

GENISTAR
Financial Freedom For All

Welcome to the
Genistar Journey

Group Leader



Your path to Group Leader by building an excellent team starts here.

What we will explore:

Objectives

Responsibilities

Action Steps for Success

Soft Skills for Progression

What does a good Group Leader look like?

Dolly Bright



Unlock the secrets of becoming a successful Group Leader with Dolly who has walked this path with excellence!

Learn how to build a thriving business, think like a leader, and achieve great results. Discover simple strategies to take your business from good to great and build something that will impact lives..

Advice from Dolly::

- Set ambitious recruitment targets.
- Build a strong team.
- Understand the importance of personal growth and continuous learning.
- Plan to transition from a part-time to a full-time role.
- Master the art of “duplicating” success.



Objectives

The main objective at the Group Leader level is to determine your long-term career path within the organisation.

This position serves as a critical juncture where you must decide whether you aspire to become an Executive Vice President, taking on a full-time leadership role with increased responsibilities and potential rewards, or if you prefer to maintain a part-time position that offers a different work-life balance.

Responsibilities

Your primary responsibility is to lead and inspire other leaders within your organisation.

You must set an example by consistently working on your personal growth and remaining open to coaching.

Your role involves developing a team that can operate independently, preparing you to eventually run your own agency.

Nurture leadership skills in your team members, foster a culture of continuous improvement, and empower others to take initiative.



Action Steps For
SUCCESS

As a Group Leader, your role involves implementing effective systems for leading and developing other leaders within your organisation.

This includes conducting interviews to identify potential leaders and then nurturing their skills through development programs.

A crucial aspect of your responsibilities is to create and implement reward systems that motivate your team to consistently follow the Genistar system. You'll need to focus on developing Field Trainers who can help scale your training efforts.

Additionally, it's essential to master the financial aspects of running a profitable business by understanding key metrics and performance indicators.

By honing these skills and implementing these strategies, you'll be better equipped to build a strong, self-reliant team that can drive the growth of your organisation.

- [ ] Implement effective systems for leading leaders.
- [ ] Conduct interviews and identify your potential leaders.
- [ ] Develop Field Trainers

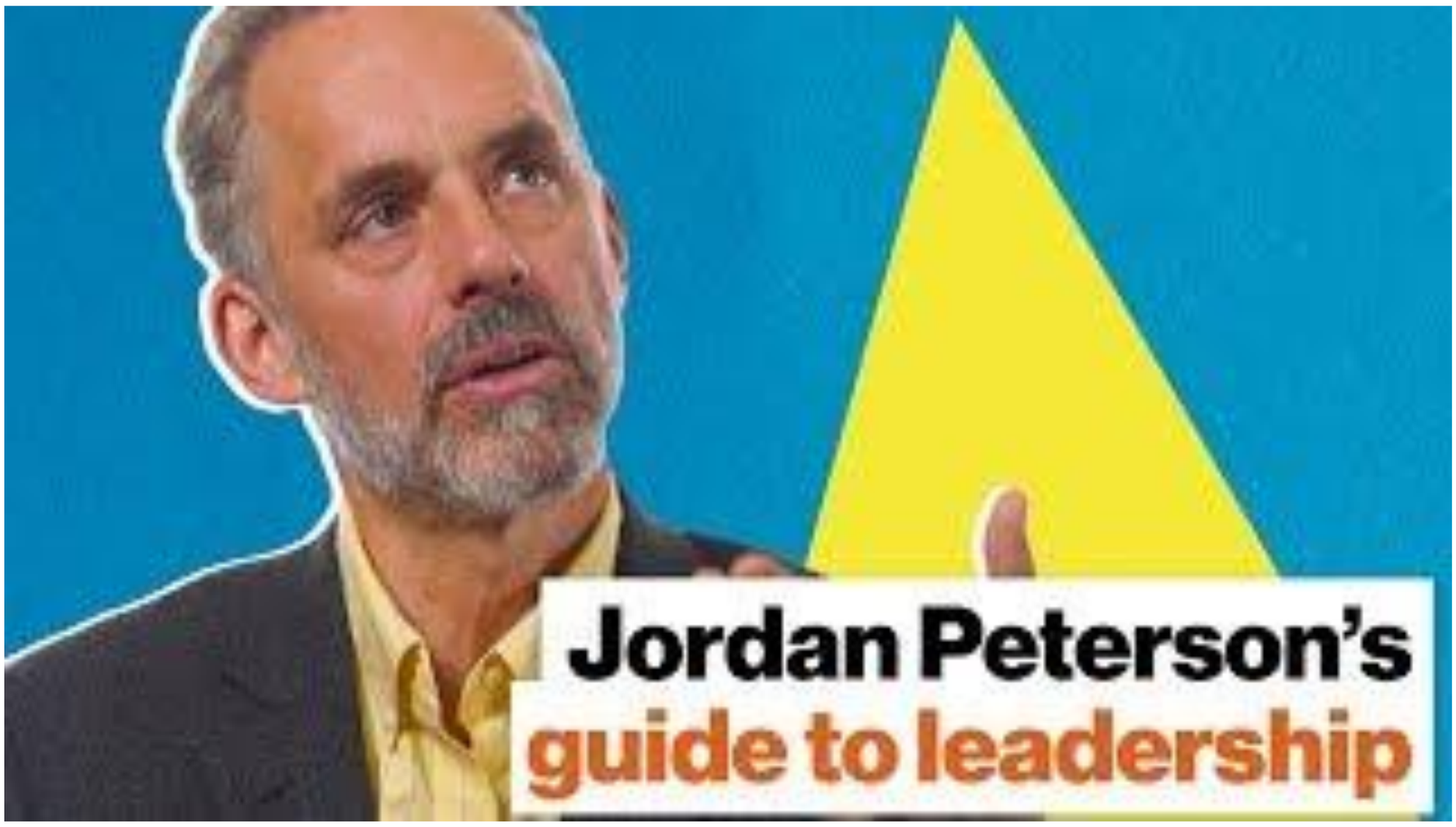
Soft Skills for Transitioning to Senior Team Leader:

