

LIMITLESS Coaching Call Transcript

JANUARY 10TH, 2022

PROGRAM KICK-OFF CALL: LIMITLESS LEADERS

61

00:06:37.410 --> 00:06:45.930

Stephanie Bogan: All right, I want to do a quick just inventory For those of you who are on the call was everybody in the lifestyle kickoff call just as a point of reference.

62

00:06:47.100 --> 00:06:47.250

Stephanie Bogan: As.

63

00:06:48.690 --> 00:06:52.500

Stephanie Bogan: If you were not in the lifestyle kickoff call, can you drop a note in the chat.

64

00:06:53.160 --> 00:07:04.260

Stephanie Bogan: Just so I know and then i'll have you, rather than having everybody rehash all of that again i'll just will make sure you watch that video so that you get the background on that and we'll do the highlight reel for this call.

65

00:07:04.950 --> 00:07:13.020

Stephanie Bogan: Well, I am so excited to kick off this year's our inaugural leaders class of 2022 as many of you know, I have spent.

66

00:07:13.350 --> 00:07:22.050

Stephanie Bogan: The better part of my career building and growing firms of size and significance so i've been waiting two years to do leaders, there was originally the plan.

67

00:07:22.440 --> 00:07:33.870

Stephanie Bogan: to launch it back in 2020 event coven sort of derailed that because we ultimately did not want to lunch leaders and we could until we could really do it in person is a kickoff so we'll be doing that, obviously, in March.

68



00:07:34.110 --> 00:07:40.020

Stephanie Bogan: So I just want to say a personal hi and Hello before we kick off it's so exciting to have all of you here.

69

00:07:40.350 --> 00:07:53.280

Stephanie Bogan: And I can tell you that this is going to be an epic year and I see Melissa in the chat but she's going to listen and she's one of our alumni who's graduating into leaders, which is really, really excited all right, you guys ready.

70

00:07:55.260 --> 00:07:57.000

Stephanie Bogan: where's my would come on.

71

00:07:57.030 --> 00:08:01.170

Stephanie Bogan: This is the group because someone I will tell you that this is the fun factory over here.

72

00:08:01.560 --> 00:08:13.410

Stephanie Bogan: We do we have fun here at the release because life is way too short to do it any other way, and my experience I learned everything to the science of failure so just note to self you can't do it the hard long not fun way, but I just don't really recommend it.

73

00:08:14.760 --> 00:08:27.210

Stephanie Bogan: Are you guys ready in 54321 hi I am stephanie bogan and I am your tour guide and this year is limitless 2022 leaders program we are going to have such an incredible coaching mastermind this year.

74

00:08:27.510 --> 00:08:34.650

Stephanie Bogan: Leaders is really the blend of the best of like elite masterminds and that personal and practice coaching all in one inside some.

75

00:08:34.980 --> 00:08:42.300

Stephanie Bogan: epic retreats and experiences, so I am truly excited to have this inaugural group kicking off we have 13 leaders firms.

76

00:08:42.750 --> 00:08:47.100

Stephanie Bogan: ranging in size from over I just over 100 million to upwards of the billions.



77

00:08:47.790 --> 00:08:55.860

Stephanie Bogan: And here's what I can tell you at a certain point it's all just growth and the issues just compound with the number of clients have assets that follow you.

78

00:08:56.160 --> 00:09:02.910

Stephanie Bogan: But our strategy or planning or leadership or succession right getting her time back or the issues that you all face at this next level.

79

00:09:03.240 --> 00:09:14.640

Stephanie Bogan: As you really grab them more and better the calls to you so i'm really excited to be your guide on this process and so let's kick off with that we're going to really talk about what leaders is this year.

80

00:09:15.180 --> 00:09:21.600

Stephanie Bogan: Leaders is really about building a wildly successful business right affirm and a life that you love and I know for me.

81

00:09:21.870 --> 00:09:29.340

Stephanie Bogan: That was the thing that I sacrificed and creating my success in my first career Michael kits has caused us my encore career, by the way, so my encore career.

82

00:09:29.820 --> 00:09:38.730

Stephanie Bogan: They were my first career right, I was successful I got all those things, and you know, made the money and sold the company was on the cover of the magazine but man, the joy part was not my superpower.

83

00:09:39.090 --> 00:09:48.570

Stephanie Bogan: I was just so busy driving and driving as I like to say in searching for success because I thought it was going to create significance and more money was going to create meaning and those are all great things, by the way.

84

00:09:48.870 --> 00:09:50.430

Stephanie Bogan: they're impactful and influential.



85

00:09:50.880 --> 00:10:00.450

Stephanie Bogan: But they aren't the thing when it all comes down to it, it's really we all want to ride the edge of what I call like you want to show you one of the baddest that work when you incredible impactful.

86

00:10:00.690 --> 00:10:02.880

Stephanie Bogan: Work with scale and impact and reach.

87

00:10:03.180 --> 00:10:13.350

Stephanie Bogan: And then you want to be able to go live your life and check out from that and know that it's Okay, and not be consumed and overwhelmed but it'd be able to be present and at peace and have rate a positive time in your life without.

88

00:10:13.620 --> 00:10:20.400

Stephanie Bogan: feeling like it's all over here so whether you're working in a firm or running one that's always the balance that's the blade the line that we're all.

89

00:10:20.700 --> 00:10:27.690

Stephanie Bogan: constantly trying to strike and the greatest victim, and that is us like we create prisons have our own design and that's what.

90

00:10:27.960 --> 00:10:36.090

Stephanie Bogan: Leaders is really about is how do we elevate or firms and our teams are level of success and wealth and well being without compromising.

91

00:10:36.390 --> 00:10:43.140

Stephanie Bogan: The thing that makes life worth showing up for which is the experiences and the people and the time and the space.

92

00:10:43.530 --> 00:10:50.250

Stephanie Bogan: To create what we want for ourselves every single one of you is here, because in some way, shape or form you're a creator or a contributor.

93

00:10:50.610 --> 00:10:56.910



Stephanie Bogan: And that's why more and better calls to you if you weren't you'd be in the lifestyle program and you'd be hanging out there happy that's a great place to be.

94

00:10:57.210 --> 00:11:01.680

Stephanie Bogan: But if you have been saying that types of you, I tried it, you know I made it three years before.

95

00:11:02.130 --> 00:11:08.910

Stephanie Bogan: Before entering them and listen to, not a lifestyle raptors like if you have that thing types of you, you have to answer the call.

96

00:11:09.210 --> 00:11:20.730

Stephanie Bogan: How you answer the call determines the level right can we deliver that value and run an efficient practice and enjoy the ride and the right part is usually what gets compromised so leaders is really about.

97

00:11:21.270 --> 00:11:31.440

Stephanie Bogan: drawing a line and it's a land of drawing the line in the sand that says no more right, I am as a leader going to show up and build a wildly effective and successful firm.

98

00:11:31.890 --> 00:11:38.220

Stephanie Bogan: And i'm going to do it on my terms in a way that works for me my clients and my team, so that all the stakeholders in the process.

99

00:11:38.490 --> 00:11:47.400

Stephanie Bogan: are happy and healthy as we go through this process so that's what leaders is really all about as we go through that, as you know from our last call we've got tiffany and Adam.

100

00:11:48.000 --> 00:11:51.330

Stephanie Bogan: And Jared who will be joining us his advisor coach faculty this year.

101

00:11:51.930 --> 00:11:59.700

Stephanie Bogan: who all have different experiences to bring to the process so you'll see Adam at times, particularly get around efficiency and flows like that is his jam.



102

00:12:00.090 --> 00:12:09.030

Stephanie Bogan: Right tiffany and Jared like, how do you build that firm at the next level teams and culture, how do you scale advice, how do you scale your processes, how do you scale management, how do you scale leadership.

103

00:12:09.270 --> 00:12:20.040

Stephanie Bogan: So those are all the things that i've been working on and continue to work with them on deeply and that work translates into the best practices that will all share and experience here so we'll do that as a group as well.

104

00:12:20.520 --> 00:12:27.900

Stephanie Bogan: we'll also i'm so excited our faculty obviously with limitless and lifestyle will have access to my phone Carl will have some one on one time with them.

105

00:12:28.320 --> 00:12:36.120

Stephanie Bogan: As well throughout the year, but I am super excited that we have booked mark turgeon for the March retreat, he is officially retired.

