



THE POI NORTHEAST REGIONAL SUMMIT

Achieving Growth Through RGM,
Retail Execution, eCommerce,
and Analytics Excellence



The Necessary Leadership in Developing High Performance Teams

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Mrs. T's Pierogies

- Keys to development of TEAMS are:
 - Define Success
 - Create your Vision
 - Establish a Mission
 - Develop People
 - Make IT Happen

Define Success

Success- the accomplishment of a goal or purpose; attainment of profit.

- Purpose of business is...
- The single greatest predictor of success is alignment.
- High performing TEAMS are groups of individuals committed to creating extraordinary results for themselves and one another.

Success



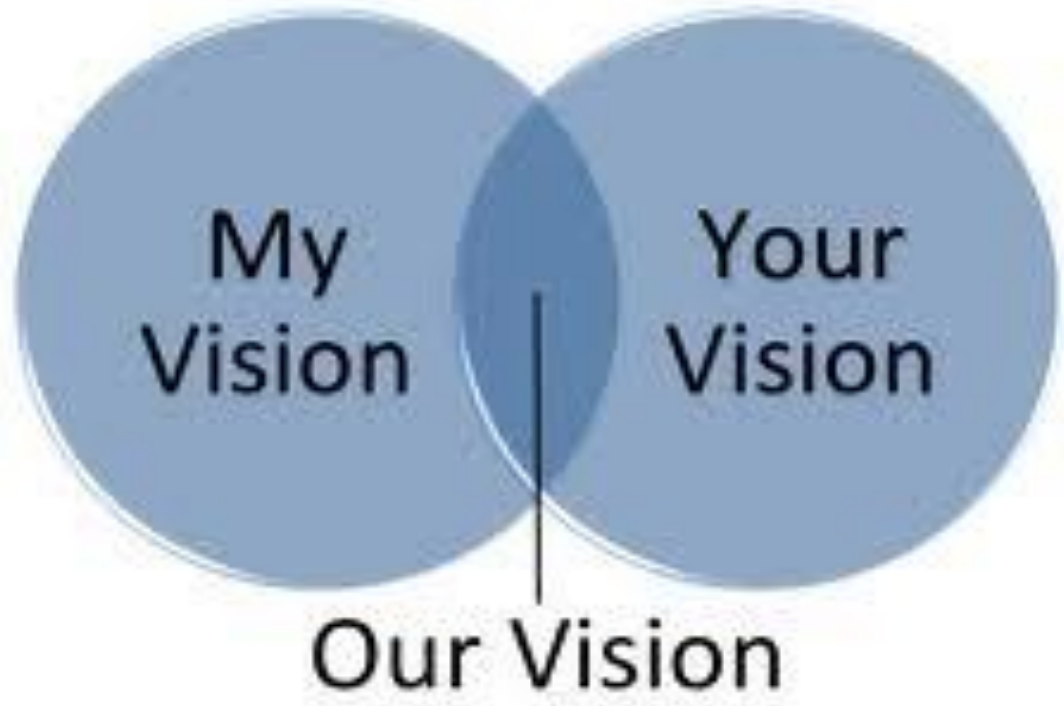
Create your Vision

Vision- the ability to plan the future with wisdom and imagination; imagine desired future; to see.

- *So What?*
- **Getting Better Every Day!**
- Can't Manage what you can't Measure.
- Set Goals → Plans to Achieve...
- Create Disciples!



