

Thank You for Attending this **Results** Zoom Meetings Live Today and Library Content Soon Powered by YOU NET RESULTS **Continuing Financial Process Thinking** Financial Process is a Process.... When Utilizing YOU TOOLS



You Net Results *Premier* Automotive Guide Brian Gillis





About Brian Gillis...

- 25 Plus Years operating auto repair shops in Texas, Georgia and Colorado, multi unit stores
- Hired and Trained over 2000 staff members
- Budgeting and Profits Brian's Specialty
- Smooth as silk with customers
- Polished and Professional
- Seasoned Automotive Veteran
- Owner and Founder of YOU NET RESULTS





YOU TOOLS.. Confidence

COACHING GROUPS BUILD CONFIDENT LEADERS for Auto Repair Shop Owners and Staff

- Define confidence in you own words
- What do you have to do to become a confident leader?
- What does each of your staff members need to do to be come confident?



YOU TOOLS.. Why? Results Mantra

At **You Net Results**, we facilitate **coaching groups** for auto repair shop owners, so you <u>reach</u> a **turnaround point** where you <u>emerge</u> from the experience moving from a **business owner** to a **confident business leader** <u>eliminating</u> your **silent thieves**.

Reaching your turnaround point

Emerging from your **experience**

Eliminating your *silent thieves*

Reaching – Emerging – Eliminating



YOU TOOLS.. Silent Thief

How long are you going to let *Silent Thieves* rob your automotive repair shop? With **Poor**:

- > Leadership and Management Processes
- > Front Counter Processes *How-to Manual
- ➤ People Staffing Processes *Daily Operations
- > Financial Processes
- > Do YOU need to stop the theft of your future?
- ➤ Are YOU willing to do what it takes? If YOU don't fix the *silent theft* YOU might as well put the key under the door...and not come back tomorrow!





Mastering Your Results Powered by

YNR BIG THREE: 1: Counter 2: Staffing 3: Operations

Brian's Know-How and Experiential SIX

- 1. LD-YNR 0100 Leadership Process
- 2. MG-YNR 0200 Management Process
- 3. GM-YNR 0300 General Manager Process
- 4. FP-YNR 0400 Financial Process
- 5. DO-YNR 0500 Daily Operations Process
- 6. PP-YNR 0600 People Process



Many have discovered in the past...

- Financial Process can be a process!
- Financial Process can be <u>learned!</u>
- Financial Process be <u>taught!</u>
- Financial Process can be "FUN"!
- Financial Process can be systemic!



YOU TOOLS

It's easy to build a Financial Process but it's easy not to!

How-to build Your Financial Process
6 Steps

- 1. Thinking 2. Words 3. Action
- 4. Habits 5. Perseverance 6. Attainment



YOU TOOLS

- Processes and Systems run your business...
 written or unwritten
- People run the Processes and Systems
- Making your business process and systems dependent - Not people dependent - Is the major objective of the Manager



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Today's Think Tank Questions & POV

FAST... Can you take someone on a?
 Financial Savvy Tour
 Of all the YNR Financial Tools
 Plus what other tools you use



• FAST... Financial Savvy Tour / Six Tours

1.

2.

3.

4

5.

6.



YOU TOOLS BIG Four

PLUS Financial \$avvy Language

- 1. TEN Financial Tools
 - Connecting the DOTS
- 2. TEN Financial
 - Knowledge Principles
- 3. Turnaround Point
 - Finding Your Financial Points
- 4. Mastery Money Module

Additional Knowledge Processes



YOU TOOLS ... Financial \$avvy Language

- 1. COG (above the line)
- 2. CODB (below the line)
- 3. Projections + Predictions = Forecast
- 4. Daily Operations SNAPSHOT
- 5. Unloaded labor / Loaded labor
- 6. Discounts
- 7. Rolling Budget (Past-Present-Next 3 Month method)
- 8. Variance
- 9. TRUE NET PROFIT (TNP)
- 10. Working Capital (3 times rule)
- 11. Reserve Fund (3 times rule)
- 12. Accrual VS. Cash Accounting
- 13. Chasing Dollars (Sales versus COG = Gross Profit & Staff Pay)
- 14. Chasing Dimes (CODB Expenses)
- 15. 30% rule