106

00:12:36.630 --> 00:12:40.950

Stephanie Bogan: it's good to have friends so he's going to be joining us is gonna be flying in on Thursday.

107

00:12:41.280 --> 00:12:49.080

Stephanie Bogan: joining us for the tail end of the mastermind I think we'll do dinner with him that evening and talk about setting ourselves up for success the next day.

108

00:12:49.410 --> 00:12:53.310

Stephanie Bogan: And then he'll spend the next day talking with us, which is very much our agenda for.

109

00:12:53.730 --> 00:13:03.450

Stephanie Bogan: The first part of the year, which is driving value what's our vision for value for our firms and our lives and then, aside from just profit margin split what really drives value.

110

00:13:03.840 --> 00:13:12.150



Stephanie Bogan: How do we grow and scale that value and, ultimately, how do we lead, as we do that, and then i'm obviously going to spend some time talking with you about personal value.

111

00:13:12.540 --> 00:13:18.660

Stephanie Bogan: What is your value as a human as a leader in your firm like where did those worth and value issues show up for you and how do we.

112

00:13:19.170 --> 00:13:26.130

Stephanie Bogan: find the intersection of those two things where you as a person, and you as a leader and use the visionary come together in that march retreat.

113

00:13:26.460 --> 00:13:31.830

Stephanie Bogan: And really use that to cast a vision of the next level of success that we're going to create together so that's what.

114

00:13:32.100 --> 00:13:41.730

Stephanie Bogan: march retreat will be all about so we'll have mark Michael and Carl will have some other guests this year we're working on so though we'll put those in the surprise category for now, but we'll keep you posted.

115

00:13:42.270 --> 00:13:49.530

Stephanie Bogan: But my job is to show up with the information the education that you need and the coaches and then outside guests and faculty to fill in those gaps.

116

00:13:49.800 --> 00:14:00.090

Stephanie Bogan: Where there's specialized areas where we really wanted to again and that's what leaders is all about is it's not theory like it is deep tactics like how are we going to play this what's going on in digital marketing, what should we all be doing.

117

00:14:00.450 --> 00:14:08.700

Stephanie Bogan: So we have a lot more, whereas with lifestyles, a very structured program is no doubt God because right we're getting people to the baseline and the basics leaders is all about.

118

00:14:09.090 --> 00:14:19.410

Stephanie Bogan: There is no track for you you're going to create your own right what your vision for



your firm is and how you're going to get there is going to apply all these principles and practices, but the order of operations, if you will.

119

00:14:19.740 --> 00:14:25.200

Stephanie Bogan: is going to be wildly different for each of you so we're going to have a very thematic approach as we go through the year.

120

00:14:25.590 --> 00:14:33.240

Stephanie Bogan: And then really the team, and I will be here to support you in creating that path you have all met the team Allison and Lisa and Catherine and Leona.

121

00:14:33.870 --> 00:14:39.630

Stephanie Bogan: There will be some additions to the team, I suspect, in Q1 and you have met worse or.

122

00:14:40.500 --> 00:14:52.650

Stephanie Bogan: Are we go you guys should have all heard from Adam and Tiffany but anything you guys want one you take a minute just to add for the TEAM members that weren't here for the first retreat, what are you excited about this year, unless the impact it has had on you.

123

00:14:54.390 --> 00:15:02.760

Adam Cmejla: All for me my involvement in this group, and again I'm kind of sitting second chair here, relative to what Tiffany and Jared are going to be bringing to the table I'm excited to.

124

00:15:02.820 --> 00:15:10.860

Adam Cmejla: Learn from bringing the combination of what I've gone through up into this point with our firm what we're doing different in the niche of all like.

125

00:15:11.100 --> 00:15:14.970

Adam Cmejla: The niche within the niche within the niche that we've built here at the at integrated planning.

126

00:15:15.240 --> 00:15:26.400

Adam Cmejla: How we're striving to be a small giant in that space, but at the end of the day, learn how we can kind of for lack of better word think of the sacred cows that exist in this profession and how do we destroy them and how do we change.



127

00:15:26.700 --> 00:15:37.110

Adam Cmejla: That what the status quo has been because not all this that, like all the status quo that exists aren't necessarily in all of our best interest and you're here for some type of reason.

128

00:15:37.710 --> 00:15:44.190

Adam Cmejla: Because, to some extent you want change and you want to look at things a little bit differently than the way that you've thought about them up, and at this point.

129

00:15:44.580 --> 00:15:49.560

Adam Cmejla: i'm just excited to be along for the ride help provide value, where I can but like I said I compared to the.

130

00:15:50.280 --> 00:16:01.950

Adam Cmejla: value that tiffany and Jerry going to bring to the type of leaders that are in this that are in this group it's a it's an exciting privilege to be to be a part of itself, thank you for for being here and and in collaborating together.

131

00:16:02.400 --> 00:16:13.170

Stephanie Bogan: Thanks, I appreciate Adams is a he's a hyper efficiency guru so you will you all will get to spend some time with him this year I took you want to pick up and then durable have you just say a few words and then we'll move forward.

132

00:16:13.800 --> 00:16:25.560

Tiffany Charles: yeah I feel super excited to share some of the things that Jared and I have learned from we've paid a lot of tuition as we've grown we've done a lot right we've done a lot wrong and.

133

00:16:26.040 --> 00:16:32.220

Tiffany Charles: Those are all really great things into looking to scale at the impact that route and looking to have the impact that we want to have.

134

00:16:32.850 --> 00:16:43.380

Tiffany Charles: For those who have previously been in limitless this is Jared if you haven't seen him he's the one I talked about all the time, you need a partner that I have that hold me accountable.



135

00:16:44.040 --> 00:16:54.780

Tiffany Charles: Not only to the values and the cultures and the goals that we have here at work, but also personally so i'm really excited to share more of the partnership and not just myself, as well as i'm here as.

136

00:16:55.560 --> 00:17:09.870

Tiffany Charles: As not only to help and give as much as I can but also to receive it's really exciting to be amongst leaders who are looking to scale differently, as well, and just be appear and learn from you all, as well, so i'm really excited for this year.

137

00:17:10.440 --> 00:17:12.660

Stephanie Bogan: Great Thank you tiffany and Jerry.

138

00:17:14.250 --> 00:17:21.750

Jarrod Musick: hi i'm excited to be here, you know i've been involved in the limitless Community somewhat through tiffany and somewhat on my own.

139

00:17:22.380 --> 00:17:28.920

Jarrod Musick: For a few years now, and the Community here is just incredible in terms of people who are looking at doing it differently.

140

00:17:29.340 --> 00:17:33.180

Jarrod Musick: doing it in a sustainable way delivering massive value to their clients.

141

00:17:33.750 --> 00:17:42.540

Jarrod Musick: Creating value for members of their team so i'm just very, very excited to be able to collaborate and learn from the caliber of people who are going to be in this program.

142

00:17:43.140 --> 00:17:56.790

Jarrod Musick: Certainly happy to help and share as much of that tuition that tiffany I have paid with our blood, sweat and tears, as we have to give but just very excited to be here and to learn and to give as much as I possibly can.

143

00:17:57.840 --> 00:18:08.490



Stephanie Bogan: And i'm really excited about all every one of our coaches has a really comprehensive view of the limitless way and approach, but also some real areas of expertise and specialty and that's why we bring them together.

144

00:18:08.760 --> 00:18:16.290

Stephanie Bogan: Half of you are really going through and planning for right that next generation succession and how to do it successfully and effectively, which is something i've done.

145

00:18:16.740 --> 00:18:24.870

Stephanie Bogan: hundreds of times, but right Jared and tiffany have literally just right bought out a firm dot like father's succession like really taken we've spent the last year.

146

00:18:25.230 --> 00:18:31.830

Stephanie Bogan: reorganizing the team recasting division changing bad habits and behaviors like all of those things that get baked in.

147

00:18:32.610 --> 00:18:39.780

Stephanie Bogan: So there's a lot of experience that they'll be able to bring to that part of the process as well, for those of you that are preparing in or for going through.

148

00:18:40.320 --> 00:18:42.810

Stephanie Bogan: That process, which I know is really important to a lot of you.

