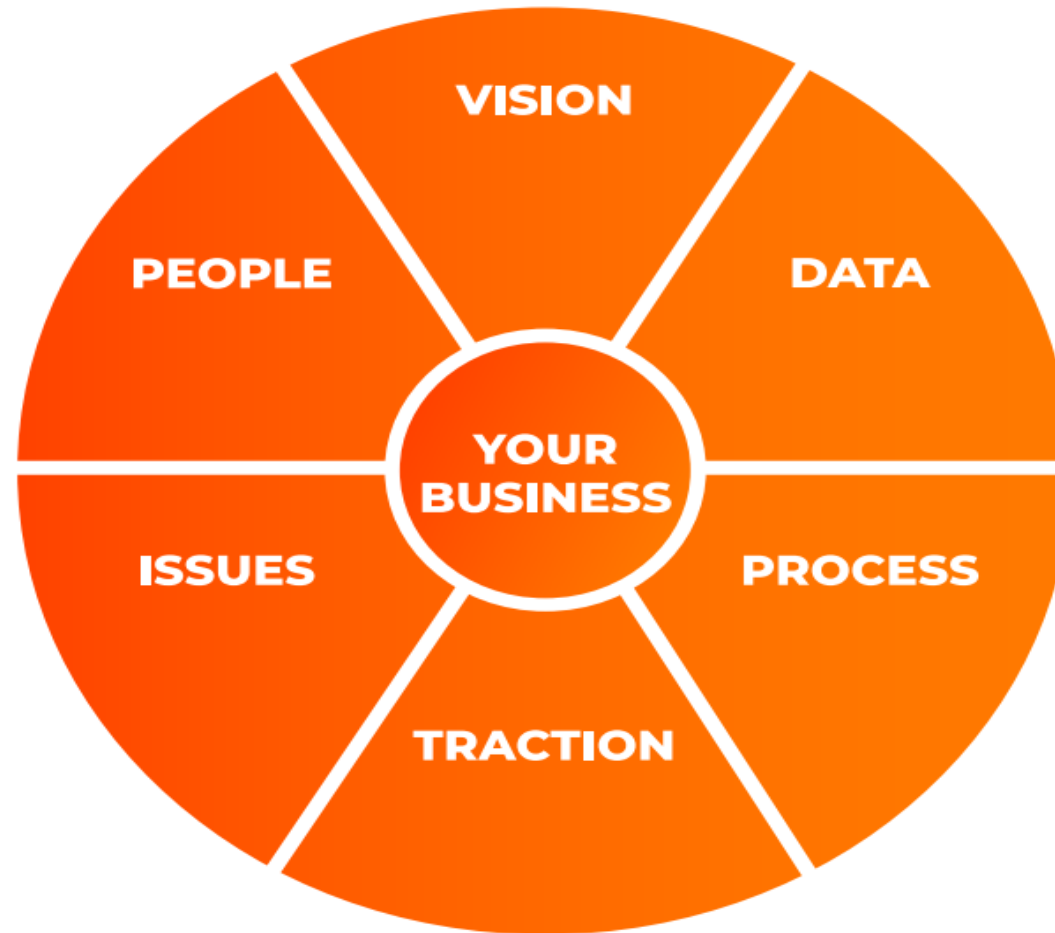
# Core Processes

Sandy Marshall  
Gainey's





# EOS Model – Enterprise Operating System





# THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME: \_\_\_\_\_

## VISION

<b>CORE VALUES</b>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> </ol>	<b>3-YEAR PICTURE™</b>
<b>CORE FOCUS™</b>	<p><b>Purpose/Cause/Passion:</b></p> <p><b>Our Niche:</b></p>	<p><b>Future Date:</b></p> <p><b>Revenue:</b></p> <p><b>Profit:</b></p> <p><b>Measurables:</b></p> <p><b>What Does It Look Like?</b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
<b>10-YEAR TARGET™</b>	<p>_____</p> <p>_____</p>	
<b>MARKETING STRATEGY</b>	<p><b>Target Market/"The List":</b></p> <p><b>Three Uniques™:</b></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol> <p><b>Proven Process:</b></p> <p><b>Guarantee:</b></p>	



# THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME: \_\_\_\_\_

## TRACTION

1-YEAR PLAN	ROCKS	ISSUES LIST																
<p><b>Future date:</b></p> <p><b>Revenue:</b></p> <p><b>Profit:</b></p> <p><b>Measurables:</b></p> <p><b>Goals for the Year</b></p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p> <p>4. _____</p> <p>5. _____</p> <p>6. _____</p> <p>7. _____</p>	<p><b>Future date:</b></p> <p><b>Revenue:</b></p> <p><b>Profit:</b></p> <p><b>Measurables:</b></p> <table border="1"> <thead> <tr> <th data-bbox="861 729 1434 765">Rocks for the Quarter</th> <th data-bbox="1434 729 1567 765">Who</th> </tr> </thead> <tbody> <tr><td>1. _____</td><td>_____</td></tr> <tr><td>2. _____</td><td>_____</td></tr> <tr><td>3. _____</td><td>_____</td></tr> <tr><td>4. _____</td><td>_____</td></tr> <tr><td>5. _____</td><td>_____</td></tr> <tr><td>6. _____</td><td>_____</td></tr> <tr><td>7. _____</td><td>_____</td></tr> </tbody> </table>	Rocks for the Quarter	Who	1. _____	_____	2. _____	_____	3. _____	_____	4. _____	_____	5. _____	_____	6. _____	_____	7. _____	_____	<p>1. _____</p> <p>2. _____</p> <p>3. _____</p> <p>4. _____</p> <p>5. _____</p> <p>6. _____</p> <p>7. _____</p> <p>8. _____</p> <p>9. _____</p> <p>10. _____</p> <p><b>Prioritize</b></p> <ul style="list-style-type: none"> <li>• Identify</li> <li>• Discuss</li> <li>• Solve</li> </ul>
Rocks for the Quarter	Who																	
1. _____	_____																	
2. _____	_____																	
3. _____	_____																	
4. _____	_____																	
5. _____	_____																	
6. _____	_____																	
7. _____	_____																	

# THE gainey's GUIDE



# Core Processes

- ▶ Develop a step-by-step guide for each core process
- ▶ Each step will have sub-items that link to procedures

## HR Process

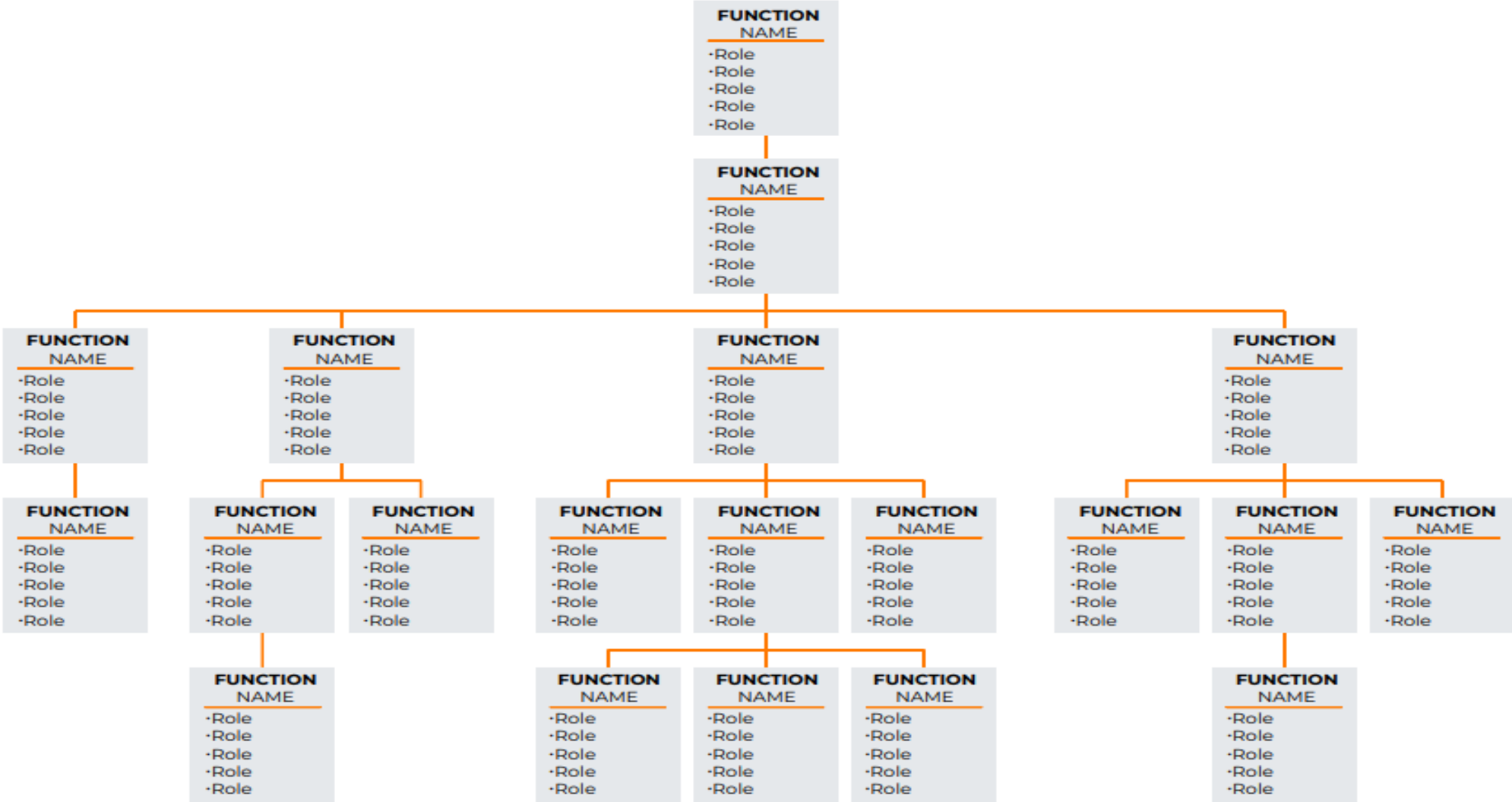
### Step 1: Recruitment

- Evaluate the need with role and job description
- Decide where to search
- Post for the position