- [ ] Implement coaching strategies to help your team to follow the system.
- [ ] Identify and nurture future leaders by helping them develop their skills.
- [ ] Learn the numbers for running a profitable business.

LEADING LEADERS

Implement systems and create an environment for leading leaders

Introduction to leadership of other leaders



Jordan Peterson

Your responsibility is to create a framework that guides your team leaders through each level.

Start by establishing clear expectations and roles, then focus on building strong relationships and trust within your team.

Develop systems to track and improve productivity and results, while also creating mentorship and training programs to develop future leaders.

Finally, strive to embody the values and vision of Genistar, inspiring your team to reach their full potential.

The company events will help you do this effortlessly so make sure you take part in those and bring your team!

- [ ] Watch the video to learn about the Third Party Referral System

LEADING LEADERS
Action steps complete

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Action Steps Checklist

IDENTIFY THE POTENTIAL

Conducting interviews to identify your future leaders

Conducting interviews and identifying potential leaders will help you spend time and energy on those who have the potential to grow.

This process involves more than just assessing technical skills; it requires a keen eye for leadership qualities. When speaking with your team, focus on asking behavioral questions that reveal their problem-solving abilities, communication skills, and capacity to inspire others.

Look for individuals who demonstrate a track record of taking initiative, adapting to challenges, and fostering team collaboration. Pay attention to how candidates articulate their experiences, particularly how they frame team successes and handle setbacks.

Use the STAR method (Situation, Task, Action, Result) to structure your questions and evaluate responses. Remember, potential leaders often speak in terms of “we” rather than “I,” showing their ability to build and motivate teams.

Lean how to recognise potential



Identifying Emerging Leaders
Ron Price



How to Recognise Leaders
Craig Groeschel

- [ ] Watch the videos to learn how to identify potential leaders

- [ ]

IDENTIFY THE POTENTIAL
Action steps complete

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DEVELOPING FIELD TRAINERS

Help your team to become field trainers

Why field training is important



Field Training
Steve Jenkins



Grow High Producing Champions
Gareth Morgan

Focus on identifying individuals with strong communication skills, a deep understanding of Genistar's systems, products, processes, and a passion for mentoring others to become field trainers.

Provide these potential trainers with comprehensive training programs that enhance their teaching abilities and deepen their product knowledge.

Implement a structured mentorship program where experienced field trainers guide newer ones (travel double), fostering a culture of continuous learning and improvement.

- [ ] Watch the video to learn how to develop field leaders

- [ ] FIELD LEADERS
Action steps complete

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Soft skills to transition to **Executive Vice President**

Barbara Anderson-Stewart



Watch this video to gain valuable insights on maintaining a strong connection with your vice president as you advance in leadership, a critical factor for continued success.

You'll come to understand the reality of leadership decisions and their far-reaching impact on others. This will help you prepare for the responsibilities that come with executive leadership.

Advice from Barbara::

- Stay "plugged in" with your vice president as you advance in leadership.
- Develop the ability to remain level headed during crises and turmoil.
- Become more decisive and learn to live with the consequences of your decisions.
- Learn to listen more and respond less impulsively.
- Understand that your leadership decisions will impact others and prepare for that responsibility.

TEAM STRATEGY

Implement strategies to help your team continually follow the system

How to become a coach



In this video Steve Jenkins emphasises how everyone in the audience is a coach and explains the contrasting approaches of coaches and bosses.

Coaches are positive, encouraging, and focused on helping their team succeed, while bosses are portrayed as more self-interested and focused on maintaining their own position.