149

00:18:43.140 --> 00:18:52.620

Stephanie Bogan: and, obviously, our guest faculty just have a lot of expertise to add in their areas and channels that will bring them in for calls and retreats to really dive deeply into some of those topics.

150

00:18:52.920 --> 00:19:01.110

Stephanie Bogan: That just become quite honestly, much more relevant, as you grow and scale and create more REACH and impact and try to do that right, while leveraging your time.

151

00:19:01.530 --> 00:19:09.630

Stephanie Bogan: I think you've all met the team at this point allison Lisa Catherine and Leona I you guys I did everybody catch them on the first call because I don't want anyone to miss it, but I.



152

00:19:10.380 --> 00:19:17.220

Stephanie Bogan: have to sit through everything twice, so you guys just want to do a wave and a quick Hello so everybody make sure they see you you're on there somewhere on the screen.

153

00:19:17.280 --> 00:19:18.420

Limitless Adviser: yeah everyone.

154

00:19:18.840 --> 00:19:21.000

Lisa Vander: i've talked to everybody on this call already.

155

00:19:22.680 --> 00:19:26.520

Stephanie Bogan: Everybody she knows where all the bodies are buried, as we like to say around here.

156

00:19:27.210 --> 00:19:39.420

Stephanie Bogan: It does every real never be stuff you guys know my story i'm not going to go over it again, but it really, really, really is, I want you to get really locked into this idea of these five freedoms in whatever way that it's meaningful to you.

157

00:19:39.750 --> 00:19:48.240

Stephanie Bogan: But I literally was sitting on the beach, one day, and I was like what is it we all want the same thing literally, this is what I want this is what all my clients want this is everybody i've ever worked with once.

158

00:19:48.600 --> 00:19:54.420

Stephanie Bogan: Is we want to have success and we want to have significance and for you, you want to do it at scale, but we also want to do it.

159

00:19:54.810 --> 00:20:02.100

Stephanie Bogan: In a way that allows us to have a happy successful lifestyle so we're going to just continue to drill these concepts that everything is going to get measured against.

160

00:20:02.370 --> 00:20:06.720

Stephanie Bogan: These five freedoms and what your version of it is and we're going to be to Adams point like.



161

00:20:06.960 --> 00:20:16.080

Stephanie Bogan: This is not the safe space like we're going to be ruthless about getting clear both you know, like to add him to be quite like I have a lot to share with you, based on my experience, but you guys have.

162

00:20:16.380 --> 00:20:23.760

Stephanie Bogan: So much more to learn and engage and grow from each other, that is, the beauty of masterminds right and at this level we've got.

163

00:20:24.120 --> 00:20:33.240

Stephanie Bogan: I mean we have people who are good at pretty much everything across the practice and right i'm in the Center of all that, to help you navigate it organized in a way that is the best for everyone, as a group so.

164

00:20:33.570 --> 00:20:45.060

Stephanie Bogan: I want you guys to get locked in that your idea is to be sitting around a year from now telling the story of what your version of five freedoms in and you need to get like that smile on your face that I get my life is not perfect, by the way, it's just not.

165

00:20:45.570 --> 00:20:56.250

Stephanie Bogan: of marriage, I have kids right I finances I have school my son literally in between calls was like i'm sick i'm home with who knows right by going husband's like yours your vile fill it up spit okay.

166

00:20:56.550 --> 00:21:08.760

Stephanie Bogan: Like that's what I did in the break so like life is just is constantly changing game and circumstances and our job is to figure out how do we show up for it in the fullest most satisfying and fulfilling way, it is a founder of a firm.

167

00:21:09.300 --> 00:21:16.710

Stephanie Bogan: You have so much more latitude and ability to create and control that in your life and then most people do and as members of firms.

168

00:21:16.980 --> 00:21:23.700



Stephanie Bogan: Who are going through a program like this, you have the ability to create a space that if you don't all right, where you love working for, and you get excited and.

169

00:21:24.000 --> 00:21:33.840

Stephanie Bogan: We like to create we call teams of happy high performers, which is what it's all about right every stakeholder in the process feeling super good about their experience and engagement with the firm.

170

00:21:34.410 --> 00:21:41.880

Stephanie Bogan: we're going to bridge that behavior gap that we talked so much about you know where you are, you know where you want to be and what we're really here for.

171

00:21:42.120 --> 00:21:51.810

Stephanie Bogan: is to lay those stepping stones right what's the next best step let's get that clarity right do we have the right map, are we using the team in the right way do we have the right systems what's holding us back.

172

00:21:52.320 --> 00:22:02.610

Stephanie Bogan: But in all of our lives personally and professionally we are all sitting in our space at any moment, and it is the space that we've created for ourselves there's no one else who is more responsible.

173

00:22:02.850 --> 00:22:06.960

Stephanie Bogan: For the experience we're having than us and we're going to talk a lot more about that this year.

174

00:22:07.440 --> 00:22:18.270

Stephanie Bogan: The number one ingredient to creating a new and better space for yourself is owning and accepting that and then asking yourself what can I do, how can I show up, how can I lead, how can I create.

175

00:22:18.540 --> 00:22:26.130

Stephanie Bogan: How can I deploy, how can I be disciplined, how can I follow through in the ways that will create the results that you want.

176



00:22:26.640 --> 00:22:36.930

Stephanie Bogan: there's this great joke that I heard years ago and i'm not like the world's best joke Teller, but I have a couple of good ones, asked me about the standard joke at Christmas, if you're new, by the way, don't let me don't don't let it go by without here in that one.

177

00:22:37.620 --> 00:22:44.460

Stephanie Bogan: But every guy goes into a dot his doctor and he's like doctor doctor oh my God i'm a horrible horrible pain, you have to fix me.

178

00:22:45.030 --> 00:22:49.590

Stephanie Bogan: And the dog and that's right a lot of you are feeling that kind of pain and the doctor says okay take a breath.

179

00:22:50.130 --> 00:23:01.080

Stephanie Bogan: Tell me why you're here, he says well you know when I push on my arm here, it just it's excruciating I can't take it doctor says Okay, what else and he's like well when I when I push on my chest here on my shoulder.

180

00:23:01.710 --> 00:23:11.550

Stephanie Bogan: excruciating and he's like man when I when I push on my forehead like I can barely stand it and doctors like okay we're going to run some tests told your practice 360, by the way, and run some tests.

181

00:23:12.240 --> 00:23:22.350

Stephanie Bogan: it's like take a minute i'll be back in a few comes back in and so coming on katie do you figured out, you know it's like you know it's wrong right doctors like lot of problems like we got this it's like well.

182

00:23:22.740 --> 00:23:32.460

Stephanie Bogan: What is it like this is extremely guy you've got to make it stop and the doctor says Bob it's okay he's like your body is fine, but he's fine it just turns out your fingers broken.

183

00:23:36.480 --> 00:23:43.830

Stephanie Bogan: If I could hear you right, I see laughs right, so this is how short your first read the jokes are better versed in with me at least or after a cocktail one of the two.



184

00:23:44.400 --> 00:23:53.640

Stephanie Bogan: So, but the point here is you're all here, because your fingers broken in some way, shape or form, you are experiencing pain pressure point attention point or friction.

185

00:23:53.850 --> 00:24:00.060

Stephanie Bogan: between you and the what comes next, on the other side of that bridge and that's what we're here to address is it's not the finger.

186

00:24:00.570 --> 00:24:15.540

Stephanie Bogan: Right, the finger is a symptom you all have the ability to do amazing incredible things, or you would not be here, the question we have to ask ourselves is what have we not accounted for because you're all incredibly capable like there's no weak link in this group.

187

00:24:16.590 --> 00:24:20.340

Stephanie Bogan: It just means that you don't have the clarity of what we need to account for.

188

00:24:20.850 --> 00:24:30.330

Stephanie Bogan: To take the right action to create the results that we want and that's the path that we're going to take you through this year is making sure that you have that the tracks, as we like to call them or the roadmap.

189

00:24:30.780 --> 00:24:39.930

Stephanie Bogan: And we're going to do that in a very simple structure we're going to have three retreats this year right retreat one is going to be with mark divergent all about driving value personally and professionally in the practice.

190

00:24:40.350 --> 00:24:48.690

Stephanie Bogan: retreat to is going to be all about scaling value that's going to be our summer retreat like hey you really want to grow grow could be assets, it could be team that could be time like you want to do.

