

# PEER TO PEER NETWORK

---

Connect | Share | Learn | Rise | Inspire

It's our differences that we learn from.....

---

“A Team is a group of people who may not be equal in experience, talent, or education but in commitment”

Patricia Fripp

# Our AGENDA

## Session A: 9:00 – 10:30 | Connect | Share |

- Pledge and Commitment, Get LinkedIN with us
- Creating Your Peer Group Focus

## Session B: 10:45 – 12:00 | Learn |

- Intuitive Entrepreneurs, Business Building Blocks
- Current Reality Check

## Session C: 12:45 – 3:00: | Rise | Inspire |

- Rise to YOUR challenge, Trust and Mentor
- Celebrate Strengths, Successes, Next Steps

# CONNECT | What peer to peer is....

- It is an extension of LO's community for mutual benefit
- A conduit to access and participate in crowd sourced creative solutions .
- A supportive community of like minded colleagues who have had similar problems, share 'mission critical' challenges, and offer sage advice
- Driven by group goals, facilitated by peers
- **A Network of colleagues moving forward.**

# CONNECT | What peer to peer is....

## Breaking the Sector Barrier:

- Learn creative solutions by brainstorming with people who actually 'do' different work than you.... The key to success in the Peer network isn't about your technical skills, it's about leveraging, sharing and improving your management and visionary strengths, as well as identifying and mitigating weaknesses.
- Sometimes, the best solutions come from a fresh set of eyes....

# CONNECT | Pledge and Commitment

- Our Pledge to each other is:
  - To honor confidentiality,
  - To respect vulnerability,
  - To offer sincere advice,
  - To rise above judgement,
  - To inspire peers with hope
- Our Commitment to our Network is:
  - To participate regularly in online discussions
  - To engage in Face to Face sessions – ensuring success for all
  - To follow up when we say we will

# CONNECT | Peer to Peer Network Touch Points

- LO's LinkedIn 'Peer to Peer Network'
- Sub Groups (?) for Peer to Peer Topics....
- Email contact with each other: Google Groups  
[peertopeer@landscapeontario.com](mailto:peertopeer@landscapeontario.com)
- Email contact with us: [info.peertopeer@landscapeontario.com](mailto:info.peertopeer@landscapeontario.com)
- 4 Half Day Sessions in 2015:
  - London (March), Durham (July), Milton (September), Ottawa (November)
  - Topics – driven by YOU... Determined today
- Annual conference session every January at Congress
- Additional sessions on request (i.e. sector, chapter, topic)

One on One business consulting engagements also available

# Connect | Get LinkedIn!

Landscape Ontario  
Peer To Peer  
Network





# SHARE | Worth knowing - round table

Introductions around your table

What is the greatest lesson you have learned? (wisdom)

What are you learning now? (passion)

How has failure shaped your life? (attitude)

Who do you know whom I should know? (network)

What have you read that I should read? (Help me grow)

What have you done that I should do? (Teach me new things)

How can I add value to you? (I am grateful and want to add value to you)

# SHARE | Gaining Consensus – next steps

- What are the mission critical areas for this group in 2015?
- Exercise:

# SHARE | 2015 Top Five Challenges

- On an index card, NEATLY write down your biggest challenge in 10 words or less.
- Move to an area where there is room for everyone to move around.
- MILL AROUND exchanging cards with whom ever you meet until you hear the signal to stop
- Join with the person closest to you (groups of two)
- Read your two cards together.
- Rate the problems on the two cards... giving a total of 7 points between the two cards ...
  - Ex: 7 and 0 , 4 and 3, 5 and 2 . 7 = critical 0 = back burner.
- Record the score on the back of each card. Do 5 rounds
- When finished, take the card in your hand back to your seats.
- Add up the 5 numbers written on the back, to come up with a total score for the card
- The highest possible score is 35
- Use a flip chart, to write in descending order, the 5 highest scoring challenges

# LEARN | session overview

---

What am I doing that I'm unaware of?

At which level is my business?

