



2022

## FlashPoint! Programs



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## About ACT One Learning

Since 2004, ACT One Learning has provided businesses with virtual and classroom instructor-led training, facilitation, and coaching services.

With over 35 years of combined experience supporting individuals, managers, leaders, and teams, you can count on our experts to deliver a learning journey that inspires behavioural change.

### Options for working with us:

- Register for one of our public workshops
- Book a private group training session with eight or more people
- Ask us to customize a curriculum
- Work one-on-one with our coaches

## About FlashPoint! Programs

***Your company is talking to you. Are you listening?***

FlashPoint! research-based and proven programs help leaders learn the business formula for success.

## About Our Growth Curve Specialist

Murray Janewski, our Growth Curve Specialist since 2009, is armed with tools to kick-start profits, ignite productivity, and improve overall company performance.

## About Federal-Provincial Employer Job Grants

**Did you know?** The Government of Canada has established new Workforce Development Agreements (WDAs) with provincial and territorial governments. The agreements are for developing and delivering programs and services that help Canadians get training, build their skills, gain work experience, etc.

**Check out our website** under the "More" main menu option, click on Employer Training Grants for information, or contact us.

*Note: Grant amounts may differ between provinces and territories.*

## Stages of Growth X-Ray™ Program

***The Stages of Growth X-Ray program is an organizational approach that ensures business stakeholders and their teams focus on the right initiatives at the right time.***

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Format: 2 Days (16 Hours) | Delivery: Virtual or Classroom

Virtual Cost: \$1,695.00 per person | Classroom Cost: Price Upon Request

Learning Materials Provided: An online team assessment, the following personalized business reports based on your company's current growth stage; the 27 Challenges/Strengths, the Builder/ Protector, Non-Negotiable Rules, and handouts.

Outcomes:

- A common language of growth throughout the organization
- Ability to predict how business growth impacts the company now and in the future
- Prescribed leadership modality for each stage of growth
- Awareness of the top 5 challenges for the company's current stage of growth that, when addressed, create traction for growth
- Five strategic business growth action plans

### Course Description

***It is essential to protect your time, energy, and money as a business leader. This program shows you how to do it.***

The Stages of Growth X-Ray program helps leaders and teams navigate the stages of business growth with certainty and reveals obstacles holding the company back from growth and how growth will impact the company in the future.

### **Using the 7 Stages of Growth Entrepreneurial model, participants learn:**

- The 7 Stages of Growth Entrepreneurial model research and concepts
- About the hidden obstacles impacting their company's ability to grow and sustain profitability
- The vital indicators for business growth for their current stage of growth

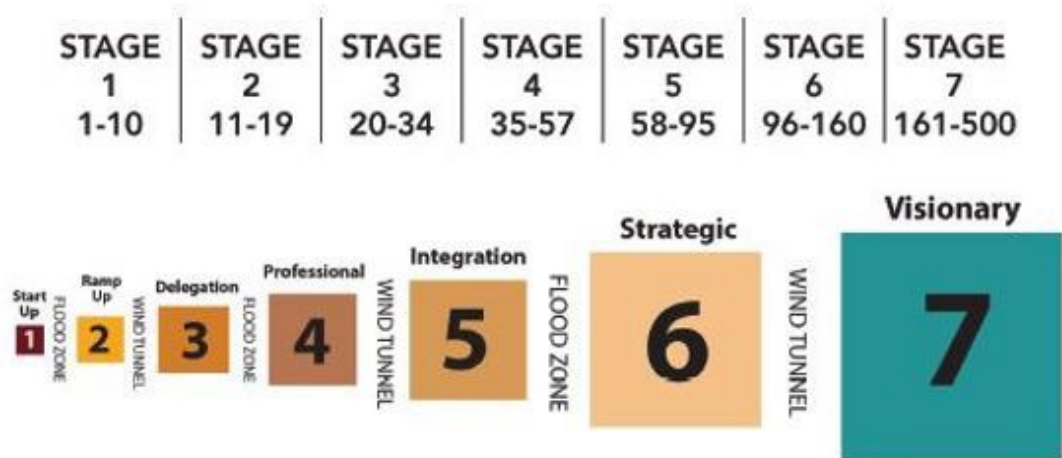
### **One of the rules that govern the 7 Stages of Growth says:**

*"What doesn't get done in one growth stage doesn't go away. It haunts you."*

Add-On Options:

