



Leadership Lessons to Strengthen Your Enterprise

March 30, 2021

WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor



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Financial Health

Financial Health does not exist without...

CULTURE!



Team Culture

- ✓ Understand what each team member is **good at**
- ✓ Ensure the team knows the “**WHY**” (Purpose, Goals, Mission)
- ✓ Be prepared to **listen** (Repeat, Repeat, Repeat.....)
- ✓ Create **total trust** – this can help achieve more of what you want at faster speeds (Transparency)



Three Types of Team Members



CONTENT



CLIMBERS



CHALLENGERS

“Most of us are ordinary people doing ordinary things in an exceptional way.”

The four essential elements of the CLA Promise

OUR PURPOSE

CLA exists to create opportunities — for our clients, our people, and our communities.

OUR PROMISE

We promise to know you and help you.

OUR CLA FAMILY CULTURE

We're one family, working together to create opportunities.

STRATEGIC ADVANTAGES

- Deep industry specialization
- Seamless, integrated capabilities
- Premier resource for private business and owners
- Inspired careers



Accountable

Doing what you said you were going to do...to the best of your ability, on time, **without needing to be reminded!**

Accountability requires preparedness to listen and it will enhance trust...**it starts with the Leaders!**



Rhythm

(When times are going well)






HOW DO WE
KEEP IT GOING?



HOW DO WE
STRENGTHEN IT?

WHAT STOPS IT?

Rhythm of Business

-  Vision (“WHY”)
-  Achievement
-  Decision Making Meetings
-  Learning and Development
-  Connection – Energize it Daily



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