

Adapted from "Ready Right Now" - various sources

You are a decision away from becoming a National Sales Director.

Author Eric Hoper says in times of profound change those who choose to learn will inherit the earth. Those who refuse to learn will find themselves adequately equipped for a world that no longer exists. The world keeps changing and people are different and it's all about growth and progress. If you are still operating out of things that use to work then you are going to find yourself you will be awoken by the reality that the world has moved forward and you have been left behind.

Quote from: Edward Stemming (a changed agent) when the majority of the people perform the same way majority of the time the issue is not the people the issue is the system and it's the leader's responsibility to fix it. If you are getting the same results or worse you've always gotten and yet you have new people coming into the unit - then the people is not the problem - God is not sending you the wrong people - the problem is the system. Meaning you are plugging your new people into the existing system - and the danger in that - the system by design is created to produce average. Whatever your average your system supports the maintenance of that average. Averaging \$20,000 w.s. plugging a new person into your system is going to help them perform the way your existing consultants are performing. If your systems are performing \$4,000 a month plugging a new person into your system is going to create more of the same. So you are not going to get a \$10,000 w.s. month out of new consultants who are plugged into a existing system that is producing \$4,000. God would not give you 1000 of new people in the course of your journey and they all be the wrong people. Consider you may not have been the right coach for the people you have had but it's not your fault. You are the gift but you are also the curse if you are unchanged. New people: every new person comes into one of 3 categories: Read Right Now category - they have gifts, talents, availability, Ready to lead on Day 1, abilities, experiences, willingness; Not Ready Right Now but can get ready over time (good for getting better skilled, more confident, better words, better with their time - they can become powerful leaders. Never Going to be ready people - means that it's not possible but the time effort and energy that you would need to dedicate to them to be ready to be a leader is not worth your time - it's a year's worth of work for very little outcome - not a good investment.

With a new team member - inner view not a interview

"inner view" - inside picture of who that woman believes she is, not who you want her to be , not who you expect not her sad story but her success story and you need to know who she believes she is as quickly as possible. Leaders make their money at the point of decision. If you are not making a quick decision about which one of those 3 categories she falls in, you are not making money - she's making no money - no one is making any money - can't live in state of confusion or state of hovering over this decision you've got to be quick with your decision and the ability to make a quick decision comes from knowing her picture of herself. She does the interview - she said yes to the business, so now it's time to do the inner view and inner view asking her

questions about who she believes she is, so tell me about yourself, dreams, what she would like to accomplish, why did you say yes to this opportunity. what are your fears? what would possibly get in the way of holding you back. How will know when you are operating out of fear versus operating out of the decision that you made to say yes from passion and your dreams. Asking her those questions - what brings a smile to your face - let's fast forward your life a year from now - because we only have two things - our memory and your imagination. Now that I know what has happened up to this point I want to know what you expect from the future. What would be a dream come true experience that you would like to have in your life a year from now. She is going to start to reveal a picture she has of herself in her mind and from there you are able to make a very educated decision which categories she falls into. You don't have the power before that - you only have the power when you have the answers to those questions that come from her no one else. Stop guessing about what you think she would be excited about. Once you have the power of knowing what she expects from herself - then you will know if she is Ready Right Now - which means she goes into your hip pocket - you will get results immediately.

Offer them an opportunity to have success right now!

So glad you decide to own your own business and so excited to work with you - As your sales director, I am your mentor, your personal coach. My job is to help you have success from day one and continue to have success throughout your journey. So the first thing I want to find out from you the women in your life that you have their back they have your back you love them they love you just because you are in, they would say yes - who are those women 18 yrs and older that fit that description? She may tell you - mom, daughter, lady from job, etc. Get 3 or more of those women to be your power partner because you will enjoy the journey so much more when you have a power partner that you love and has your back to climb the ladder of success with you. So the first goal is to get 3 or more of those women to be your power partner in your first 7 days. Put a deadline on to create a sense of urgency. After conversation and she's ready to lead immediately and get on the phone 3 or more have her back and to say yes to be power partners: I am so excited I just signed to be a beauty consultant and first thing I need to do is to find women that I love the most to ask to be my power partner - I'm not asking you to say yes to the business, I'm asking you to say yes to me. First thing I need to share the products with you and after we do that, we'll sign you up to be my power partner. There is a woman who has been assigned to our success (my director) and she is going to have a phone call with you to explain what you just said yes to and explain how you can get started and how we can partner up to do amazing work with this company. Are you in? She says yes to supporting you - not to be a consultant until she has a facial and has the company info .

Facial/Class with friends - sign up - and then repeat above. One recruits turns into 3 and then you multiply with people they naturally have in their life. Then you coach them re products, facials, parties - all the training. They are going to get a yes with 3 women they know to get the fire started - at their first meeting - they are a star team building -

red jacket and guests. It's a fast completely focused effort with those Ready Right Now women.

The ones that are not Ready Right Now - you will have a debut, and work with them as usually do - inventory talk, power start. But with the woman who are Ready Right Now you want to get big results quickly to get the fire started immediately.

Ready Right Now are woman that already think like Champions. The Power of One - you need 20 individual women to become a national sales director. 5 individual you are treating differently - that's 5 new offspring. Accept the thought that there are woman who on day one that signed their agreement that they are qualified to lead in this company.