191

00:24:48.840 --> 00:24:58.320

Stephanie Bogan: Some really cool chesnutt then like you're going to have to get really uncomfortable she isn't, it is my own personal work by the way, it's a really nice way of using more colorful language without using Rico for language.



192

00:24:58.860 --> 00:25:10.200

Stephanie Bogan: Right like we're going to do some shooting it in June, because it's going to be about like what's that bigger and better that really calls me and what's the scale people process platform perspective that I need to bring to the table and account for.

193

00:25:10.530 --> 00:25:14.940

Stephanie Bogan: To create that track for myself right and then, what are the steps that I need to take to do it.

194

00:25:15.330 --> 00:25:25.350

Stephanie Bogan: retreat three is all about growing value like, how do we grow, the value of the business of the enterprise right what's our strategy for growth, both in terms of marketing and branding and all that.

195

00:25:25.620 --> 00:25:33.210

Stephanie Bogan: But for many of you right the next level is about creating other income engines about not having the businesses revenue and growth.

196

00:25:33.510 --> 00:25:44.610

Stephanie Bogan: Be so dependent on you, because that comes with a lot of pressure right, how do we transition that to the firm as a stakeholder into the next generation of its successors and advisors or marketing and leaders.

197

00:25:44.880 --> 00:25:55.350

Stephanie Bogan: to write become an income engine, how do we take all that cool she isn't it that we have is founders and transfer it to the firm, so that it can be institutionalized and scale.

198

00:25:55.770 --> 00:26:02.730

Stephanie Bogan: Which is how you get that incredible result, while you're on the beach and everything's working great right so that's what we really want to talk about and the growth retreat.

199

00:26:03.120 --> 00:26:11.820

Stephanie Bogan: And then we're going to have obviously your math masterminds which will be digging into monthly you're consulting and coaching which will be doing quarterly and then throughout the



quarter, as you need support.

200

00:26:12.180 --> 00:26:20.100

Stephanie Bogan: And as you all know, you have access to lifestyle program so you and or your team should be going through all or part of that program through the year.

201

00:26:20.340 --> 00:26:30.000

Stephanie Bogan: Depending on your firm and situation so when you have access to all of it, and then in our q1 strategy call, which is coming up in a couple of weeks we'll talk through your practice 360.

202

00:26:30.300 --> 00:26:39.330

Stephanie Bogan: And then, where it makes sense, like hey you've got a successor that's going to be taking over the firm put them in the whole program like this is what you need to do to run a really kick like this.

203

00:26:48.510 --> 00:26:49.620

Stephanie Bogan: agree it's.

204

00:26:50.760 --> 00:26:59.040

Stephanie Bogan: Like do that so we'll work on that you will obviously have a good sense of that based on where you are in your agenda, but I will help guide you through that as can lease it anytime.

205

00:26:59.280 --> 00:27:04.440

Stephanie Bogan: Based on where you are so those are kind of the six core elements or ingredients in the recipe.

206

00:27:05.040 --> 00:27:11.310

Stephanie Bogan: That we're going to do together the way that we're going to do, that is, you are probably already very clear at this point we're going to have our retreats.

207

00:27:11.970 --> 00:27:16.800

Stephanie Bogan: we're gonna have our monthly coaching calls and those will be about 91 of the 90 minutes in length.

208



00:27:17.460 --> 00:27:25.860

Stephanie Bogan: So you can all for lifestyle, you will ultimately decide who goes to the lifestyle calls leaders will be founders right members and come members.

209

00:27:26.250 --> 00:27:37.800

Stephanie Bogan: And then for lifestyle any of you right whether you're you know leaders managers advisors or TEAM members, you can go through that track and use the pieces that work for you, where you are so again we'll talk with you about that.

210

00:27:38.490 --> 00:27:46.170

Stephanie Bogan: The monthly coaching calls the primary members will come to if you have TEAM members that have questions they are welcome to come to those calls.

211

00:27:46.560 --> 00:27:54.210

Stephanie Bogan: Just let us know, because a lot of what we talked about these calls will be right are kind of group stuff and personal and so we actually have space for that.

212

00:27:54.510 --> 00:28:03.750

Stephanie Bogan: Just let us know at the beginning of the call like hey you know someone says on the call, we want to talk about X, Y or Z so we can make sure to cover those topics and then get into anything that we might want to cover that's personal.

213

00:28:04.350 --> 00:28:08.490

Stephanie Bogan: to any of our firms, because for those of you that remembers you and become pretty close with this group.

214

00:28:09.090 --> 00:28:17.640

Stephanie Bogan: Certainly, with the people in your mastermind and as Adam and tiffany and Jared will tell you right, the more open and honest and authentic and share, you are, the more you put in.

215

00:28:18.090 --> 00:28:27.960

Stephanie Bogan: The more you're going to get out so we just want to make sure that everybody's comfortable with that office hours everybody can come to office hours you do not have to come to every single one certainly for a lifestyle.

216



00:28:28.500 --> 00:28:35.190

Stephanie Bogan: Where you're applying you absolutely want to show up and ask those questions if you've got questions you can send the team to office hours that's what they're for.

217

00:28:35.400 --> 00:28:40.110

Stephanie Bogan: Your teams are implementing service models or succession plan with marketing plans, whatever it may be.

218

00:28:40.620 --> 00:28:43.380

Stephanie Bogan: We can bring those questions to office hours as you need them.

219

00:28:43.830 --> 00:28:51.690

Stephanie Bogan: And then strategy calls so we'll have our calls each quarter so then there's make those are 90 minutes in length, so there are good right, we have a lot of time to really dig in.

220

00:28:52.050 --> 00:29:01.980

Stephanie Bogan: and talk about where you are in your strategy what issues you're facing make sure that you're clear you've got a good plan you're focused rate and then we will help you spot treat the carpet along the way, a florist sitting there she's like oh.

221

00:29:02.310 --> 00:29:09.390

Stephanie Bogan: i'm building out this service model, and I have a question about X Ray she can go on tribe she did a coaching college and go to office hours and if for any reason she is still.

222

00:29:09.570 --> 00:29:16.200

Stephanie Bogan: Not gotten an answer, or a deepening answer she gave me like a step could you try to find right like like yellow say 15 minutes was not as baby up.

223

00:29:16.620 --> 00:29:24.210

Stephanie Bogan: So our goal is to really create a structure that moves everybody along, but then allows us that's the beauty of leaders is its elite mastermind.

224

00:29:24.630 --> 00:29:31.470

Stephanie Bogan: With coaching so it's the best of you do not have to choose you don't have to just be on a track and not get the benefits of.



225

00:29:31.800 --> 00:29:38.250

Stephanie Bogan: masterminds in that group and then engagement and you don't have to just be in a mastermind and then not have the ability to right have the coaching and the experience.

226

00:29:38.490 --> 00:29:46.860

Stephanie Bogan: To help you personally so that's what I get really excited about with leaders is I get to spend a lot more time with you individually, which is what leaders is all about.

227

00:29:48.450 --> 00:29:54.900

Stephanie Bogan: This is the curriculum for the year I don't think I need to read this again, but we have a very full agenda on the lifestyle aside.

228

00:29:55.560 --> 00:30:02.760

Stephanie Bogan: leaders, I just want to be really clear about this leaders retreats are adjacent to so for every retreat week.

229

00:30:03.060 --> 00:30:08.010

Stephanie Bogan: We have the lifestyle retreat, we have the rich, which is the first two days Tuesday, Wednesday.

230

00:30:08.340 --> 00:30:17.340

Stephanie Bogan: Thursday is the mastermind meetup so if you're a member Member you'll be leaders mastermind so we'll have a meetup day all programs meet on the same day.

231

00:30:17.760 --> 00:30:25.830

Stephanie Bogan: And then on that Friday we'll do our leaders day where we're going to dive deep into right the themes and topics and, in this case mark for March, where we're really going to dig in.

232

00:30:26.220 --> 00:30:34.710

Stephanie Bogan: Right do planning breakouts have conversations so well so you're you're welcome to come to the whole week your team can come to the lifestyle retreat.

233

00:30:35.010 --> 00:30:42.360



Stephanie Bogan: If you have questions about who should come to why obviously Lisa and I will help you through that, over the course of the month, but I just want to make sure that everybody is clear on that.