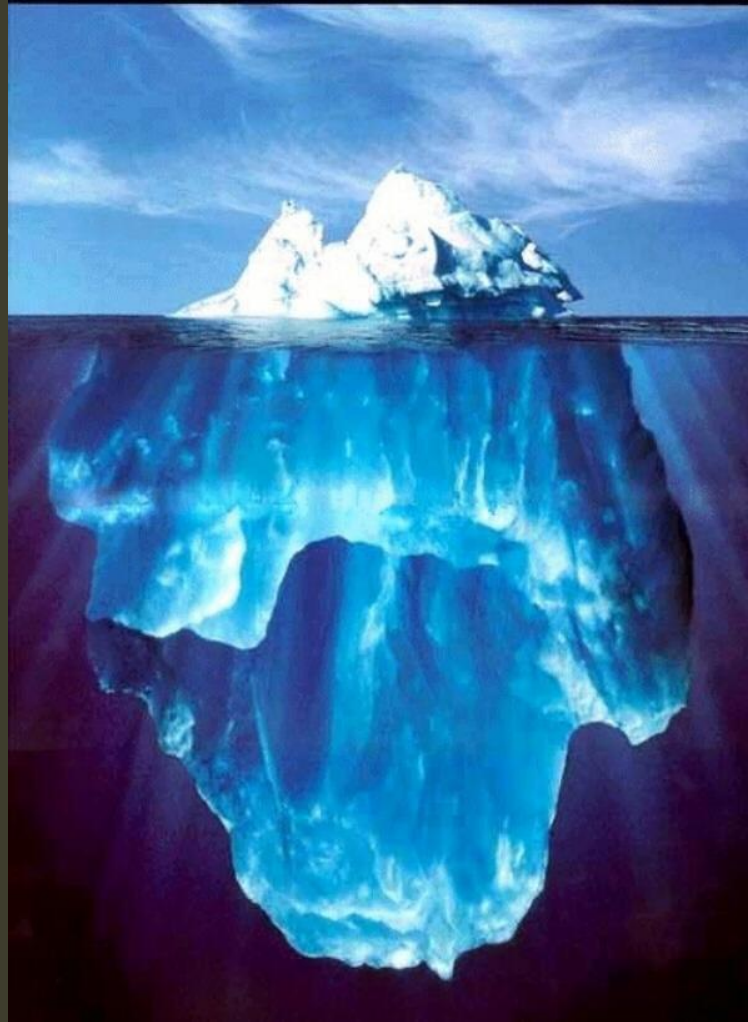
Are the building blocks of my business intact?

How well am I managing urgency and importance?

What competencies does my business need from me right now?

What would I focus on to add the most value?

# LEARN | Tip of the Iceberg



Connect | Share | Learn | Rise | Inspire

# LEARN | Intuitive Entrepreneurs

- 37% of small businesses last more than 4 years
- 10% of small businesses plan
- 1% write and follow the plan and succeed

## Conclusion:

- That means that by year five, 99% of all business owners aren't using a written plan .....

**If only 1% of all small businesses write and use a plan to succeed, what are the other 99% doing?**

# LEARN | Intuitive Entrepreneurs...

- We operate using intuition, experience, luck and our innate, unconscious ability to cope with change
- We intuitively know that we have to be able to manage ongoing changes
- This type of “management” facilitates personal change
- And as Seth Godin so aptly put it, “Businesses don’t change. People change.”

# LEARN | Intuitive Entrepreneurs

Just imagine if we could learn to consciously inventory what we have been doing unconsciously, and combine it with some 'what's missing' insight to accelerate our business results?"