YOU TOOLS Financial \$avvy Language

- 16. Mailbox drive by theory
- 17. 1992 story / 42% / in 2013 it is 63% / 1% increase in CODB per year
- 18. GP target in 2016 66% / 2017 67% / 2018 68% / 2019 69% / 2020 70%
- 19. Indexing the labor guide (1.1 or 1.15 or 1.20 or 1.25)
- 20. Indexing your labor rate 50 cents per month
- 21. Labor Factor .25
- 22. Budget is not a Mirror Image of your P&L
- 23. P&L's do lie Why? How?
- 24. Balance Sheet Cash Leakage
- 25. Green Checkbook story
- 26. Budgeting View of Vital Signs
- 27. TCODB LINK The Hinge of Financial \$avvy



Anchor Financial Process

Reporting MembersJuly 2022

Member#	First Name	Last Name
1	Jim	Ryckman
2	Charlie	Rindom
3	Charlie	Rindom
4	Randy	Rindom
5	Christopher	Gerber
6	Leon and Rose	Kropf
7	Aaron	Roehl
	Nikki	Gilster
8	Pickens	Brian
9	Joe	Evans
10	Andy and Julie	Arndt
11	Jerry	Kaminski
12	Ashlan	Kaplan
13	Jeff	Strausser
14	Keith & Linda	Knowlton
15		
16		
17		
18	Scott	Johnson
19		
20	Lance	Sunderlin
21	Chris	Gorzsas
22	Kevin & Sara	Craddock
23	Kevin & Sara	Craddock
24		
25	Brian & Grace	Beatty
26	Brian & Grace	Beatty
	Dave	Geho
	Tina	
12	Chain	Candon
13	Chris	Goodson



MASTERING your RESULTS

YOU TOOLS TEN Financial \$avvy Tools Connecting the DOTS

- 1. Your P&L
- 2. Your Balance Sheet
- 3. Your POS Reports
- 4. Snapshot Spreadsheet
- 5. Budgeting Plus Many Tabs Spreadsheet
- 6. Trending Spreadsheet
- 7. Your Bank Statements
- 8. Anchor Financial Report (MTD & Monthly)
- 9. ScoreCARD
- 10. Financial Now When Exit Recipes

LD-YNR - 0119 - SOP - Now Recipe

LD-YNR – 0120 – SOP – When Recipe

LD-YNR – 0121 – SOP – Exit Recipe



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash

Bank account growing, liquid assets, reserves, too much cash, inflation issues, 3 times rule, herky-jerky balance sheet good debt, cash flow, size of debt payments,



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash (3 times rule)
- 2. Know your TCODB <u>LINK</u> <The *Hinge* of Financial Savvy Define it, Stacked Up Cash + TCODB,



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard

Look at more then just the day, daily drives you crazy,



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones enough reserve, pay off loans, 100K per month, 1 million per year, being content in life, when is enough money,



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free
- 6. Grow Scale Sell



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free
- 6. Grow Scale Sell
- 7. Investments



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free
- 6. Grow Scale Sell
- 7. Investments
- 8. Recipes for Now When Next

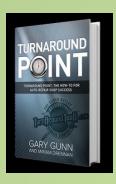


- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free
- 6. Grow Scale Sell
- 7. Investments
- 8. Recipes for Now When Next
- 9. Owner Pay Plan



- YOU TOOLS...TEN Financial Knowledge Principles
- 1. Stacking Up Cash
- 2. Know your TCODB
- 3. Daily Scorecard
- 4. Set dates for Financial Milestones
- 5. Become Debt Free
- 6. Grow Scale Sell
- 7. Investments Types and Ways
- 8. Recipes for Now When Next
- 9. Owner Pay Plan
- 10. True Net Profit Distribution Plan (Completed 8.16.22)





- YOU **TOOLS Turnaround Point**Finding Your Financial Point
- POINT 1
- AUTO PROFIT MAXIMIZING: A Primer P. 11