234

00:30:42.780 --> 00:30:50.040

Stephanie Bogan: And then, our June retreat for leaders is just leaders, so this is what I call them wanting to do this for a couple years now, my team will tell you.

235

00:30:50.580 --> 00:31:01.320

Stephanie Bogan: What I called radical retreats, which is where this is not about you know sitting in a hotel conference room and you know not that we want sometimes you know tells a resource, but the idea is to really get.

236

00:31:01.590 --> 00:31:11.070

Stephanie Bogan: outside of her space and our comfort zone and go off and have adventures and experiences that really kind of expand us and get us in that space to get the clarity that we need.

237

00:31:11.460 --> 00:31:16.980

Stephanie Bogan: To take the business to the next level and have a lot of adventures and fun because let's be honest that's why we're all here.

238

00:31:17.520 --> 00:31:25.950

Stephanie Bogan: So the leaders retreat, we have a tiny little Asterix glitch on that in a good way, which is to have the 13 of you can actually make the June retreat.

239

00:31:26.760 --> 00:31:31.320

Stephanie Bogan: So one if we can we want to accommodate obviously we can't derail the whole thing.

240

00:31:32.130 --> 00:31:41.010

Stephanie Bogan: Also coven and on new cron we thought they were gone and they're a little bit back my son just came home so we're looking at that just the adventures that we're choosing from we have.

241

00:31:41.340 --> 00:31:48.330

Stephanie Bogan: Really opted against anything that is heavily inside just because, in the interest of not you know, knowing exactly what's going to happen.



242

00:31:48.930 --> 00:31:55.980

Stephanie Bogan: So we're going to just so you guys know we're going to send an email towards the end of this week, early next week we've got final check ins, with some venues.

243

00:31:56.400 --> 00:32:07.650

Stephanie Bogan: On some alternate dates, so we just want to make sure that i'm the options were considering they have availability so we're going to send you an email it's very simple and short and sweet i'm just going to ask you to pay attention to it for the sake of your peers.

244

00:32:08.100 --> 00:32:14.910

Stephanie Bogan: Which is we're going to give you three alternate dates for summer retreat in order of preference just let us know if they work or not that's all you need to do.

245

00:32:15.210 --> 00:32:24.960

Stephanie Bogan: And then, based on that, if we can make a shift that works for everyone, we will do that and i'll let you know very quickly, I would say in the next week or two just depending on how we get responses and if you can't.

246

00:32:25.590 --> 00:32:34.950

Stephanie Bogan: Then we'll keep it the way that is because, obviously we don't want it right rock the boat for new people if we if we have issues for people as we, as we knew coming into it, so we will do what we can to accommodate that.

247

00:32:35.760 --> 00:32:44.040

Stephanie Bogan: If you have any preferences against adventure of any kind, you should let me know now because I don't have those reservations I love.

248

00:32:44.520 --> 00:32:52.410

Stephanie Bogan: Anything you know that pushes me outside of my comfort zone but spas are everywhere, so if you really, really, really find the essence of people will figure.

249

00:32:53.160 --> 00:33:00.270

Stephanie Bogan: out to accommodate you so that's our agenda for the year in terms of the lifestyle program and then the leaders retreats that wrap around that.



250

00:33:01.590 --> 00:33:07.410

Stephanie Bogan: And then, this is the process for those of you who are on teams and as we go through this process you all may have.

251

00:33:07.770 --> 00:33:17.250

Stephanie Bogan: Something similar to this in your firm, but I want you to be really clear that this is the process, I will be implementing or right will adapt to your process if you have one that's working.

252

00:33:17.640 --> 00:33:26.100

Stephanie Bogan: I call it the launch process and I call it the launch process, which is the hardest part of any effort is to get it off the ground, and then you got to keep it in space, but once you get it into space, what happens.

253

00:33:26.550 --> 00:33:33.240

Stephanie Bogan: The kind of it just orbits and it stays there and it does right we're in a predictable way what it needs to do, unless you're watching the space movies.

254

00:33:33.630 --> 00:33:42.240

Stephanie Bogan: So that's what the launch process is really about how do we set a clear plan for the year, which is what we're going to start doing in our q1 call I presume you have some idea.

255

00:33:42.480 --> 00:33:49.110

Stephanie Bogan: Just through your typical processes we're going to clarify that, through the practice 360 and our q1 strategy and coaching call.

256

00:33:49.320 --> 00:33:57.000

Stephanie Bogan: So we know what that plan is then we're going to put in place quarterly business reviews, which is a process that you really all limitless people will go through.

257

00:33:57.270 --> 00:34:04.020

Stephanie Bogan: to really assess your personal and professional progress on a quarterly basis across all facets of the firm ranks keep you focused on track.

258

00:34:04.620 --> 00:34:13.980



Stephanie Bogan: monthly meetings, many of you already read your monthly business marketing meeting looking your fight, like all of those things that make sure that you're leaving the firm with discipline and clarity.

259

00:34:14.400 --> 00:34:22.680

Stephanie Bogan: And then weekly team meetings right, you have rate service and projects and priorities but we're going to make sure that you have really what I call high and tight structure for that.

260

00:34:23.040 --> 00:34:29.850

Stephanie Bogan: Because this overall process creates clarity what's the mission, the vision, the values the three year goals like where are we going and why.

261

00:34:30.210 --> 00:34:38.970

Stephanie Bogan: It creates transparency who's doing what when why and how like we got to make sure that we are moving from California to New York great the GPS, that is moving along.

262

00:34:39.300 --> 00:34:43.650

Stephanie Bogan: And if not, we can address those issues because that's where everything gets right stuck down.

263

00:34:44.070 --> 00:34:52.020

Stephanie Bogan: And then, accountability, how do we make sure that we as leaders are really holding ourselves accountable to the environment, the organization, we want to create.

264

00:34:52.350 --> 00:34:59.520

Stephanie Bogan: That we're making the right choices right we're thinking well we've got clarity or team gets what they need at the right people on the bus, how do we create all of that.

265

00:35:00.090 --> 00:35:08.880

Stephanie Bogan: And then, make sure that we're holding ourselves accountable and our teams accountable for progress on those priorities that are really important to the organization.

266

00:35:09.180 --> 00:35:11.970

Stephanie Bogan: Right and then that's just a loop that we continue to repeat.



267

00:35:12.330 --> 00:35:21.480

Stephanie Bogan: And that discipline becomes embedded integrated into the organization, so we start to solve problems like our eyes are bigger than our stomach we're taking on too much.

268

00:35:21.540 --> 00:35:29.010

Stephanie Bogan: we're not following through on things oh here she is gone I can't tell you how many times for those of you who are TEAM members, how many times they've heard in my 30 year career.

269

00:35:29.400 --> 00:35:39.420

Stephanie Bogan: Oh, he went off to a conference in here the next shiny idea like oh great where did this leaders idea come from great you just made a bunch of work for us and we listened to this stephanie check for the next six months, and just let it pass.

270

00:35:39.720 --> 00:35:41.490

Stephanie Bogan: It all the back to business as usual.

271

00:35:41.880 --> 00:35:47.460

Stephanie Bogan: Right, and so I can say that with you and I see you all laughing because you know a little bit of that is true, because i've done this.

272

00:35:47.520 --> 00:35:54.000

Stephanie Bogan: A number of times, but the good news is we're not practicing like change is a hard thing and here's what I can tell you about your founders if you're listening.

273

00:35:54.570 --> 00:35:57.330

Stephanie Bogan: Their intentions are great sometimes the execution is for.

274

00:35:57.660 --> 00:36:09.090

Stephanie Bogan: But that's never a function of intention is, how do we align our mindset or mapping or methods in our momentum and when those things get out of whack We feel it we experience it those are the income currencies and the disruptions.

275

00:36:09.480 --> 00:36:19.380

Stephanie Bogan: And the friction and the stress that we feel in our firms and we're going to



systematically go through those and fig teach you guys away to what do we have to account for why does this keep happening, why we should like.

276

00:36:19.950 --> 00:36:25.080

Stephanie Bogan: happens all the time, why are we doing it for the 17th time this year, this is getting a little bit ridiculous.

277

00:36:25.410 --> 00:36:32.760

Stephanie Bogan: So we call them breakdowns like when you have breakdowns in the firm there's a process behind this process that you're going to use to identify source.