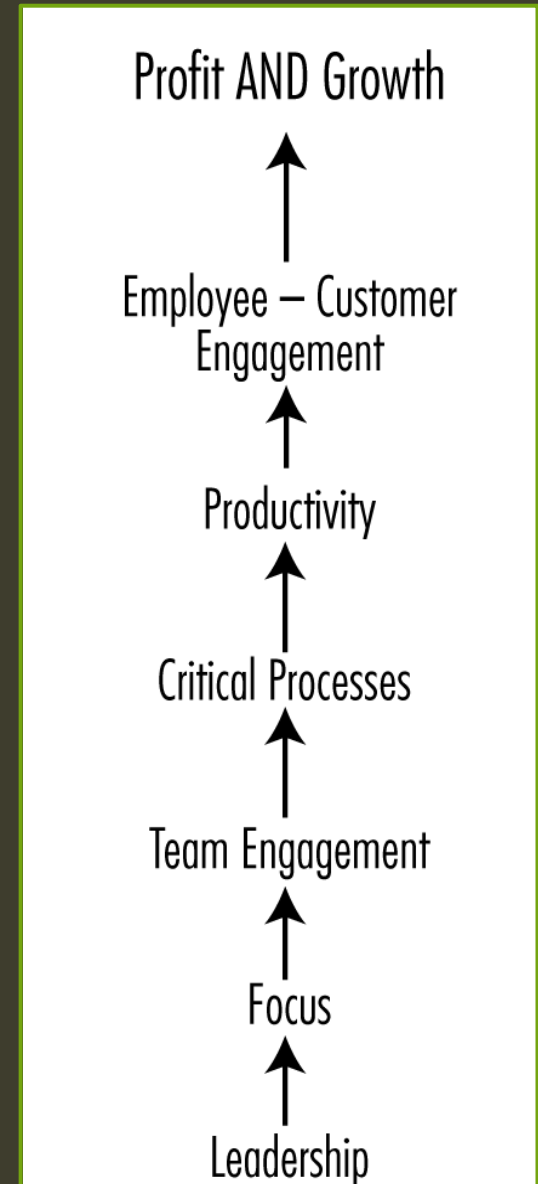


# LEARN | Levels of Business Growth

<b>From your client's perspective</b>	<b>Stranger</b>	<b>Supplier</b>	<b>Desired Supplier</b>	<b>Trusted Advisor</b>
<b>Phases of Maturity</b>	Research	Establish	Grow	Manage/ Mentor
<b>Collective Skill Level</b>	<b>Level 1</b> Culture of Experimenting	<b>Level 2</b> Culture of "Doing"	<b>Level 3</b> Culture of Competence	<b>Level 4</b> Culture of Engagement
<b>Results Focus</b>	Start-up	Growth	Profit	Profit & Growth

# LEARN | Building Blocks

Zeroing in on solutions:  
Each building block supports  
those above it.