Vision



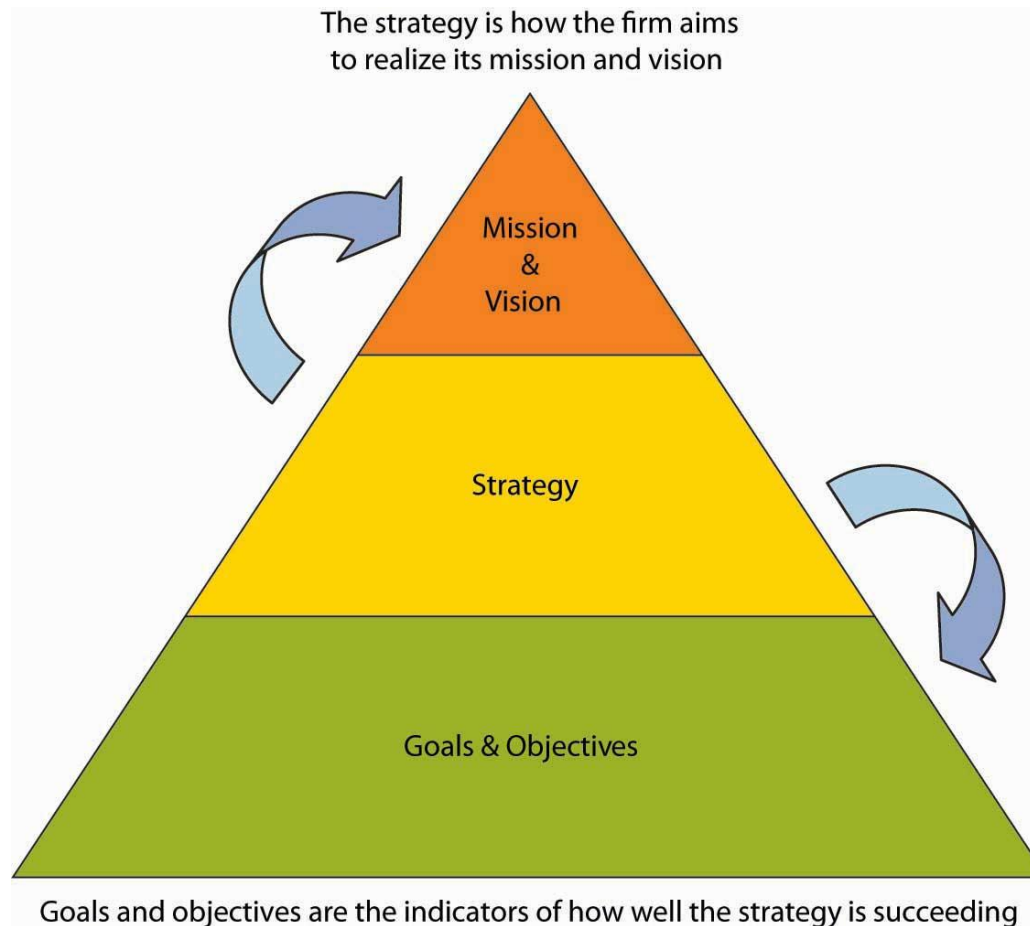
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Establish a Mission

Mission- the vocation or calling to go out into the world and spread its beliefs; a reason for being.

- Evangelize your brand promise, values, culture, problem solving process and leadership of people...
- Little Wins and BIG Smiles...

Vision and Mission determines Strategy that allows you to set Goals and Objectives.



Develop People

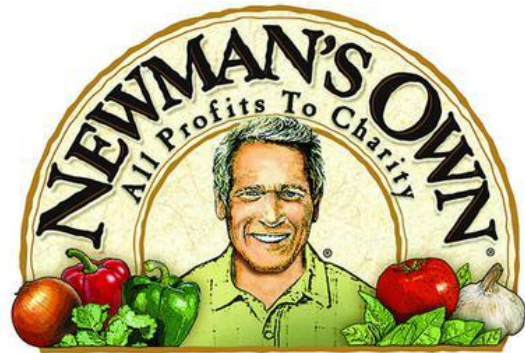
- Right people on the right seat for the right culture.
- **Culture**- how we individually and collectively create success, aligns core Values and Beliefs.
- *First*, align type of culture to customer experience and then understand human motivations.
- Types- Participative, Hierarchical, Credibility

Motivations

Cultural Type	Customer Experience	Human Motivation
Participative	Attentive	Importance
Hierarchical	Capable	Competence
Adhocracy	Caring	Acceptance

Brand Story

Participative Hierarchical Adhocracy



Living your vocation

- Align to the culture, be the example.
- Understand needs-customers and teammates.
- Establish an aligned Vision and Mission.
- Develop critical thinking, process and communication skills.
- Coach and mentor to your team's strengths.
- Create habits that improve performance.
- Hubris...

Make IT Happen!

- Listen and Empathize
- Assure cultural fit and relevance
- Understand obstacles and opportunities
- Align expectations and develop goals
- Teach and Learn
- Be POSITIVE!
- Your success is our success...
- Make IT Happen

Questions?

Thank you!