

00:20:50 Kevin Judge: I'm signed up and excited to get this going!  
00:20:57 Ariana Blossom: Reacted to "I'm signed up and ex..." with 👍  
00:20:59 BoldHaus: Reacted to "I'm signed up and ex..." with 💕  
00:21:29 Debora: Just joined. What did I miss  
00:21:37 Staci Clarke: What are the dates for that?  
00:21:46 BoldHaus: Replying to "What are the dates f..."

Sept 18-19

00:22:33 Breath Connection: Hi everyone!  
00:22:57 Staci Clarke: I'll be in town on the 18th with my mom in Delray... Can someone send me the details please?  
00:22:59 Tynisha Coleman: Replying to "What are the dates f..."

I wish I was in South Florida for this!

00:23:08 BoldHaus: Reacted to "Hi everyone!" with 🙌  
00:23:09 Kevin Judge: Reacted to "I'll be in town on t..." with 👍  
00:23:09 Breath Connection: I unfortunately have to leave at 3.30pm so if there's any way to address my question before then, that would be amazing 😊  
00:25:30 BoldHaus: Replying to "I'll be in town on t..."

If you are interested, please use the link to book directly with the company. I would advise to do this ASAP!

[https://studiotour.rendermedia.ai/boldhaus-studio?inf\\_contact\\_key=43ff0ee10c930faacd4b375ffd0197f3](https://studiotour.rendermedia.ai/boldhaus-studio?inf_contact_key=43ff0ee10c930faacd4b375ffd0197f3)

Thanks!

00:27:45 Pat Roque (She, her): Howdy Hey...greeting from the Carolinas...❤️  
00:28:03 Jan Sugar: Hey Pat, from Chicago.  
00:28:09 Joanne Newborn: Reacted to "Howdy Hey...greeting f..." with 🙌  
00:28:13 Pat Roque (She, her): Reacted to "Hey Pat, from Chicag..." with ❤️  
00:29:16 Ariana Blossom: Reacted to "Hey Pat, from Chicag..." with ❤️  
00:29:18 Vernon Ross: Land and expand, really love that saying!  
00:29:21 Ariana Blossom: Reacted to "Howdy Hey...greeting f..." with ❤️  
00:31:57 Ariana Blossom: Reacted to "Land and expand, rea..."

with 👍

00:33:58 Ariana Blossom: Q1: What's at the top of your "to-do list" right now?

Q2: If you could shift one thing about how your direct reports/team/next level leadership is operating by 5:00 pm today, what would it be and why?

Q3: What mission/revenue critical initiative would make 2023 a big win for you if you could get it across the line by year's end?

00:34:21 Pat Roque (She, her): By 5pm...brilliant

00:34:56 Jodi Flynn: Reacted to "Q1: What's at the to..."

with 👍

00:35:00 Joanne Newborn: @Ariana - thank you for posting the questions!

00:35:12 Ariana Blossom: Replying to "@Ariana - thank you ..."

Welcome!

00:38:41 Teri Beckman: So important! I have made that mistake!

00:39:20 Breath Connection: Thank you!!!

00:39:24 Teri Beckman: Reacted to "Howdy Hey...greeting f..."

with ❤️

00:43:13 Ariana Blossom: Make sure you know what the top 2-3 priorities are and where they stand on clarity and consensus (great place for scale questions).

Also, are there any other key players that you need to have short conversations with - especially if they might throw sand in the gears.

Finally, it's fine to add a "rush" premium to your pricing on this - since you're likely to have to really push to make this a win. In our experience, one of the big misses coming out of a lot of off-sites is assigning ownership and accountability. You may also want to consider quick check-ins at 2 weeks post and 4 weeks post to see how things are moving along.

00:47:48 Jan Sugar: What was the NDA comment Phil just made?

00:48:01 Kade Kimber | Oak City Gifts: Replying to "Howdy Hey...greeting f..."