### Step 2: Interview

- Evaluate the applicant's qualifications
- Phone screen
- Drug test candidate
- Initial interview with plant tour and profiling tools
- Check references

# Accountability Chart





# People Analyzer

## THE PEOPLE ANALYZER™

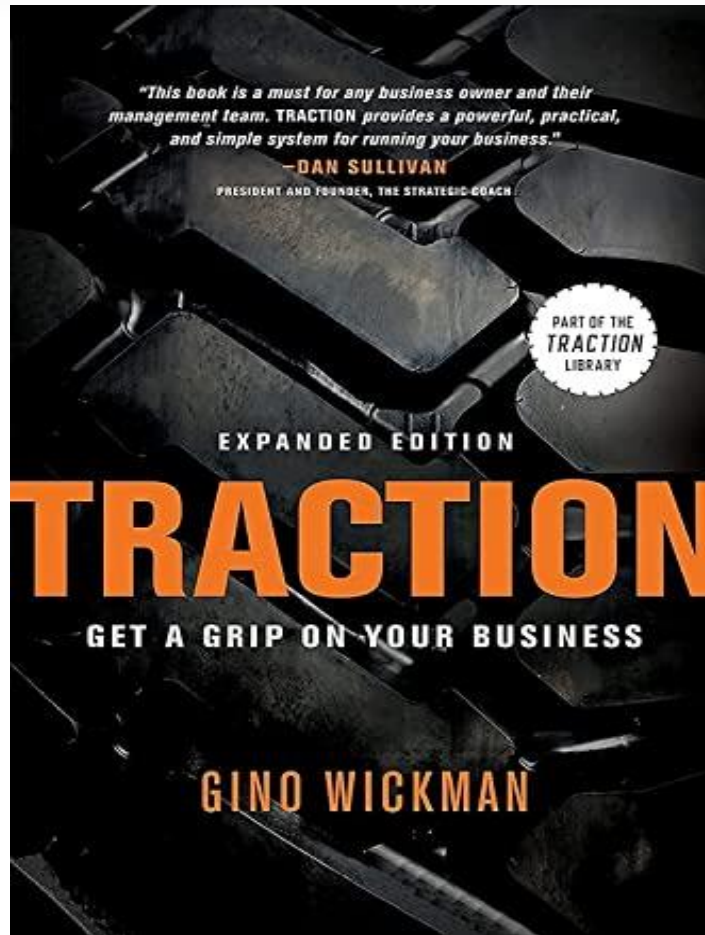
NAME	<i>Integrity</i>	<i>Quality</i>	<i>Passion</i>	<i>Reliability</i>	<i>Innovative</i>	<i>Get It</i>	<i>Want It</i>	<i>Capacity To Do It</i>		

# Company Scorecard

WHO	MEASURABLES	GOAL	3-Mar
SANDY	WEEKLY SALES	\$XXX	\$XXX
	CASH BALANCE	\$XXX	\$XXX
	ACCOUNTS RECEIVABLE	\$XXX	\$XXX
	ACCOUNTS PAYABLE	\$XXX	\$XXX
DEBBIE	PAYROLL HOURS		XXX
MYCHOL	TOTAL \$ QUOTES	\$XXX	\$XXX
	TOTAL \$ PO WEEK	\$XXX	\$XXX
TIM	YDS PRODUCED LAST WEEK	XXX	XXX
	YDS SCHEDULED THIS WEEK	XXX	XXX
BRITTANY	YDS SHIPPED	XXX	XXX
TIM	MANHOURS / YARD	\$XXX	\$XXX
BRANDON	TOTAL INVOICED / # OF WEEKS	\$XXX	\$XXX
BRANDON	\$ INVOICED / MANHOUR		\$XXX
BRITTANY	YARDS LEFT TO PRODUCE	XXX	XXX

# Weekly Meeting

- ▶ Rocks
  - Develop company rocks and personal rocks
- ▶ Issues List
  - IDS: Identify, Discuss, Solve



## Want to know more....

- ▶ Setting Expectations (1-2 hours)
- ▶ Core Processes: Traction (2 hours)
- ▶ Preventing & Detecting Fraud in Your Small Business (1-2 hours)
- ▶ Personality Profiles (1-2 hours)

[sandy@gaineyconcrete.com](mailto:sandy@gaineyconcrete.com)

Any Questions?

