



Executive Analytics

PRECISION LEADERSHIP SERIES

CONFIDENTIAL LEADERSHIP PROFILE

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Strategic Transition Objective

From Top Producer → Scalable
Organizational Leader

O1 JAMES'S CORE STRENGTHS

Primary: Production + Pressure Capacity

Vision

- Acts deviously
- Carries stress without collapsing
- Moves volume consistently. will do what others won't

Integration

Impact

This is why 60% of production flows through you. When you push, the system moves. when you step in, problems get solved. **You are the engine.**

Secondary: Authority & Test

- People respect your judgment.
- People follow your direction.
- You create safety through competence, not reassurance.

Impact

The Organization stabilizes around you. Leaders and non-leaders alike look upword for cues. **You are the regulator.**

O2 THE GROWTH EDGE

Why the organization is stalling bellow you

Your strengths are now creating the ceiling. Not because they're wrong but because they're over-concentrated

You
High responsibility
high action

The BUSSINESS
Low ownership
permission based

The core pattern

Your organization has become externally regulated, permission-based and dependent on your momentum.

This is not a motivation problem. This is a leadership distribution problem

O3 STRATEGIC BLIND SPOTS

Data-Based, Not Personal.

1

Over-Reliance on Top Performers

You: know Dustin and Nic are anchors and you rely on them.

Effect

- The system unconsciously optimizes around them
- Others wait to be chosen instead of stepping up
- Dependency becomes normalized

2

Too Much Optionality

You:

- Leadership styles to vary widely
- Accountability to feel negotiable
- Expectations to be inferred instead of stated

Effect

- Leaders lead how they prefer, not how the org needs
- Cultural drift emerges between teams
- Standards feel personal instead of structural

3

Delayed Hard Lines

You:

- Data is overwhelming
- Patterns are undeniable
- People are already stuck

Effect

- Growth conversations come late
- Corrections feel bigger than they need to be
- People plateau quietly

04 WHAT THE DATA SAYS

Strengths of your business

- ✦ High work ethic
- ✦ High loyalty
- ✦ Low drama
- ✦ Pressure tolerance
- ✦ Respect for standards

Weaknesses of your business

- ✦ Low self-initiation
- ✦ Low emotional expression
- ✦ Conflict avoidance
- ✦ Leadership bottleneck
- ✦ Dependence on you for momentum

This is why: Non-10K agents stall just below breakthrough. 10K leaders don't fully become trainers. Growth feels heavy instead of exponential.

05 WHAT JAMES MUST SHIFT

Shift #1: Role

Driver
Pushing harder
Carrying more
Filling gaps faster



Architect
Design containers
Assign ownership
Let silence work

"If you keep driving, the org never learns to steer."

Shift #2: Intervention

Fixing
"I'll handle this."



Withholding
"What's your plan?"

"That discomfort is where leaders are born."

Shift #3: Energy

Pressure
More urgency



Permission
Explicit permission to lead
Safety to fail forward

"Confidence will not emerge under constant pressure."

06 MOVING NON 10K TO THE 10K CLUB

1. Invitation Without Approval

No one moves toward 10k unless they lead something, decide something, or own something.
You must stop initiating for them

2. Explicit Teaching Loops

Every ride-along or win must include: what happened, why it worked, what you do next. **if it's not spoken, it won't duplicate**

3. Visible Energy & Belief

You must train life enthusiasts into the culture: Daily wins named publicly. Weekly celebration. **Belief expressed not assumed**

Success in 90 days

✓ LOAD

You carry <60 volume

✓ INVITATION

2 Agents Self Initiate

✓ TEACHING

10k Leaders Teach Independently

BOTTOM-LINE FEEDBACK (STRAIGHT TALK)

You have already proven you can build volume. The next level is proving you can build leaders who build volume without you. Right now, your strength is the system's backbone. If you don't redistribute it, it becomes the bottleneck.