Howdy neighbor! (Raleigh, NC here)

00:48:02 Shereese Floyd: Darn. I'm giving money away. I'm 20% across the board. Geez!

00:48:12 Teri Beckman: non disclosure agreement = NDA

00:48:44 Jan Sugar: Thanks Teri, but he said something specific about checking something.

00:48:49 Teri Beckman: Reacted to "Darn. I'm giving mon..."

with 👍

00:49:01 Shereese Floyd: Replying to "What was the NDA c..."

To get into the practice of doing a mutual NDA before conversations.

00:49:17 Phil Dyer: Reacted to "Howdy Hey...greeting f..." with 👍

00:49:19 Teri Beckman: Replying to "Darn. I'm giving mon..."

Hi Shereese! now you can stop!

00:49:24 Pat Roque (She, her): Or maybe he wants to hold onto that favor for later//

00:49:35 Shereese Floyd: Reacted to "Hi Shereese! now y..." with 😂

00:49:38 Jan Sugar: Ah, thanks Shereese. I didn't hear anything but NDA!

00:49:42 Shereese Floyd: Replying to "Darn. I'm giving m..."

True!!!

00:50:11 Teri Beckman: Mutual NDA means you both agree not to steal each others clients

00:50:25 Ariana Blossom: @Jan Sugar to consider an NDA if they're sharing client information

00:50:40 Teri Beckman: steal

00:50:48 Shereese Floyd: Thanks Phi! Got it!

00:51:02 Kevin Judge: Thank you so much... that was really helpful. Conversation is on Monday.

00:52:20 Phil Dyer: Don't be afraid to politely interrupt and say, "We have X amount of time left and Y # of items on our agenda to get through. I want to make sure we stay on track. Do you have a final thought on that or would you like to move to the next item?"

00:53:10 Kevin Judge: I've stopped people and said, "If I was to put this up as a bullet point... how would you summarize what you're saying?"

00:53:34 Liz Weiner: Reacted to "I've stopped people ..."

with 👍

00:53:39 Teri Beckman: Reacted to "I've stopped people ..."

with 👍

00:53:47 Pat Roque (She, her): Reacted to "I've stopped people ..." with 😂

00:53:59 Joanne Newborn: @quenby - I've had companies where I am a bench member bring me into the meeting have me be the bad cop and keep everyone on time. Do you have an admin or a bench member that can take on this role?

00:54:19 Ariana Blossom: @Joanne, GREAT recommendation!

00:54:20 Teri Beckman: Reacted to "@Joanne, GREAT recom..." with 👍

00:55:09 Ariana Blossom: One option would be to go in with a 1-page Agenda to "make the most of our time together" and have a second parking lot sheet to "capture anything that may come up that isn't

directly related to the meeting topic that we can come back to and address, time permitting."

If you need some flattery, you can say that you always appreciate your wide-ranging conversations, but you have a hard stop at XX:XX o'clock and want to make sure you finalize the workshop in today's meeting.

00:55:19 Tynisha Coleman: Replying to "@quenby - I've had c..."

For some reason, people give me this role too lol.

00:55:26 Joanne Newborn: Reacted to "For some reason, peo..."

with 👍

00:55:56 Joanne Newborn: Reacted to "@Joanne, GREAT recom..."

with 👍

00:56:03 Marlene Chism: Reacted to "One option would be ..."

with 👍

00:56:13 Marlene Chism: Reacted to "@quenby - I've had c..."

with 👍

00:56:28 Pat Roque (She, her): I often have chat opening on phone incase we need to whisper to another in the meeting.

00:56:52 Pat Roque (She, her): Or, a hand gesture. Like taking a sip of water means "time to wind up this thought"...

00:58:14 Dr. Loubna Nouredin, Mind Market Consultants:

Reacted to "Or, a hand gesture. ..." with 👍

00:58:38 Ariana Blossom: @Pat Roque, I like your 007 style!

01:00:47 Phil Dyer: @Tynisha - Also think implications and opportunities for the team.