- YOU TOOLS Turnaround Point
 Finding Your Financial Points
- POINT 2
- CHECKING UNDER THE HOOD:
- The Complete Cost of Doing Business P. 21





- YOU **TOOLS Turnaround Point**Finding Your Financial Points
- BUDGETING FOR PROFIT p. 61



4. Mastery Money Module



Additional Knowledge Processes

- Mod 3 Worksheets
- FN-0001 Emyth Money Fundamentals
- A FN-0010 Your Accounting System
- FN-0020 Financial Statements that Make Sense
- 🔑 FN-0030 Your Basic Operating Budget
- 🔑 FN-0040 Your Cash Plan
- FN-0050 Business Control Systems
- FN-0060 Business Development Process

- FN0010_YourAccountingSystem
- FN0020_FinancialStatementsThatMakeSense
- FN0030_YourBasicOperatingBudget_pg.20-25
- FN0030_YourBasicOperatingBudget_pg.26
- FN0040_YourCashPlan_pg.21-23
- FN0040_YourCashPlan_pg.24
- FN0050_BusinessControlSystem
- FN0050_ENH_ReportCard
- FN0060_ENH_PricingGrid
- FN0060_FinancailStrategies_pg.22-23
- FN0060_FinancialStrategiesRightPath_pg.24-26



Financial Process 5.24.22

We need your help survey! So you can create Your Best Results.

- What is the toughest process, for you to do in your financial woit-time?
- Where do you get lost?
- What is it that you never complete?
- Are you trying to do too much?
- What do you need to implement?
- What do you need to stop doing?



YOU TOOLS...Agenda

Brian's Know-How and Experiential

0400 – Overall Financial Process

SOP Formation and Review and Update

- 0401-1-Eight Financial Tools (covered 12.15.20)
- 0401-2-Financial Language (covered 5.2.20) (covered 4.13.21)
- 0401-3-QuickStart Financial Savvy
- 0402—Budgeting for Profit Spreadsheet (covered 10.20.20)
- 0402–1–TCODB / METER
- 0402–2–TNP (True Net Profit)
- 0402–3–Stacking Up Cash
- 0402–4–Chasing Dollars vs. Dimes
- 0403 Snapshot (covered 2.16.21)
- 0404 Trending Tool
- 0405 Your P&L
- 0406 Your Balance Sheet



YOU TOOLS...Agenda

Brian's Know-How and Experiential SOP Formation and Review and Update

- 0407 Overall Anchor Financial Report (covered 11.17.20 Anchor)
- 0407–1-SOP–Sawtooth Page YTD and Monthly (covered 12.8.20 Anchor)
- 0407—2-SOP—Summary of Cost Page YTD and Monthly (covered 2.9.21 Anchor)
- 0407—3-SOP-FIVE Financial YOUTOOLS Review (covered 6.8.21)
- 0407–4-SOP-Collateral Damage & Repair & Consequences (covered 7.13.21)
- 0407–5-SOP-Would you pay 50K for a Technician?
- 0407–6-SOP-Career Path for a Service Advisor
- 0407—7-SOP-Credit Card Fees Profit Eaters (covered 3.22.22)
- 0407—8-SOP-TCODB Tracker (covered 4.19.22)



YOU TOOLS...Agenda

Brian's Know-How and Experiential
SOP Formation and Review and Update

0408-Top 10 Making Money Made Simple by Brian Gillis

(covered 10.24.20 at 360 meeting)

- 0409-SOP-A Methodical Set of Questions FINANCIAL STATEMENT
 ANALYSIS Questions to ask and Observations to make
- 0410-SOP-ScoreCARD How-to (Quarterly Review 10.25.22)
- 0411-SOP-Credit Card Points or \$ Usage (covered 8.31.21)
- 0412-SOP-Bottom Line Price Grid / Mastery FN-0060 Reference