278

00:36:33.030 --> 00:36:39.000

Stephanie Bogan: account for and take action on those so you don't have the same breakdowns over and over like we don't mind breakdowns they happen.

279

00:36:39.570 --> 00:36:49.980

Stephanie Bogan: Nothing more annoying than a breakdown and happens over and over if you're a founder it's incredibly frustrating to try and get your team to a place where things just work and you're like why can't it just work and if you're a team oh my God you're like.

280

00:36:50.190 --> 00:36:53.040

Stephanie Bogan: Well, if you would just do this, and this, and this everything would work just fine.

281

00:36:53.340 --> 00:37:01.140

Stephanie Bogan: Why can't we just do that and our job this year is to bring all of that, together, in a clear, cohesive congruent way so that everybody knows what we're doing.

282

00:37:01.530 --> 00:37:09.480

Stephanie Bogan: Why we're doing it when we're doing how we're doing and how we're going to measure ourselves and the result in a way that there is no place to hide so.

283

00:37:09.780 --> 00:37:15.420

Stephanie Bogan: you're going to be uncomfortable but it's going to be the best kind of uncomfortable that you can be because we're going to do the work.



284

00:37:15.750 --> 00:37:25.980

Stephanie Bogan: it's just not usually the work that we think it is it's Why are we having a breakdown is this a people issue a process issue or a platform issue or prospective issue because it's always one of those four issues.

285

00:37:26.730 --> 00:37:36.900

Stephanie Bogan: Always and if we know what kind of problem, it is then we can account for it, and then we can solve it, and right, you can see, we have all kinds of platform and learning and grow like there's no shortage of ability to solve stuff here.

286

00:37:37.500 --> 00:37:46.740

Stephanie Bogan: The hardest part is knowing what you're really, really solving for, and this is the process that you're going to use or some version of an adapted to your firm to make sure that we have clarity.

287

00:37:47.010 --> 00:37:54.270

Stephanie Bogan: We have transparency and we have accountability, and when you have those ingredients, the cake works out every single time and that's the goal.

288

00:37:55.200 --> 00:38:03.030

Stephanie Bogan: Right and our job is to communicate when we have those breakdowns so that I can, and the team can pop in and help fix them because it doesn't have to be.

289

00:38:03.300 --> 00:38:10.920

Stephanie Bogan: A huge thing it's the little things that right consistency compounds and that's like a super big saying you're going to hear a lot this year.

290

00:38:11.730 --> 00:38:18.930

Stephanie Bogan: here's our engagement schedule will give this to you in a written form but like we're going to be there with you every single month we're going to do our performance retreat.

291

00:38:19.290 --> 00:38:26.100

Stephanie Bogan: And our practice 360 right so you're sharing all your information i've got days and days scheduled to just go through it and learn all about you.



292

00:38:26.550 --> 00:38:34.620

Stephanie Bogan: And then show up to that q1 strategy call with themes and observations right and some ideas for us to talk through so we can craft that plan February.

293

00:38:34.950 --> 00:38:43.770

Stephanie Bogan: Via masterminds and my check ins you're going to do weekly check ins founders I don't know if you're not doing this already, but this is going to be a new, very annoying but action oriented habit.

294

00:38:44.070 --> 00:38:53.580

Stephanie Bogan: Which is on tribe in that accountability room and you have your own leaders room i'm going to ask you, each week to pop in you're going to do it as part of your mastermind process, it will be there.

295

00:38:53.850 --> 00:39:01.140

Stephanie Bogan: And just as mentioned me, so I can keep tabs on what you're doing and how you're doing it and make sure that everything is moving along and be there to support you if it's not.

296

00:39:01.470 --> 00:39:09.870

Stephanie Bogan: will do monthly check ins right just to check in you'll get an email, for me, every month what's going on is everything good do you need something right, so we just want to make sure that we're always there.

297

00:39:10.260 --> 00:39:16.410

Stephanie Bogan: and your job is going to be to execute right your q1 priorities, I am not going to read all of these boxes you're very great people.

298

00:39:16.740 --> 00:39:20.130

Stephanie Bogan: But that is the engagement schedule that we're going to go through over the course of the year.

299

00:39:20.400 --> 00:39:27.900

Stephanie Bogan: So hopefully what you're feeling is between lifestyle and all of the content, you have access to there and the coaching and the masterminds and then coaching here.



300

00:39:28.170 --> 00:39:39.450

Stephanie Bogan: And it like there is no place to hide like you showed up for the more and better and we are here to make them more and better happen, and this is the schedule that will follow, to make sure that we are engaging and supporting you along the way.

301

00:39:41.250 --> 00:39:50.580

Stephanie Bogan: For your teams, this is, we talked about this earlier today there's a room on tribe called the team team talk for staff team top for advisors, so if your.

302

00:39:51.150 --> 00:40:00.510

Stephanie Bogan: Service associate advisor next gen advisor in the firm that's the room for you to connect with the other advisors you're going to experience i'm sure you guys will have lots of highs and lows to share with each other.

303

00:40:00.750 --> 00:40:08.100

Stephanie Bogan: same thing for teams like what are you guys doing like there's so much that you can get from each other, how are you guys loving this what tech, are you using.

304

00:40:08.490 --> 00:40:22.410

Stephanie Bogan: um I really want to encourage you to go in there and introduce yourselves make a point once a week check in hey I had this happen this week anyone had that experience the more that you engage the more that you'll get back that's just really how these communities work.

305

00:40:23.430 --> 00:40:28.680

Stephanie Bogan: And then I think I covered this in lifestyle, but this is because no one knows this, but i'm a closet data geek.

306

00:40:29.880 --> 00:40:41.880

Stephanie Bogan: So we track all of our Member experiences so For those of you on teams, please use the logins on the team cheat sheet to log in because if you don't it mixes you with Members, and then I can't tell if your founder.

307

00:40:42.240 --> 00:40:52.920

Stephanie Bogan: has actually shown up and not showing up so it's just a way for us to create a lot of clarity and accountability on the Member side, and then we also want to know, like how many of you are participating right were to have you in a call or 20 of you in a call.



308

00:40:53.220 --> 00:41:02.520

Stephanie Bogan: With 25 people on the call, we should probably just started step call every month and then right, we can have some structure around that so that data really does help us create a better and more engaging experience for you.

309

00:41:02.820 --> 00:41:05.700

Stephanie Bogan: And all the links to everything you need are on there as well.

310

00:41:05.970 --> 00:41:14.790

Stephanie Bogan: I you guys are welcome to jump into tribe around the topics and the questions and ask great there's no issue there like hey we're using service models or niches or how are you guys doing this that's what.

311

00:41:15.210 --> 00:41:26.970

Stephanie Bogan: tribe and community is for what you'll find is, if you do a post, I will answer one of the coaches lancer two or three other people answer, depending on the topic and sometimes right there's just a lot of really good stuff that you can get out of there.

312

00:41:29.250 --> 00:41:30.900

Stephanie Bogan: All right, you guys ready to jump in.

313

00:41:33.000 --> 00:41:45.120

Stephanie Bogan: All right, so hopefully everybody will be able to see the leaders of the website I got another checking the permission so we're going to all go to we want to drop the Web address in the chat ellison sure.

314

00:41:47.820 --> 00:41:56.880

Limitless Adviser: And, by and large, obviously the website will be the same, but we have added and leaders room, and so I will be different you'll have different spaces that are private.

315

00:41:57.330 --> 00:42:01.680

Stephanie Bogan: yeah so you have all you all have access to all of the lifestyle spaces.

316



00:42:02.550 --> 00:42:08.190

Stephanie Bogan: Right I don't mean you can go in their office hours if you want white what you can write all the topic rooms are open.

317

00:42:08.490 --> 00:42:16.530

Stephanie Bogan: To them, and to you, they do not have access to your rooms, so if you post in the leaders private room the accountability room the leaders.

318

00:42:17.490 --> 00:42:27.090

Stephanie Bogan: General lounge they will not see that if you post in like a topic room service models right hand succession planning everyone allison will they see those as well.

319

00:42:27.690 --> 00:42:36.060

Stephanie Bogan: yeah yeah so that there's kind of just shared everyone no downside to that, by the way, but just fyi anything you want to keep personal keeping that keeping the leaders rooms.