01:04:58 Ariana Blossom: "Three questions every leader should be asking about AI right now."

01:05:46 Tynisha Coleman: Happy Birthday, Phil! 🎂

01:06:46 Shereese Floyd: I am teaching AI workshops to nonprofits and things I have be hearing are a lot are around data/privacy, bias, efficiency and effectiveness.

01:06:55 Ariana Blossom: Reacted to "I am teaching AI wor..."

with 👍

01:07:29 Shereese Floyd: Additionally, what are the use cases and how to spot it. We've positioned it as not being left behind.

01:08:03 Teri Beckman: Reacted to "Additionally, what a..."

with 👍

01:10:07 Staci Clarke: Reacted to "Additionally, what a..."

with ❤️

01:10:23 Staci Clarke: Replying to "Additionally, what a..."

Thank you @Shereese Floyd!

01:14:35 Teri Beckman: "We have team members that are WeBank certified."

01:16:38 Lisa Smith: Pat, the Prime contractor of the

project would need to be WBENC certified; you would be the sub-prime contractor.

01:17:33 Pat Roque (She, her): Reacted to "Pat, the Prime contr..." with 👍

01:18:29 Gail Bower: Have to jump to another call. Thank you! Very helpful.

01:18:55 Quenby Rubin-Sprague: Got to run to another call. Thank you Phil and Ariana for your wisdom and insights to my question.

01:19:01 Ariana Blossom: Reacted to "Got to run to anothe..." with ❤️

01:20:32 Lauren LeMunyan: Cross-functional communication is poo poo

01:21:12 Ariana Blossom: Check out Lencioni's book The Advantage. It covers the perennial communications issues.

01:21:18 Robyn Hatcher NYC: I also wonder if that answer about hybrid work is the tip of the iceberg that is easy for them to talk about but there is stuff under the water like leadership that is not being discussed.

01:21:20 Kevin Judge: The need for reaching out to ee's intentionally is critical for success. Too many leaders are leaving it to broad communications and chance.

01:21:45 Pat Roque (She, her): Huge understanding gap - why are folks not performing well? Then team says the new boss is too vague, lofty goals...Mid level team doesn't feel clear on HOW TO GET THERE...

01:22:12 Teri Beckman: Reacted to "Huge understanding g..." with 👍

01:22:34 Pat Roque (She, her): Happening at home AND work lol

01:22:38 Teri Beckman: Reacted to "I also wonder if tha..." with 👍

01:22:38 Shereese Floyd: I'm seeing a trend asking for training on brevity -- and not losing empathy. How to cut down on too many meetings/emails -- too many conversations without productivity

01:22:54 Teri Beckman: Reacted to "I'm seeing a trend a..." with 👍

01:23:02 Marlene Chism: No one wants to jump on a quick phone call. It is difficult to make decisions because of too much reliance on back and forth emails.

01:23:12 Tynisha Coleman: Reacted to "No one wants to jump..." with 👍

01:23:56 Marlene Chism: Reacted to "Huge understanding g..." with 👍

01:23:56 Nanette Miner: Reacted to "The need for reachin..." with 👍

01:24:19 Marlene Chism: Reacted to "I'm seeing a trend a..." with 👍

01:26:11 Staci Clarke: I would focus on those elements that

go across the board for both internal & external podcasts. Simply letting them know through your talk that you do XYZ and your clients are those who are do internal podcasting. Then keep giving insight that would help either group.

01:26:52 Robyn Hatcher NYC: @Vernon Use Talkadot and have that as a question.

01:26:53 Lauren LeMunyan: Replying to "No one wants to jump..."

Any time I see "quick phone call" in an email, it makes me cringe and feel like I'm being sold to.

01:26:57 Teri Beckman: Good to see everyone today! Thank you

01:27:07 Vernon Ross: Reacted to "@Vernon Use Talkadot..."

with 🙏

01:27:08 Liz Weiner: Thank you!

01:27:08 Joanne Newborn: Thank you!