Financial Now - When - Exit - Recipes TOP FIVE

LD-YNR - 0119 - SOP - Now Recipe

LD-YNR – 0120 – SOP – When Recipe

LD-YNR - 0121 - SOP - Exit Recipe

Ingredients

Now Recipe When Recipe

Ingredients

Exit Recipe

Ingredients



MASTERING your RESULTS



YOU **TOOLS.. Agenda for 5.24.22**

Brian's Know-How and Experiential SOP Review and Update and Formation

- 2021 Version of Monthly Reporting Template (Excel)
- 2021 Version of Financial Reporting Format (Word)
- Most Current Month 2021 Anchor Report Review using SOP 407
- 0407-SOP—Overall Anchor Financial Report
- 0407-1-SOP Sawtooth Page YTD and Monthly
- 0407-2-SOP Summary of Cost Page 6 YTD and Monthly Page 16
 Page 6 One Things Exercise
- 0407-2-1-SOP-Anchor Low Hanging Fruit Exercise Template_YNR
- 0407-3-SOP Financial YOU**TOOLS** Review (covered 6.8.21)
- 0407-4-SOP Collateral Damage & Repair & Consequences (covered 7.13.21)
- Show and Share Anchor Library Documents to Download



MASTERING your RESULTS



YOU **TOOLS.. Agenda for 5.24.22**

Brian's Know-How and Experiential SOP Review and Update and Formation

- 2021 Version of Monthly Reporting Template (Excel)
- 2021 Version of Financial Reporting Format (Word)
- Most Current Month 2021 Anchor Report Review using SOP 407
- 0407-SOP—Overall Anchor Financial Report
- 0407-1-SOP Sawtooth Page YTD and Monthly
- 0407-2-SOP Summary of Cost Page 6 YTD and Monthly Page 16
 Page 6 One Things Exercise
- 0407-2-1-SOP-Anchor Low Hanging Fruit Exercise Template_YNR
- 0407-3-SOP Financial YOU**TOOLS** Review (covered 6.8.21)
- 0407-4-SOP Collateral Damage & Repair & Consequences (covered 7.13.21)
- Show and Share Anchor Library Documents to Download



MASTERING your RESULTS



YOU TOOLS.. Agenda for 5.24.22

Brian's Know-How and Experiential SOP Review and Update and Formation

- 30k GP \$ challenge to increase during the last 6 months of 2021
- 0402-SOP Budgeting for Profit Spreadsheet (How-to use it)
- 0402-1-SOP-TCODB / METER (True Cost of Doing Business)(Covered 7.7.2020)
- 0402-2-SOP-TNP (True Net Profit)
- 0402-3-SOP-Stacking Up Cash Building Working Capital and Reserve
- 0402–4-SOP-Chasing Dollars vs. Dimes
- 0402-5-SOP-Budget Goals (Covered 12.14.21)
- 0403-SOP Snapshot
- 0404-SOP Trending Tool
- 0407-5-SOP-Would you pay 50K for a Technician?
- 0407-6-SOP-Career Path for Service Advisor
- 0410-SOP-ScoreCARD how-to



MASTERING
your RESULTS



YOU TOOLS.. Agenda for 5.24.22

Brian's Know-How and Experiential
SOP Review and Update and Formation

0412-SOP-Bottom Line Price Grid

22-412-SOP-FN-0060 Business Development Process

Mastery Reference

17-118-Financial_Recipe_Spreadsheet_YNR



- What would it take to move up the scale?
- What will you do tomorrow?
- What will you start doing?
- What will you stop doing?



YOU TOOLS Email Received 7.6.20

- My older brother Bill came to me this a.m. & said I need to talk.
 Very serious... He told me how much was in our reserve account as of last week, & he planned to add more today. Gary, that fully funds the 90 day reserve account. That makes 2 out of 3 done.
- Financials on the mechanical side of our business are showing net profit to-date at a little over 16% for 2020.
- Bill said he didn't understand how. I told him that God owned this business, he had entrusted us to run it according to his will. And I believed he's blessed Jim Smith's Garage accordingly. Now I said we should use it to praise & glorify him.....
- We'll now start to work on the owner's account. Gary thanks again for all you've taught me & others.
- Rhett Smith of Jim Smith's Garage



What are? Financial Process YOU TOOLS

- They are built for YOUR NET RESULTS
- Designed to help YOU be in Process
- TAP Turnaround Point Book...Gary Gunn's Voice in Print and Audio (Point 5 page 61)
- Moving from business owner to business leader (BO to BL)
- Financial Process Silver Bullets do not exist