320

00:42:37.350 --> 00:42:41.040

Limitless Adviser: Okay, so i'm going to show you what the tribe room looks like for leaders.

321

00:42:41.700 --> 00:42:51.600

Limitless Adviser: And it's by and large, the same like we said, except your your own notice that there's leaders getting started leaders introduction and you have your own leaders accountability room as well.

322

00:42:52.350 --> 00:43:07.020

Limitless Adviser: And down here you have a leader is private lounge and then you'll also be having access to your mastermind group for your leaders specifically and so those are four additional areas that you have access to.

323

00:43:08.820 --> 00:43:12.480

Limitless Adviser: And I think the one that stephanie wants to focus on is our.

324

00:43:13.080 --> 00:43:15.900

Stephanie Bogan: Accountability room yeah so you should all go into leadership.

325



00:43:16.020 --> 00:43:22.830

Stephanie Bogan: Accountability yourself, we will share a member directory, so you have information contact information for all of the other Members.

326

00:43:23.490 --> 00:43:28.590

Stephanie Bogan: But for the call earlier today, this is where we're going to check in on you on tribe.

327

00:43:28.920 --> 00:43:38.310

Stephanie Bogan: So if you did if you jumped ahead and this morning's call then great, but right now i'm going to ask all of you, Members founders go into the leaders accountability room.

328

00:43:38.730 --> 00:43:54.570

Stephanie Bogan: share your big why and for those of you that are either teams or advisors go into the team talk staff or team talk advisors and do a quick introduction and meet the other people who are on this adventure with you so we're going to take three to five minutes and we're going to do that.

329

00:43:55.560 --> 00:44:07.170

Limitless Adviser: You can access the space for the team, by signing into our website members that limitless FA that life and then you can simply click on the good vibes tribe here on the Left navigation menu.

330

00:44:07.710 --> 00:44:16.650

Limitless Adviser: So you may need to fill out a profile if you haven't been on our tribe before it's just a few simple questions and then you'll push through to our actual site here.

331

00:44:18.660 --> 00:44:23.280

Limitless Adviser: With my leaders accountability room is my private Joseph we will add you to it.

332

00:44:28.020 --> 00:44:32.340

Stephanie Bogan: yeah we kicked all the alumni out of that room this year, Joe we just don't get to be in it.

333

00:44:36.480 --> 00:44:46.740

Stephanie Bogan: I for anyone that's wondering, the group is about 5050 this year between lifestyle Members that have graduated into right there now well into that seven figure space and.



334

00:44:47.130 --> 00:44:54.750

Stephanie Bogan: Those of you who've just followed us for a while and who are ready to go limitless so it's a really nice mix of group this year we're going to connect in just a minute.

335

00:44:59.160 --> 00:45:06.480

Limitless Adviser: Okay, Joe and I just added you to the leaders accountability room so just try to refresh your page pull up for you.

336

00:45:14.670 --> 00:45:17.190

Stephanie Bogan: anyone's having any issues just drop this in the chat.

337

00:45:17.940 --> 00:45:27.900

Limitless Adviser: Okay Mike and I did see you weren't in there over the weekend, so you may need to create a profile, again, I noticed you're one of the leaders that I couldn't find when I was trying to add you to the rooms.

338

00:45:32.640 --> 00:45:35.250

Stephanie Bogan: I knows there's already a chat about mark drinking whiskey with.

339

00:45:35.700 --> 00:45:36.210

The Orange.

340

00:45:37.980 --> 00:45:42.210

Stephanie Bogan: What I was doing serious over here but it's awesome.

341

00:45:42.720 --> 00:45:48.360

Tiffany Charles: I got to engage in that and Sep tember as well and I didn't know, I was a whiskey drinker and.

342

00:45:49.350 --> 00:45:58.110

Stephanie Bogan: The high West whiskey the distillery here and it's like a big deal in park city, so you guys will all get to experience that I can't say i'm a huge whiskey drinker but the whiskey is actually pretty good.



343

00:45:58.590 --> 00:46:01.110

Stephanie Bogan: Now you go to the distillery and do like a tour so we're going to.

344

00:46:01.110 --> 00:46:01.470

Stephanie Bogan: train.

345

00:46:01.860 --> 00:46:03.360

Lisa Vander: You anyways yeah like.

346

00:46:04.410 --> 00:46:06.120

Stephanie Bogan: The distillery tour be super cool yeah.

347

00:46:06.810 --> 00:46:17.820

Lisa Vander: and Neil any anyone you've added as a team Member in your profile will have gotten an email but welcome them to the program gave them a login and also gave them the cheat sheet, the call sheet.

348

00:46:18.360 --> 00:46:21.360

Stephanie Bogan: The biggest issue, we have a communications is spam so.

349

00:46:21.360 --> 00:46:31.260

Stephanie Bogan: Bam remind yourselves and teams that coaching it limitless F a lot life just bring you gotta you gotta put it on the safe list it's weird like you'll get something from us for a month, and then the next month.

350

00:46:31.590 --> 00:46:36.510

Stephanie Bogan: So setting somewhere changed in some providing the next thing you know you're not doing so.

351

00:46:37.290 --> 00:46:40.830

Limitless Adviser: It might say, I can find you now and i'm adding new toggle leaders room.

352



00:46:42.360 --> 00:46:49.800

Stephanie Bogan: All right, and care is having an issue with the websites get that sorted out alright have my i've had most of you had a chance to go in and type in your big why.

353

00:46:54.690 --> 00:46:55.860

Stephanie Bogan: give you a couple more minutes.

354

00:46:59.820 --> 00:47:10.140

Stephanie Bogan: The reason i'm having you start with your big why, by the way, is this is the anchor that i'm always going to come back to we get so pushed and pulled in so many different directions and as a leader, the number one jobs.

355

00:47:10.530 --> 00:47:19.260

Stephanie Bogan: I think, is to maintain perspective, because when you lose first like how many times have you been in the crunch your crisis, you made decisions and six months later you're like oh.

356

00:47:19.650 --> 00:47:24.120

Stephanie Bogan: Now, I can see plain as day that right, I was focused on this than I should have looked at that and.

357

00:47:24.420 --> 00:47:35.700

Stephanie Bogan: So when we get that big why the vision is clear decisions are easy quote is probably the one I use the most for a reason, which is that's the that's the backstop we're always going to come back to them, Chris Robert mark like hey.

358

00:47:35.940 --> 00:47:41.460

Stephanie Bogan: You told me this was what mattered to you that's what you do with your clients isn't it, this is what you told me mattered.

359

00:47:41.910 --> 00:47:55.560

Stephanie Bogan: These are the options that are available to us here's what we need to account for what are we going to do right it's not always going to be perfect it's not always going to be pleasing, but we are going to push forward, because the y calls us right it pulls us, which is very.

360

00:47:55.560 --> 00:47:56.280



Different.

361

00:47:57.480 --> 00:48:02.010

Stephanie Bogan: Right I carry you should be in leaders lounge now hopefully that works.

362

00:48:02.160 --> 00:48:04.770

Lisa Vander: Now it looks like she's having trouble logging in okay.

363

00:48:06.570 --> 00:48:07.890

Stephanie Bogan: it's always attack isn't it.

364

00:48:10.590 --> 00:48:13.200

Stephanie Bogan: Alright well care if you can't get that sorted out we'll make sure you get.

365

00:48:13.470 --> 00:48:21.450

Stephanie Bogan: That, after the call, and you can you can type in your big why my goal for all of you is, by the end of the day, if you're having any tech issues let's make sure that your big wise in there.

366

00:48:21.810 --> 00:48:32.460

Stephanie Bogan: For a couple of reasons, one I want you and us to never be in question about what you're doing the good news is you can always go in and Edit it anytime it has a little edit button you get more clarity around it.

367

00:48:33.090 --> 00:48:36.540

Stephanie Bogan: But that is the goal and then as a shared earlier today we'll go in.

368

00:48:36.840 --> 00:48:45.300

Stephanie Bogan: You guys will have a slightly deeper and different experience, but it is the place where we'll keep track of like are you on track, are you focused i'll drop you messages in there.

369

00:48:45.660 --> 00:48:50.820

Stephanie Bogan: And my expectation is right that will you'll communicate back so so we'll have good communication around that.