This highlights various aspects of coaching, including praising people, looking for the best in others, having a strong work ethic, and being passionate about a cause.

Throughout the video, Steve encourages you to adopt a coaching mindset and provides examples of how this approach can lead to better results and more fulfilling relationships with your team.

- [ ] Watch the video to learn about team strategy

TEAM STRATEGY
Action steps complete

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IDENTIFY AND NURTURE

Raise up future leaders for the long-term success of your organisation

This process involves keen observation and strategic development of team members who demonstrate leadership potential.

Look for individuals who consistently show initiative, problem-solving abilities, and a strong work ethic. Once identified, create personalised development plans that focus on enhancing their strengths and addressing areas for improvement.

Provide these potential leaders with challenging assignments that stretch their abilities and offer opportunities for growth. Implement mentoring programs where they can learn from experienced leaders within the organisation.

Encourage them to take on additional responsibilities and lead small projects or teams. Regularly provide constructive feedback and recognise them for their efforts and achievements.

The time and resource investment in these future leaders will not only strengthen your current team but also ensure a robust leadership pipeline for your teams continued growth and success.



Guide to leadership
Simon Sinek



Turn the Ship Around
David Marquet

- [ ] Watch the videos to learn about Identifying and nurturing your team members

- [ ]

IDENTIFY & NURTURE
Action steps complete

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NUMBERS & METRICS

Learn the numbers for running a profitable business

Learning the numbers for running a profitable business is a crucial soft skill for any business owner. This skill involves developing a deep understanding of key financial metrics and how they impact the overall profitability and success of your business operations. To master this skill:

KPI's, Key metrics & benchmarking to success



Examples of Business Metrics
Neil Winteregg



The Business Dashboard
Jason Nazar



How to Pick Key Metrics
Layla Pomper

NUMBERS & METRICS
Soft skills complete

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Action Steps Checklist

Transition to EVP

Prepare for Going Full Time and Have a Part-Time Administrator

Transitioning to full-time and hiring a part-time administrator marks a significant milestone in your Genistar career. This step demonstrates your commitment to growing your business and optimising your time for leadership activities. A part-time administrator can handle essential tasks, allowing you to focus on strategic planning, team development, and client relationships.

Financial Soundness and Good Personal Circumstances

Maintaining financial stability and positive personal circumstances is crucial for Executive Vice Presidents. This foundation allows you to lead by example, make sound business decisions, and focus on long-term growth without immediate financial pressures. Ensure your personal finances are in order and that you have a solid financial plan in place to support your personal goals and business endeavors.

Master Your Market with 100+ Referrals in a 5-Star Market

Aim to cultivate over 100 high-quality referrals in a 5-star market. This network will provide a steady stream of potential clients and team members, fueling your growth.

Master the Business Admin Processes and File Checking

Proficiency in administrative processes and file checking is crucial for ensuring compliance and maintaining high standards within your team. You should have a thorough understanding of these processes to effectively guide your team.

Developing a Full Team Structure (2 Senior Team Leaders, 4 Team Leaders)

Building a robust team structure with two Senior Team Leaders and four Team Leaders is a key objective for Group Leaders. This hierarchical structure allows for effective management, mentorship, and scalable growth within your organisation.

Master the Follow-Up Interview

Perfecting the follow-up interview process is crucial to effectively assess potential team members and clients. This will enable you to make informed decisions about recruitment and client relationships, for long-term success.

Transition to EVP

Must Be Full Time, Have an Emergency Fund and Update Your Financial Plan

Committing to full-time status, maintaining an emergency fund, and regularly updating your financial plan are essential steps for Group Leaders. This financial preparedness provides stability and allows you to focus on growing your business without undue stress or distractions.

Pass the Proprietary EVP Test and Must Be a Skills Coach

Demonstrating your expertise by passing the proprietary EVP test and becoming a skills coach is a key requirement for Group Leaders. This achievement showcases your deep understanding of Genistar's systems and your ability to effectively train and develop your team members.

Acceptable Strong Management Exchange

As a Group Leader, you should exhibit strong management skills and foster effective communication within your team. This includes the ability to delegate tasks, provide constructive feedback, and create a positive work environment that encourages growth and collaboration.

Embody a Business Owner Mindset and Become a Genistar Ambassador

Adopting a business owner mindset and representing Genistar as an ambassador are crucial aspects of the Group Leader role. This involves taking full responsibility for your business's success, making strategic decisions, and actively promoting Genistar's values and mission in all your interactions.

8/10 on the Perfection Checklists

Striving for excellence in all aspects of your business is essential for Group Leaders. Achieving a score of 8/10 or higher on the Skill Set and Mindset perfection checklists demonstrates your commitment to maintaining high standards and continuously improving your operations.