

## The "Wednesday Leadership Pipeline"

	First Wed	Second Wed	Third Wed	Fourth Wed	Fifth Wed (Mar, June, Sept)
3pm	WSR Review (20min)	WSR Review (20min)	WSR Review (20min)	WSR Review (20min)	WSR Review (20min)
4pm	Coaching Breakout (40min)	Per Sales Report Review	Coaching Breakout (40min)	Coaching Breakout (40min)	Coaching Breakout (40min)
	Small Group	Looking Forward (20min)	Small Group	Small Group	Small Group
5pm	Assistant Manager Training Led by Coaches	Coaching Breakout (60min) Small Group	GM Leadership Training Led by Joel & Coaches	Executive Meeting (60min) GM Scheduled	Quarterly Review Store Quarterly Goals
	Includes New GM's (6 mo)	Period Goals (Redbook)		Admin Time (60min)	Mar, June, Sept

Asst Manager Training: Led by Rose/SLT	Small Groups: Led by SLT Coaches:	GM Leadership Training: Led By Joel	Admin Time Ideas:	Senior Leadership Team:
Responsibility Team Culture Supporting the GM Supporting the Team Management Practices Customer Service	<b>Rose</b> Jessica Robert <b>Mel</b> Sarah Ashley	Personal Empowerment Team Empowerment Excellence - Raising the Bar Management Practices Insight and Strategy Focus and Priorities	Per Goals Review Staff Appraisals 1on1's with Staff Store Org Chart Review	Joel - Bottom of the Triangle Rose Johnston (Director of Ops) Misty Hansen (Musc, SE14, Clive) Mel Hennings (FD, Ames, Ank) Mike Maggert (Office Mgr)
<b>Attendees:</b> Assistant Manager Title New GM's (6 mo) Selected Shift Leaders	<b>Misty</b> Crystal Nicole	<b>Attendees:</b> All SLT & GMs Selected Assistant Mgrs Selected Outside Guests	<b>SLT Meeting</b> Training on the BES-t O.S. The Vision Component The People Component The Process Component The Execution Component The Data Component The Focus Component Coaching Strategy SLT Individual Growth SLT Team Development	<b>Requirements for SLT:</b> 5 Years of PM or other.. Proven Profitability Proven Trust and Dependability Respected by peers, employees Failed often, got back up Loyalty & Interdependence Solves your own problems 100% Responsible for results BES-t Coaching Training Able to teach and coach GM's
<b>Requirements:</b> Desire to grow your management Commitment to the systems On time, and focused Prepared to take notes	<b>Coaching Objectives:</b> 1. Serve & Support the GMs 2. Challenge the GM's 3. Coach Solutions/Results 4. Keep Focused on Rocks 5. Bond and Celebrate 6. Lead with Humility	<b>Requirements:</b> Desire to grow your leadership Commitment to the process On time, and focused Prepared to take notes		

## Committees

Sales and Marketing    Recruiting, Onboarding & Training    Operations & Cust Service    Leadership Development

Committee Leader: Misty	Committee Leader: Mel	Committee Leader: Rose	Committee Leader: Joel/Rose
<ul style="list-style-type: none"> <li>Attend Co-op Meetings/calls,</li> <li>Calendar, and Text/Email promo management,</li> <li>AOS &amp; Four-wall Marketing</li> <li>Signage and kit oversight.</li> <li>LSM and Shaker board oversight.</li> </ul>	<ul style="list-style-type: none"> <li>talentReef and Indeed oversight and Training</li> <li>Interviewing with Intentionality,</li> <li>Onboarding and Training oversight and Development.</li> <li>One Bite at a time Training oversight and Development</li> </ul>	<ul style="list-style-type: none"> <li>Customer Service</li> <li>KDS oversight and training.</li> <li>Strategic development of operational efficiencies.</li> <li>Creating and modifying systems.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and Coaching oversight.</li> <li>GM Leadership Pipeline Training</li> <li>Asst Manager Pipeline Training</li> </ul>