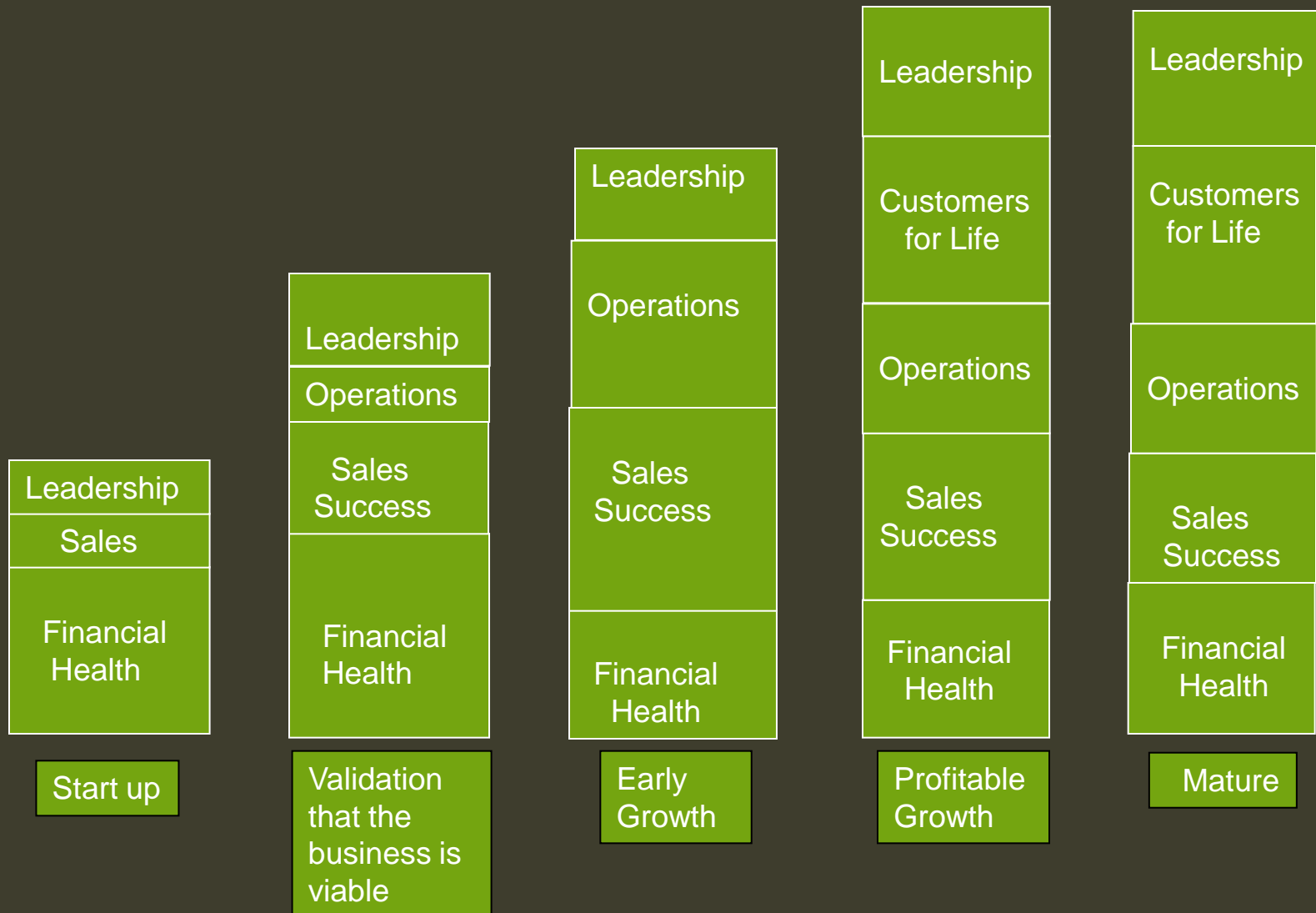
# LEARN | Return on Time Invested

	<b>Urgent</b>	<b>Not Urgent</b>
<b>Important</b>	<b>#1</b> <ul style="list-style-type: none"><li>• Crises</li><li>• Pressing problems</li><li>• Deadline-driven projects</li></ul>	<b>#2</b> <ul style="list-style-type: none"><li>• Relationship building</li><li>• New opportunities</li><li>• Personal change</li><li>• Planning</li><li>• Recreation</li></ul>
<b>Not Important</b>	<b>#3</b> <ul style="list-style-type: none"><li>• Interruptions</li><li>• Some calls, emails or reports</li><li>• Some meetings</li><li>• Popular activities</li></ul>	<b>#4</b> <ul style="list-style-type: none"><li>• Trivial, busy work</li><li>• Some mail, calls</li><li>• Time wasters</li><li>• Pleasant activities</li></ul>