YOU TOOLS

- Three "P" Triangle People-Process-Profit
- Five YOUTOOL Player
 - 1. Financial 2. Leadership 3. Management
 - 4. Strategic 5. Tactical
- WOIT Working on it Tuesday
- Your Perfect Shop by Hunt Demarest (<u>FREE E-Book</u>)



YOU TOOLS ... Financial language

- TRUE cost of doing business
- + Personnel cost \$_____
- + Operational cost \$_____
- + Building Expenses \$_____
- + Debt payments \$_____
- + Profit \$_____
- + Taxes \$_____
- + Working capital buildup \$_____
- + Reserve amount buildup \$_____
- = \$ **TCODB**



YOU TOOLS EIGHT Financial Tools

- 1. P_____
- 2. B
- 3. P_____
- 4. S
- 5. B
- 6. T
- 7. B
- 8. A_____



YOU TOOLS EIGHT Financial Tools

- 1. P&L
- 2. Balance Sheet
- 3. POS Reports
- 4. Snapshot
- 5. Budgeting for Profit Spreadsheet
- 6. Trending Spreadsheet
- 7. Bank Statements
- 8. Anchor Financial Report



YOU TOOLS

• 1. P&L...it lies to you, it is set up to pay taxes, revenue, depreciation, CODB, multiple view, gross and net profit (tax based accounting GAAP, does not tell us the principle paid out on notes, operational expenses, it tells us about COG Cost of Goods, casting auto repair specific chart of accounts and what them in a set manner, such as technician labor as a COG, what are the discrepancies between the POS to P&L, not taking inventory and adjusting COG accordingly,



YOU TOOLS

• 2. Balance Sheet...different than the P&L, loan value due, assets, liabilities, cash position, they leak money not showing on P&L, by paying a dividend, by debt retirement of principle position of the loan, inventory values going down, increasing A/R or not written off every 90 days – repost to revenue if collected, warranty and returned goods, cores, draws taken out, rent deposits, balance sheets must balance, capitalized tool and equipment purchases, retained earnings paid out, loaned money to the company by owner and paid back to owner,



YOU TOOLS

• 3. POS System and Reports...sales report, COG, cost of labor, accuracy issues on parts cost and labor cost, gross pay is the labor cost / hours billed in POS = the labor cost per hour billed to be updated at the end of each month, compare POS number to the P&L and determine what it takes to get it closer, significant deviation in numbers must be audited and improved,



YOU TOOLS

4. Snapshot...This is your Scoreboard...TCODB True Cost of Doing Business used to show or daily TCODB, GP status, closed Repair Orders, share good and what is not so good, zero or above and in I43 cell, TCODB > the story is all about adjustments to be made, how well are we doing, don't have to wait for P&L to come out to know how well you are doing, increasing or decreasing money, staying true to the concept, car count, winning or losing daily, report card, scoreboard, COG column E must be an accurate audit daily, performance indicators, set goals for how many days you want to win, don't pay incentives off of the Snapshot unless audited,



YOU TOOLS

5. Budgeting for Profit Spreadsheet...historic data, some from the P&L, some the Balance Sheet, come of POS, check register, for profit, taxes, payables, bad debt, all revenue in and all money flowing out, profit as an expense, projection + predictions = forecast is the budget, do above line 47 for tab 3 / 6 / 12 month plus current month budgeting for, input in trending tool analyze, do forecast before moving below line 47, view profit as an expense equal to 10% of sales budgeted, view working capital and reserve buildup as expenses, this is not breakeven,



YOU TOOLS

 6. Trending Spreadsheet...takes numbers off the budget sheet and trends them, input numbers for 3 / 6 / 12 month tabs, year before and in column D with those numbers on the budget form, those transfer to the trending tool, column H now transfers to G on your budget spreadsheet, projections are now done, average versus a tend, we can apply trend to numbers, wants filled now we have a landscape of numbers to review and they will reveal what is truly happening in your business,