A new thought - why would you plug in a woman who is making multi-million dollar decisions as a corporate American employee or as a leader in her family and household and treat her like a 3rd grader when she comes into MK. Why wouldn't you want her to get her off to the best start that she could get off by treating her like a champion, tapping into her strength celebrating what she does well naturally & put her on our success program that moves her quickly through our marketing plan up the ladder of success so she can claim the position she so rightly deserves. And that the leadership position. The mentality use to be women can't come into this company and lead right away. We need to break that mentality. But women are ready to lead today on day one - because of their life experiences that we need to tap into and they have human resources called family, friends, coworkers that are ready to make a decision because they made a decision. Of course you are not going to grow her whole new unit off of this concept calling people saying doing it because I'm doing it. No, it's the spark that creates the fire because you have no spark - right now - because you are plugging new people into your existing system and your existing systems are not hot because if they were hot you would be moving in the direction of developing multiple leaders every year. If it's not happening - the definition of insanity is to continue to do the same and expect different results so basically you are on the slow road to death producing results if you are not willing to change the system so you can get the results you really want. The concept with your new people.

Change takes time but be willing to give it a shot.

In the conversation with the new recruit - give her a choice - I can teach you how to have these conversations and you can do them by yourself, or I can do them with you. If she's a D-she may say teach me and then I'll do. If she's a C-she may say do them with me.

Get them enrolled to be a support person first, then share the product with them, and then the opportunity.

Capitalize on the yes to the opportunity now and then another win with a new team member. Work with their relationships they bring, and their strengths from day one.

- #1 Reason to hold parties is to find your offspring directors
- #2 reason to hold parties to find team members to help you build a successful unit for Cadillac/trips
- #3 reason for bookings,
- #4 reason for referrals,
- #5 reason - profit for sales

Ready Right Now – Purpose of the Party

The **Ready Right Now** Program is designed to move more quickly to create leaders. Systems are maintenance. They are created to keep the bottom from falling out. Systems only create averages. Mary Kay now has a few players and more managers. This is a Multiplication of the Pearls of Sharing to create Leaders Right Now with a Forever Successful Program. You can create 2 DIQs in a week without all the Mary Kay history.

Purpose of the Party is to find Sales Directors and the Events are to find the National Sales Directors.

1. Find **Offspring Sales Directors** at every class.

Who did you meet at your Party that is ready to become a Sales Director?

2. **Team Members** not ready to lead right now but will agree to go thru the process.

Who did you meet at your Party who is ready to become a Team Member?

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3. Referrals

How many referrals did you get? _____

4. Bookings

How many bookings did you get? _____

5. Sales

How much were your sales? \$_____

Ready Right Now – InnerView Training

Call immediately to find out the 4 P - Picture, Purpose, Passion and Possibility

You should INNERview her and be impressed by her with the 4 questions you will ask. Ready Right Now!

Hello ____, this is _____ Sales Director. Your recruiter _____ said I would call. Mary Kay has assigned me to your Success! I am your mentor and coach. I just have a few questions to ask you that will take about 15 minutes.

PICTURE - Tell me a little about yourself?

She will tell you about her life journey up to this point happy or sad of her past. If she volunteers her future goals she is a LEADER.

PURPOSE - What brings you joy? This will be about the people or things that are important.

PASSION - Tell me about a time when you were successful and what about that experience you enjoyed the most?

This will let you know if she is a Boss or a Team Player. Boss (Gloria Mayfield Banks) will respond to Sky is the Limit, Record Breakers, we can make it happen today. Team Player (Lisa Madson) will respond to Steady steps, progress to move forward.

POSSIBILITY - Let's fast forward to your life a year from today, if money and time was not an issue, what dream would you like to be living? Dreams you can do everything you can do nothing with problems.

What I just heard you tell me, has me convinced you're ready for Mary Kay's Leadership Program right now. So your first win, would be to **add 3-5 Power Partners in your first 7 days of the business.**

A Power Partner is someone who you are already in a relationship with right now. You love them, they love you. They have your back and you have theirs. So let's talk about the women in your life who fit that description, 18 or older. People who love you unconditionally, she will name some women.

We have your list of Power Partners. **What do you like the most about her?**

We can handle this one of two ways. I can teach you how to get the YES or work with you until you feel comfortable then I will let you handle the rest. Which do you prefer? (D – I – S - C) Ask the question because you do not know what personality you are talking to. Let her decide how she wants to work.

Family or Friends: Sound Normal (don't teach scripts – focus on roll playing) – New Contacts (scripts)

Family - How do you talk to your family? Girl guess what I signed my agreement with Mary Kay so my first win as a Beauty Consultant is to invite people who I love the most with the energy, excitement and zest for life and who might even just have a positive outlook on life to be my Power Partner. I immediately thought about you and I'm asking you to have my back on this, Will you do it? (No facts or stats)

Ready Right Now – InnerView Sheet

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What I just heard you tell me has me convinced you are ready for Mary Kay's Leadership Program right now. So your first win, would be to **add 3-5 Power Partners in your first 7 days of the business**. A Power Partner is someone who you are already in a relationship with right now. You love them, they love you. They have your back and you have theirs. So let's talk about the women in your life who fit that description, 18 or older and who love you unconditionally.

Power Partners

What do you like the most about her?

We can handle this one of two ways. I can teach you how to get the YES yourself or work with you until you feel comfortable then let you handle the rest. Which do you prefer?