Tie-Back To Path To Partner

Sales Managers: Must Reproduce 10k Club Members

RVPs: Must work on the business, not in it

Partners: Build systems and culture not volume alone

Right Now, You're Still Working In The Business. Your Next Level Requires Working On The People Who Work In The Business

The Reality You're Leading In

Your team does not have a motivation problem. They have a self-initiation and confidence distribution problem. Your people are Responsible, Loyal, Hard-working, but Risk-averse and Waiting for direction.

01 HOW TO LEAD YOUR 10K LEADERS

Targets: Joe Hollifield, Ricky Muncey, Robert Caldwell, Eric Greene, Hunter Church

Pattern: High Conscientious One, Moderate Adventurer, Lower Life Enthusiast. Strong performers, cautious teachers.

STOP DOING

- ✦ Stepping in when they hesitate
- ✦ Letting them "just produce" without teaching
- ✦ Treating them as peers instead of lieutenants

START DOING

- ✦ Assign them leadership responsibility explicitly
- ✦ Hold them accountable for who they develop, not just what they sell
- ✦ Make teaching a requirement, not an option

EXACT LANGUAGE TO USE

"Your production is not the issue. Your next level is measured by who improves because of you."

Structural Move

Each 10K leader must: Own 2–3 Non-10K agents, Run weekly check-ins, Lead ride-alongs and debriefs. Report who moved forward, not just numbers. This removes you as the bottleneck.

02 HOW TO LEAD NON-10K MEMBERS

Targets: Joe Hollifield, Ricky Muncey, Robert Caldwell, Eric Greene, Hunter Church

Pattern: High effort, Low self-trust, Low visible confidence. Fear of doing it “wrong”.
Waiting for permission.

STOP DOING

- ✦ Saving them
- ✦ Correcting too fast
Setting vague expectations
- ✦ Allowing them to hide behind effort

START DOING

- ✦ Give small, owned leadership tasks
- ✦ Let them feel controlled discomfort
Delay reassurance
- ✦ Force decision-making reps

PRACTICAL LANGUAGE

Instead of: “Here’s what you should do.”

Say: “What are you going to do next?” (And then don’t answer for them.)

03 UNLOCKING GROWTH WITH LIFE ENTHUSIAST

Your org’s lowest side is Life Enthusiast. That is directly hurting recruiting, confidence, and momentum. Energy spreads confidence faster than instruction.

Daily (Non-Negotiable)

- ✦ Name one win publicly
- ✦ Call out effort + courage, not just results

Weekly

- ✦ Celebrate a Non-10K member
- ✦ taking initiative
Share why this business matters to
you (not how hard it is)

04 HOW TO LEAD WITHOUT OVER-FUNCTIONING

New Rule for You

If someone comes to you with a problem:

1. Ask: "What's your plan?"
2. Let silence sit
3. Only intervene if they are stuck, not uncomfortable

This builds self-trust, forces ownership, and creates leaders instead of dependents.

05 THE PROMOTION FILTER

Non-10K should NOT be measured by: Effort, Attitude, Hours.

They SHOULD be measured by: Initiative, Decisions made without permission, Leading something.

A Non-10K agent is ready when they:

- ✦ Lead a ride-along
- ✦ Teach a skill
- ✦ Make calls without asking
- ✦ Take responsibility for outcomes

WHAT YOU MUST STOP BEING

The Emotional Regulator

The Fixer

The Momentum Engine

The Safety Net

06 WHAT YOU ARE BECOMING

A LEADERSHIP MULTIPLIER

A PRESSURE DISTRIBUTOR

A CULTURE ARCHITECT

A BENCH BUILDER

Your success will soon be measured by:

“How many people can lead confidently when i’m not in the room?”

If keep making it easier for them, i make it harder for the organization to grow one-sentence leadership directive

You do not need to work harder you need to lead slower, assign more, intervene less and celebrate louder.



THANK YOU FOR
YOUR PURCHASE