YOU TOOLS

• 7. Bank Statements...great cash flow statement on your business, money deposited and money taken out, reconcile our bank accounts and we can really see our cash positon at the end of every month, stacking up cash, rack all money to the bank and make all vendors and outgoing are to real entities,



YOU TOOLS

• 8. Anchor Financial Report (Optional)....side by side comparison of operational numbers, it is not an exact copy of your P&L, combination of number from varies areas of your business, we can now set industry benchmarks with in the reporting shops, setting a certain parameter for reporting and a set of accounts, tell of the tap, compare and analyze where you could improve and where others are, 10 people wanted compare their companies all we was the P&L that would very difficult to do perhaps a very long unproductive process,



YOU **TOOLS**

CASH FLOW

REDUCE CASH OUTFLOW

- Cancel no/low benefit expenses (e.g. app subscriptions, entertainment)
- Business owners cancel no/low benefit personal expenses (reduces personal income need)
- Renegotiate terms with required recurring and one time expenses (lease, capital equipment)
- Seek new terms/extensions from vendors/suppliers

INCREASE CASH INFLOW

- Proactively address borrower/lender matrix to ensure continued cash flow
- Introduce new payment options (0% financing, credit card, ACH, cash discount, etc.)
- Use the "what can you afford?" strategy with at-risk-for-defaulting clients
- Don't change your Profit First percentages (yet)



YOU TOOLS

STRATEGIC PLANNING

MAINTENANCE

- Schedule regular (weekly/bi-weekly) financial debrief with financial/profit advisor
- Evaluate offering mix, focus on high margin products/ services (reduce/remove low margin)
- Evaluate client mix, focus on historically financially well paying clients
- Enhance communication rhythm with clients (more frequent, shorter communication)

GROWTH

- Opportunity to focus recession resistant clients/ opportunities (staples, food, vice, funeral)
- Market to the Transitioning Ten Percent clients leaving large competitors
- Enact "bold" moves acquiring unprepared competitors, amplify marketing, raising prices



YOU TOOLS

DEBT MANAGEMENT

DEBT CONTROL

- Don't take on new debt to maintain "business as usual"
- Use extreme caution with debt leveraging (use of debt for high probability returns)
- Use extreme caution with debt bridging (use of debt to cover short term cash flow dips)
- Renegotiate debt for better terms (interest, installment frequency, length of loan)

DEBT PLANNING

- Consolidate and refinance debt
- Maintain excellent personal financial status to keep high credit rating if debt needed
- Avoid credit card debt (avg. APR 17.3%) (0% starts can go to 29%)



YOU TOOLS

ACCOUNTING

PROACTIVE

- Set up new GL Account(s) for unique circumstances (eases reimbursements and recasting)
- Evaluate inventory turn. Tighten turn on moving product, eliminate nonturning products
- Review accounting system automated invoicing collection sequence (verbiage, frequency)
- FUTURE PLANNING
- Conduct comparative analysis of prior years, months (distinguish cause and effect)
- Evaluate client history to proactively determine where you can make terms concessions



YOU TOOLS

TAX

PROACTIVE

- Treat tax estimates as due on April 15, June 15, Sept 15, Jan 15 (even if extension occurs)
- Start or maintain a bank account for TAXES











YOU TOOLS

- Slight Edge book by Jeff Olson
- Lotus Code by Mark Yarnell
- E-Myth Mastery Leadership Module
- LWOBAS
- SMS SBS STS SPS
- No Reverse Club



YOU TOOLS

John C. Maxwell

- Five Levels of Leadership
- 21 Laws of Leadership
- Developing the Leader With YOU
- Developing the Leaders Around YOU



YOU TOOLS

- Go for No by Richard Fenton & Andrea Waltz...
 Go For No Breakthrough Pak (BUY Link), Hard Copy of Book (BUY LINK), 2 CD Pack Audio (BUY LINK),
- Coaching for Improved Work Performance by Ferdinand F. Fournies (BUY Link)



YOU TOOLS

- ALL-In ATL Community (Web Link)
- Addicted to Life (ATL)by Rob Rowsell (BUY Book)
- ATL Quarterly Strategic Action Plan
- ATL 8 Step Building Blocks
- ATL Action Guide (Get it Link)

