

***All handouts referenced will be on the Mitchell and Flynn websites under the “Tracks to Run on Towards Leadership” tab! (See website details at the end)

1. **Cast the Vision for Leadership**- Proverbs 29:18 “Where there is no vision, the people perish: but he that keepeth the law, happy is he”. This can start at your o.p., ask the new jeweler what she needs premier to accomplish for her and her family, how much money will make a difference for her, etc...

- Explain the income potential through sponsoring, ex. \$50-100 per person per month for each active jeweler. You can help her see how many she needs on her team to accomplish her goals.
- Show and explain to her Premier’s ‘Track to Success’. This is a great, visual tool for an incredible start. If you are working with someone that has been in for a while, why not ***set a training show date and act like a new jeweler!*** They will need you as a mentor/encourager just like a new jeweler does!
- Discuss her strengths that will take her far, what are they and how she can use them toward sponsoring, ex. You are very outgoing, you will attract people towards you, you act like a leader already, you are focused, you have great integrity, etc.
- Help her visualize being a leader. Paint the Picture for her. Say things like “when you walk across stage for Designer, you...or when you have your own team you will feel.... Or “we need you on our leadership team because you are gifted in this area _____” or “Premier needs your leadership skill set”... “one day soon, your people will fill up this room, how exciting will that be”...” you will love going on the Premier trips with us, you get to hang out with all the top people in the company”.

2. **Ask her to take the personality test**, you can find this on the Flynn and Mitchell website. This will help you work with her and connect and communicate things effectively. Make sure you know yours too!

3. **Have her listen to the O.P. recorded call at least 3 times in one week**. You listen too! We all need to hear it again and again. Ask her to take notes, write down questions, and call you to discuss. Ask her “After listening, how would you go about inviting someone to listen to the call?” Help her write out verbiage. Dial 1-951-262-4949 and the code is 647684# to hear **7 Diamond Designer, Don Flynn with over 23 years’ experience**. The call is less than 30 min. OR you can listen to **Executive Directors Randy & Elizabeth Draper with 28 years of experience – dial 1-641-715-3800 code is 28000**.

4. **Ask her to write down a prospect list with at least 20 names**. This can come from her training show invites, her warm market- family and friends, past customers and hostesses, etc. Make a copy for herself and email you a copy asap with some prospect info beside each name. (Ex: married, relative, kids, where she works, what her why and/or objection may be) This stays with her all the time.

- Use the “Those You Know” handout if her contacts are limited
- You will go through the prospects one at a time & give her specific verbiage on what to say to each person when she talks with them. This will be a running and changing list for the two of you to work on for a long time.

5. **Teach her how to set the appointments with her prospects:** Start with the first 5 people on the list. She's to call you after each 5 have been contacted. Give her verbiage on what to say...ex. "I'm so excited about my new business. I'm in a contest to share how it works with 6 of my friends these next 10 days, would it be alright to share with you? I promise there's no pressure, I just need the practice". Give her verbiage on how to ask someone to listen to the o.p. calls, or come to an o.p. event. Go over what worked and what didn't when talking with them.

- Give her options for sharing Premier! There are pre-recorded o.p. conference calls, one-on-ones with you, bigger o.p. or training events, & sharing during hostess coaching . She will need dates for your availability & the o.p. and training events dates.
- This would be a good time to go over handling objections to getting appointments.
- **Offer a "Quick Share" contest-** for ex. "Share with 6 people, in any form in the next 10 days and you win _____". The purpose is to get them moving fast. This isn't a 3 month challenge as that makes it sound hard and a big deal – this is simply sharing.

7. **Go with her to her first 3-4 one on ones.** Although she is studying the brochure she needs to get confident by being with you as you share. Use the **Marketing Plan brochure** for the o.p.!!!!!! This makes it so simple for her to copy and the guests love taking home all the info that is the Plan. She will learn how to connect, communicate and **CLOSE** from you. Give her "How to close" & "How to find the money to get Started" handouts & and review the 'how to's' after the appointment. Remember, ***"Tell me I'll forget, show me I'll remember, Involve me and I'll understand"***. ***You do for her, then you do with her, then you let her do.***

8. **Schedule an o.p.** at her house or yours, just for her! This gives her a quick timeline to plan for. Have her husband attend (if applicable) and help her brainstorm who to invite. Give her an expectation like I know we can get 10 guests to come! I will let them shop for ½ price!

9. **Teach her how to share the plan when Hostess Coaching.** Role play with her (hopefully you did this with her when you hostess coached her, she will copy what she has seen you do). Use Gayle Foster's verbiage handout.

10. **Pick a great sponsoring activity & simple show format.** Let her practice on you. Ex. Big Money, ticket game, question boxes, Barbie bag, etc. She has to be comfortable with it and practice it with you.

11. **Let her attend one of your shows and you attend one of hers if time and distance allow.** Let her see how you get appointments at shows, how you spark peoples interest, how you connect & close with each guest. ***OR***...have her do a **practice show at your house** (new jewelers can ask a few guests & call it a mystery hostess and count as one of her quick start shows!), this is great for new or older jewelers – you are there as back up and helping her look for prospects. You watch how she presents hostess info and sponsoring info, then afterward you talk about the different results.

12. **Teach her follow up and follow through.** Communicate with her weekly about her prospects, ask specifically about each one. Give suggestions on how to and what the next step should be. **Accountability** is critical when helping someone reach a leadership level. Text her often, send her handouts, and ask specifically about each prospect on her list and where they are in the process. Usually she needs help with closing and what to do next.