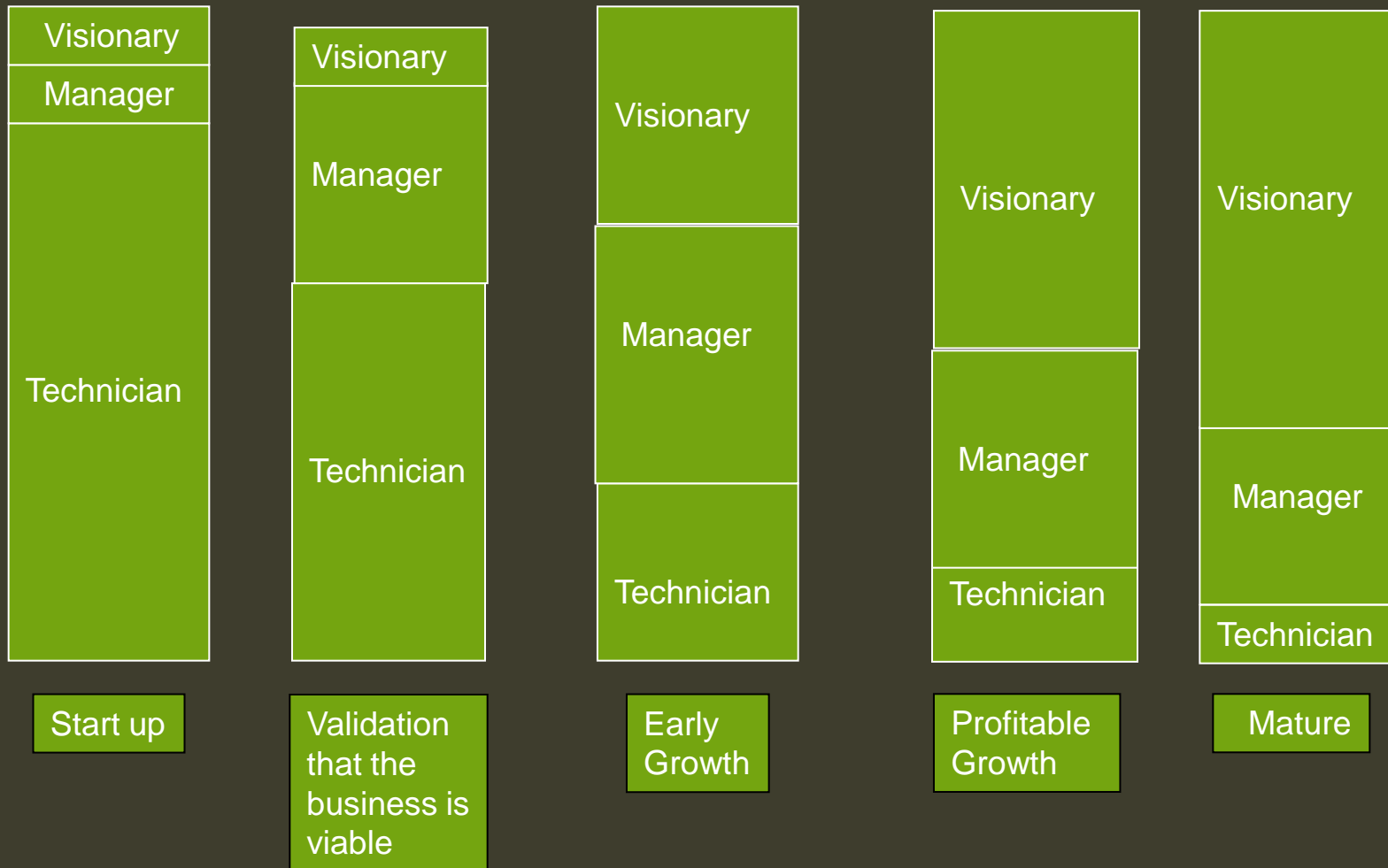
# LEARN | R.O.T.I and P.R.O.T.I

	Urgent	Not Urgent
Important	<b>#1</b> <ul style="list-style-type: none"><li>• Crisis</li><li>• Pressing problems</li><li>• Deadline-driven projects</li></ul>	<b>#2</b> <ul style="list-style-type: none"><li>• <b>Relationship building</b></li><li>• <b>New opportunities</b></li><li>• <b>Personal change</b></li><li>• <b>Planning</b></li><li>• <b>Recreation</b></li></ul>
Not Important	<b>#3</b> <ul style="list-style-type: none"><li>• Interruptions</li><li>• Some calls, emails or reports</li><li>• Some meetings</li><li>• Popular activities</li></ul>	<b>#4</b> <ul style="list-style-type: none"><li>• Trivial, busy work</li><li>• Some mail, calls</li><li>• Time wasters</li><li>• Pleasant activities</li></ul>

# LEARN | Stages of Competence



# LEARN | Your Changing Role



# LEARN | Your Intuitive Strengths

Balancing the Books	Monitoring job costs/markup	Budgeting & Forecasting
Servicing the Customer	Managing customer experience	Growing top accounts / cultivating referrals
Quoting /presenting / asking for the Sale	Promoting a sales culture / client experience	Identifying and pursuing right fit clients
Following systems, filling out daily paperwork	Creating and training internal systems	Ensuring what we do reflects clients expectations
Motivating others and setting an example for them	Mentoring others to lever strengths and improve on weaknesses	Matching market opportunities to resources /strengths