- One-on-one OR Group Coaching \$275.00/hr

## The 7 Stages of the Entrepreneurial Growth Model



## The 7 Stages of Growth Matrix

| Themes  | Stages of Growth:                         | Start-Up 1                  | Ramp-Up 2                   | Delegation 3                                 | Professional 4                  | Integration 5                                     | Strategic 6                     | Visionary 7                 |
|---|---|-----------------------------|-----------------------------|--|---------------------------------|---|---------------------------------|-----------------------------|
| <b>Total Number of Staff</b>                  |   | 1-10                        | 11-19                       | 20-34  | 35-57                           | 58-95   | 96-160                          | 161-500                     |
| <b>Number of Managers</b>                     |   | 0                           | 1                           | 3-5  | 6-10                            | 11-16   | 17-26                           | 27-45                       |
| <b>Number of Executives</b>                   |   | 1                           | 1                           | 1  | 2-3                             | 4-5   | 6-8                             | 9-15                        |
| <b>Builder-Protector Ratio</b>                |   | 4 : 1                       | 3 : 1                       | 1 : 1  | 3 : 2                           | 2 : 1   | 3 : 1                           | 2 : 1                       |
| <b>Three Gates Focus</b>                      | 1st Priority                              | Profit<br>People<br>Process | Profit<br>Process<br>People | People<br>Profit<br>Process                  | Process<br>Profit<br>People     | Profit<br>People<br>Process                       | People<br>Profit<br>Process     | People<br>Process<br>Profit |
| <b>CEO Modality</b>                           |   | Dominant                    | Dominant                    | Facilitative                                 | Facilitative                    | Facilitative                                      | Dominant                        | Dominant                    |
| <b>Manager Modality</b>                       |   | Supportive                  | Supportive                  | Supportive                                   | Dominant                        | Dominant  | Supportive                      | Supportive                  |
| <b>Staff Modality</b>                         |   | Facilitative                | Facilitative                | Dominant                                     | Supportive                      | Supportive  | Facilitative                    | Supportive                  |
| <b>Three Faces of the Leader Blend:</b>       |   |                             |                             |  |                                 |   |                                 |                             |
|   | <b>Visionary</b>                          | 40%                         | 40%                         | 10%  | 10%                             | 30%   | 45%                             | 75%                         |
|   | <b>Manager</b>                            | 10%                         | 20%                         | 60%  | 70%                             | 60%   | 50%                             | 20%                         |
|   | <b>Specialist</b>                         | 50%                         | 40%                         | 30%  | 20%                             | 10%   | 5%                              | 5%                          |
|   |   | Stage 1                     | Stage 2                     | Stage 3                                      | Stage 4                         | Stage 5   | Stage 6                         | Stage 7                     |
| <b>Five Primary Challenges of the Company</b> | Cash Flow                                 | Hiring Quality People       | Staff Buy In                | Weak Project Mgmt                            | Improve Sales                   | Staff Buy In                                      | Products Not Differentiated     |                             |
|   | Destabilized by Chaos                     | Improve Sales               | Leadership/Staff Gap        | Difficulty Diagnosing Problems               | Difficulty Forecasting Problems | Staff Satisfaction / Profit Relationship Not Seen | Inadequate Profits              |                             |
|   | Slow Product Develop. & Getting to Market | Cash Flow                   | Weak Profit Design          | Employee Turn Over                           | Cost of Lost Expertise          | New Staff Orientation                             | Slow Getting Offering To Market |                             |
|   | Limited Capital to Grow                   | Leadership/Staff Gap        | Core Values Unclear         | Not Getting Systems in Place                 | Weak Profit Design              | Weak Profit Design                                | Weak Profit Design              |                             |
|   | Improve Sales                             | Limited Capital to Grow     | Culture Resistant to Change | Organization Uninformed About Company Growth | Staff Training                  | Hiring Quality Staff                              | Marketplace Changes Too Quickly |                             |

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## Zeroing in on Your Company's Profit Zone™

*Being in the profit zone is where the magic happens*

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Format: 1 Day (8 Hours) | Delivery: Virtual or Classroom

Virtual Cost: \$855.00 per person | Classroom Cost: Price Upon Request

Learning Materials Provided: A comprehensive learning guide and handouts.

Outcomes:

- Improved financial literacy
- Team engagement
- More profitability
- A profit plan

### Course Description

A company's profit zone is the relentless, precise and intense mindset to make and keep money.

The Profit Zone program helps participants understand:

- The nine activities that impact profitability
- How well their company is doing in focusing on those nine activities
- The three myths that hinder a company's ability to embrace financial literacy
- The profit sequences that help every person impact the company's bottom line

Add-On Option:

- One-on-one coaching \$250.00/hr

## The Profit Zone Map

|               |  |  |  |  |  |  |  |  |  |
|---------------|--|--|--|--|--|--|--|--|--|
| 12            |  |  |  |  |  |  |  |  |  |
| 11            |  |  |  |  |  |  |  |  |  |
| 10            |  |  |  |  |  |  |  |  |  |
| 9             |  |  |  |  |  |  |  |  |  |
| 8             |  |  |  |  |  |  |  |  |  |
| 7             |  |  |  |  |  |  |  |  |  |
| 6             |  |  |  |  |  |  |  |  |  |
| 5             |  |  |  |  |  |  |  |  |  |
| 4             |  |  |  |  |  |  |  |  |  |
| 3             |  |  |  |  |  |  |  |  |  |
| 2             |  |  |  |  |  |  |  |  |  |
| 1             |  |  |  |  |  |  |  |  |  |
| <b>Total:</b> |  |  |  |  |  |  |  |  |  |

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## The Profit Sequences

A company's Profit Sequences are the three-zone combinations that result in profitability. Any activity a team member is involved in should not be more than three zones away from the company's profit zone. Unless an activity resides within these three zones of the company's Profit Sequence, the team member is wasting their time and the company's money.

**Zone 3:** People who support the PROCESSES that support making and keeping money. (ex: Field Service Techs, Customer Service Reps, Maintenance)

**Zone 2:** People who support the PEOPLE that support making and keeping money. (ex: Marketing support, Purchasing, Estimators)

**Zone 1:** People who are DIRECTLY responsible for bringing in revenue that supports making and keeping money. (ex: the Business leader, Salespeople)