

100X
LEGACY

THE TORNADO OF FAST GROWTH

SLOW IS SMOOTH AND SMOOTH IS FAST.

Operational work is the “*Urgent and Important*” work that needs to happen keep to keep things running (aka the “sword” work).

Strategic work is the “Non-urgent but Important” work that needs to happen to keep things building (aka the “shovel” work).

We need to do both the operational and strategic work to build a thriving life.

There’s an ancient story in the book of Nehemiah that captures this leadership principle perfectly.

Nehemiah was a leader in the mid-5th century who took the undertaking to rebuild the broken walls of Jerusalem. A significant task that inspired his people and caught the attention of many enemies.

They had to build the foundations (with the shovel) at the same time they needed to handle the day-to-day tasks (with the sword). The team had “*one hand on the shovel, and one hand on the spear.*”

FROM THAT DAY ON, HALF OF MY MEN DID THE WORK, WHILE THE OTHER HALF WERE EQUIPPED WITH SPEARS, SHIELDS, BOWS AND ARMOUR. THE OFFICERS POSTED THEMSELVES BEHIND ALL THE PEOPLE OF JUDAH 17 WHO WERE BUILDING THE WALL. THOSE WHO CARRIED MATERIALS DID THEIR WORK WITH ONE HAND AND HELD A WEAPON IN THE OTHER, 18 AND EACH OF THE BUILDERS WORE HIS SWORD AT HIS SIDE AS HE WORKED. NEHEMIAH 4: 16-18

REFLECTION QUESTIONS:

- If the shovel represents, the foundation work to build your business (new systems, processes etc), and the sword represents the day-to-day operational work to keep the business running (customer inquiries, order fulfilment etc). Do you:
 - Tend to have both hands on the spear (too busy in the day-to-day to think about building?)
 - Tend to have both hands on the shovel (too much in dreaming and planning at the expense of execution?)
 - The right balance of both shovel and sword?
- Do you employ a formal structure and rhythm to review both operational and strategic work?

Schools are the smoothest without students, and businesses have no operational pressure without clients.

The reality is that fast growth organisations are often characterised by a level of external and self-inflicted chaos.

The ancient proverb puts it this way:

WHERE THERE ARE NO OXEN, THE MANGER IS EMPTY, BUT FROM THE STRENGTH OF AN OX COME ABUNDANT HARVESTS.

PROVERBS 14:4

In other words...

If you want a clean manger, then have no oxen. But no oxen also means, no abundance.

Conversely...

If you want abundance, then you need oxen.

But oxen means dirty mangers and abundance.

Business, growth, and abundance is dirty. If you desire to create and maintain a "clean and trouble-free" existence, then agree to have no abundance.

If you want abundance (for yourself and others), then you need to embrace the chaos and the dirt.

Instead of avoiding chaos, consider how to create capacity to handle the chaos? (Understanding that some chaos is self-inflicted, some may be from competitive forces and some may be spiritual attack.)

REFLECTION QUESTIONS:

- Increasing capacity, is a stretch. It should be uncomfortable and not be natural. What are ways where you actively work on increasing your capacity?
- Are you happy with your current capacity stretch?
(Note: this does not refer to how busy you are doing the daily operations.)

REFRAME THE MIND-FRAME

The mind is not “set”, it is neuroplastic. Instead of thinking about Mind-sets, consider Mind-frames and understand that they can be changed.

There are two guiding emotions that influence all human behaviour.

1. Pleasure gained.
2. Pain avoidance.

We are neurologically wired to focus on pain avoidance 400% more than pleasure gained. This means, we naturally consider “*what could go wrong*”, 400% more than “*How would I like this to be?*”

Extraordinary means “*out of the normal term of events.*”

Ordinary people will do what is natural and focus on “*what could go wrong.*”

Extraordinary people will do what is unnatural and focus on “*How would I like this to be?*”

Ordinary people spend their time thinking about “*what they can do by themselves.*”

Extraordinary people will do what is unnatural and ask, “*Who can help me accelerate and bring out the best in me?*”

The best of the best, get help from others.

Tiger Woods has a swing coach, a dietician, a sports psychologist. He seeks the best team to work to being the best.

REFLECTION QUESTIONS:

- When it comes to engaging people to be your best:
 - How are you ordinary?
 - How are you extraordinary?

START SMALL, START NOW, STAY IN RHYTHM.

A METHODOLOGY WE USE AT 100X LEGACY.

1. **LAG** – what is the lag result that you are trying to achieve?
2. **RESOURCE** – what are the resources required to achieve this result?
3. **LEAD** – what are the lead actions that need to be completed to achieve your lag result?
4. **Rhythm** – what is the rhythm of accountability?

In our experience, most business leaders think too much on **Lag** and **Resource**, spend little on **Lead** actions, and often don't consider **rhythm**.

Both strategic and operational work require a rhythm of accountability that run separately to each other.

QUESTIONS & ACTIONS

As a result of this workshop, share one thing:

1. That has inspired you.
2. That you are going to immediately implement as a result. (Record these as a group so you can reflect at your next gathering). **Here's to the 100X life. Be great, do good!**

MORE FREE RESOURCES:

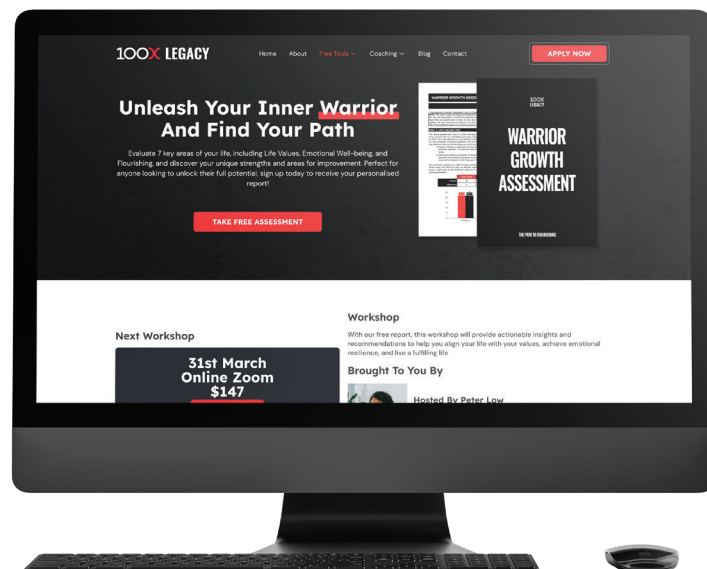
THE 100X WARRIOR ASSESSMENT.

A GPS needs two things to function:

- Where do you want to finish?
- Where are you now?

Some of us have clear goals and vision but without an understanding of our unique makeup and preferences (where we are today) our steps are vague at best. This assessment will evaluate and provide insight across global, means-tested data across 7 key areas of your life, including: Live Values, Emotional Well-being, and Flourishing. This assessment tool was co-developed with Internationally Recognised Christian Speaker and Clinical Psychologist Dr Robi Sonderegger.

www.100x.ly/warrior



THE 100X BUSINESS AUDIT

We are neurologically wired to prioritise “pain avoidance” over “seeking pleasure”. From a business perspective, this means we are more motivated to “fix a problem” than we are to “build and maintain a sustainable business.” (You might not like to hear this, but it is clinically proven). This is why most businesses oscillate between survival and pain. The process to build a successful business is simple (but it’s not easy!). Clarity is the first step, and it starts here.

www.100x.ly/assess-your-business