# LEARN | Conscious Inventory

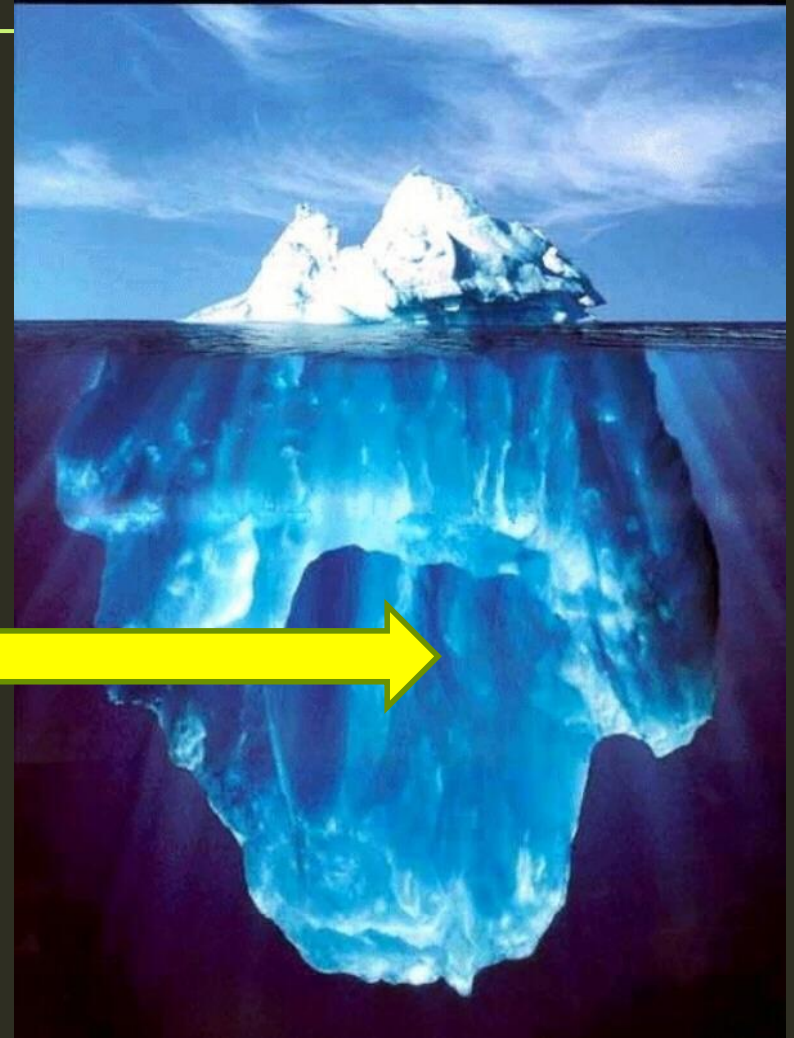
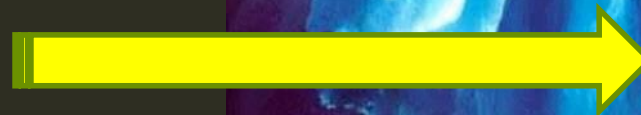
	Technician – Actually climbs the tree (Doing)	Manager Best way to climb the tree (Efficiency)	Visionary – Identify the right tree (Effectiveness)	Total
Financial Health				
Customers for Life				
Sales Success				
Professional Operations				
Leadership				
Total				



# RISE | Move Forward to YOUR Next Level

Just imagine if we could learn to consciously inventory what we have been doing unconsciously, and combine it with some 'what's missing' insight to accelerate our business results?"

You Are HERE



# RISE | Moving To YOUR Next Level

GOAL CONSCIOUSNESS	GROWTH CONSCIOUSNESS
Focuses on a destination	Focuses on the journey
Motivates you and others	Matures you and others
Seasonal	Lifelong
Challenges you	Changes you
Stops when goal is reached	Keeps you growing beyond this goal

# RISE | Move Beyond 'Here' - Group chat

- Others are ahead of me learning
- I am continually challenged in my career
- My focus is forward and positive
- This atmosphere is affirming and safe
- I am often out of my comfort zone
- I wake up excited
- Failure is not my enemy
- Others are growing and inspire me
- I desire change
- Growth is modeled and expected by my peers

# RISE | Moving Through

## Self Reflection Exercise

What needs to change so that you can move into a different level?

In what ways will things look and sound different?

How will you feel when you're moving forward?

Describe the early wins you'll notice.

Predict the new possibilities that may emerge.

# INSPIRE | Round Table

Have no fear. Together, peers can be innovative, resourceful, supportive, collaborative, decisive, effective.

Relative to our 5 challenges, what resources / experience do you have to contribute?

What successes can you share which contribute to solutions?

Inventory of resources: time, talent, culture, energy, info processes, assets.

What

# INSPIRE | Money comes in different ways...

- Be grateful and plan to help others run far and achieve more
- Put others first. It always comes back around to you (try reading a book specifically to learn how to help someone else...)
- Don't plan to keep score
- Measure success as sowing, not reaping
- Focus on developing yourself, not on being fulfilled or 'there'
- Encourage others to grow and expand

# PEER TO PEER | Pledge and Commitment

- **Our Pledge to each other is:**
  - To honor confidentiality,
  - To respect vulnerability,
  - To offer sincere advice,
  - To rise above judgement,
  - To inspire peers with hope
- **Our Commitment to our Network is:**
  - To participate regularly in online discussions
  - To engage in Face to Face sessions – ensuring success for all
  - To follow up when we say we will

# NEXT SESSIONS: Peer to Peer, Face to Face

- Location? : March Topic:
- Location? : July Topic:
- Location? : September Topic:
- Location? : November Topic
  
- **How do others join our Peer to Peer Network?**  
Email us at [info.peertopeer@landscapeontario.com](mailto:info.peertopeer@landscapeontario.com)
  
- Stay connected! Landscape Ontario Peer to Peer Network on **LinkedIn**..... A Private Group by invitation only
- Google Group email: [peertopeer@landscapeontario.com](mailto:peertopeer@landscapeontario.com)