370

00:48:51.660 --> 00:49:05.580

Stephanie Bogan: So we'll do that quarterly and keep on track and then all the other rooms you'll just going to use over time as topics come up of interest you want to engage with other advisors that's what trials for there's lots of great stuff there great any questions about tribe, aside from.

371

00:49:05.610 --> 00:49:06.840

Stephanie Bogan: tech issues that we will.

372

00:49:06.840 --> 00:49:07.590

Stephanie Bogan: Get resolved.

373

00:49:09.900 --> 00:49:21.510

Stephanie Bogan: it's on the checklist after every kickoff call resolve checking there's always some things that went good login so care or anyone else will make sure that that gets resolved and then allison you want to take us back to the PowerPoint.

374

00:49:22.770 --> 00:49:23.370

Limitless Adviser: or me.

375

00:49:24.930 --> 00:49:27.480

Stephanie Bogan: tiffany do you want to speak a little bit while she's doing that, just to the.

376

00:49:27.930 --> 00:49:41.310

Stephanie Bogan: kind of the power and the connection of tribe in the Community for you and Jared just just larger firms over the years we we have teams and we have kind of more process and accountability, but just around the engagement with other firms and the experience that that's had for you.

377

00:49:42.000 --> 00:49:43.500

Tiffany Charles: yeah I just love the.

378

00:49:44.010 --> 00:49:45.150

Tiffany Charles: As far as the tribe goes.

379



00:49:45.240 --> 00:49:50.310

Tiffany Charles: That Community I mean any question can be answered, but one thing that I love about the website and.

380

00:49:50.910 --> 00:50:00.090

Tiffany Charles: we're going to be building a more formal program around this is the professional development that can come through to our team through limitless right so that team page Neil that you were just asking about.

381

00:50:00.450 --> 00:50:10.590

Tiffany Charles: and getting them set up, but there is literally something for every seat in your firm and I think one of the greatest things about all the resources we don't have to start anything from scratch.

382

00:50:10.860 --> 00:50:16.020

Tiffany Charles: So, as our TEAM members are taking on more projects and building out their skills and their growth.

383

00:50:16.320 --> 00:50:24.630

Tiffany Charles: there's a level of professional development that is already built in all the way through limitless so I love that they can reach out to if they're.

384

00:50:25.110 --> 00:50:30.720

Tiffany Charles: On the operation side other people who are running operations and what does that do and the questions that they can ask.

385

00:50:31.080 --> 00:50:37.920

Tiffany Charles: I love that one of the questions when are you know, one of the first questions I get to ask them when they come to me is like hey i'm building this out i'm thinking you know we're.

386

00:50:38.220 --> 00:50:47.280

Tiffany Charles: moving into surges we're thinking about this this year and i'm like hey go to limitless hey we're using holistic plan and we just adopted this like what is that great go to limitless like go.

387

00:50:47.670 --> 00:50:50.340

Tiffany Charles: Go type in the tribe holistic plan.



388

00:50:50.760 --> 00:50:58.620

Tiffany Charles: then see who's using it, you know what even better ask somebody like hey, would you be willing to jump on 30 minute call with me just to show me how your firm's using that.

389

00:50:58.830 --> 00:51:06.900

Tiffany Charles: So we can really utilize each other as resources and our team, as well as a founder or not, as a founder as a partner like just get back our time of having to.

390

00:51:07.170 --> 00:51:16.230

Tiffany Charles: Do all of those pieces like teach our team that the Community and spaces, they can go to get the answers and come to us with a solution versus only the problem.

391

00:51:16.560 --> 00:51:22.290

Tiffany Charles: limitless provides that so that's some of the ways that i've seen it to be really beneficial to the team.

392

00:51:22.710 --> 00:51:27.930

Tiffany Charles: it's beneficial to my time as a as a founder and needing to put some pretty strong guard rails around that.

393

00:51:28.560 --> 00:51:43.380

Tiffany Charles: But it also has so many answers it's it has a lot of our operations manual that it can be built throughout the limitless resources, it creates processes and it develops our team so i'm Jared anything to add to that.

394

00:51:45.330 --> 00:51:51.510

Jarrod Musick: I just I love that ability to say like that's a great question have you checked limitless because.

395

00:51:51.780 --> 00:51:58.170

Jarrod Musick: We all get inundated with the requests from the team like, how do we do this, how do we learn this, how do we figure it out and.

396



00:51:58.440 --> 00:52:09.270

Jarrod Musick: It saves so much time having a better expert who's already you know miles ahead of where we want to be who's already figured it out and is willing and able to help so yeah absolutely fantastic resource.

397

00:52:09.840 --> 00:52:18.180

Stephanie Bogan: So there's lots of great resources and we will make sure you guys could to use them all over the course of the year, all right, I don't have control side, so you want to move forward else.

398

00:52:20.040 --> 00:52:23.550

Stephanie Bogan: Right, we talked a little bit about this in the in the earlier kickoff it's.

399

00:52:23.850 --> 00:52:33.150

Stephanie Bogan: But I want to kind of refresh your for for leaders because it's obviously a different format, which is the experience here is really sort of an elite group match your mastermind meets personal coaching.

400

00:52:33.540 --> 00:52:40.200

Stephanie Bogan: And practice consultant kind of all baked into one which I think is the secret sauce for some really good progress on a lot of fronts.

401

00:52:40.860 --> 00:52:45.990

Stephanie Bogan: Your engagement in leaders is going to be right through the monthly coaching and office hours calls the meetups.

402

00:52:46.410 --> 00:52:54.960

Stephanie Bogan: The virtual and live retreats and then our quarterly and strategy calls and expectations are you know as leaders, you have larger firms, you have staffs.

403

00:52:55.170 --> 00:53:02.490

Stephanie Bogan: So it's really going to be about your timeline and your priorities, which is what we're going to talk about in your in your key one strategy call, which is where are we.

404

00:53:02.730 --> 00:53:09.960

Stephanie Bogan: what's the plan that we want to create and then, how do we identify the path over the



course of the year so we're going to build a personal coaching plan.

405

00:53:10.260 --> 00:53:14.430

Stephanie Bogan: That really says, you know here's our business plan here's our objectives goals and priorities.

406

00:53:14.640 --> 00:53:21.690

Stephanie Bogan: Here are the things that we really need to do this year to move the needle and we're going to do that on a quarterly basis what are our goals and objectives for the year.

407

00:53:22.320 --> 00:53:31.560

Stephanie Bogan: So we'll do that through this model which is basically i'm going to start you've all started submitting or have submitted information on what we call the practice 360 which is basically just.

408

00:53:32.610 --> 00:53:42.420

Stephanie Bogan: Our view of everything that's going on in your practice and we get some insight into who you are and how you're working and what's working and the really nice thing about this as i've done so many of these over the years.

409

00:53:42.840 --> 00:53:50.220

Stephanie Bogan: in person, usually right fit virtual in this case where and i've done lots of rituals, where we can look at that information get a sense of it.

410

00:53:50.550 --> 00:54:03.210

Stephanie Bogan: And really understand based on where you are your size your scale, the number of people your personal goals and really very quickly triangulate, these are the issues that you're going to really need to address so we're going to talk about key themes.

411

00:54:03.750 --> 00:54:11.700

Stephanie Bogan: The reason that we do team questions intakes and questionnaires is because, as partners and founders and leaders, we have one perspective I started my career.

412

00:54:11.940 --> 00:54:18.870

Stephanie Bogan: As a receptionist and Insurance Office and worked my way, all the way up and out of firms and then into much bigger firms of up and out of those.



413

00:54:19.170 --> 00:54:28.260

Stephanie Bogan: And so what I know is everybody who is engaged in the process, and everyone on your team has a lot of really valuable feedback and 80% of what I tell firms.

414

00:54:28.500 --> 00:54:37.140

Stephanie Bogan: Their teams or their spouses are like we've been telling them that we're going to have to pay you going i'm like I don't know, but it is what makes it work so let's just all be happy that we're in this together.

415

00:54:37.500 --> 00:54:46.440

Stephanie Bogan: So we're going to talk about observations and themes, if one person says, is it comes to work every Friday wearing a pink Tutu and it's really holding the business back.

416

00:54:46.740 --> 00:54:55.530

Stephanie Bogan: Okay, one person has a perspective if four out of five people on isaac's team says Isaac shows up and he wears pink Tutu every Friday and it's really holding the business back.

417

00:54:55.890 --> 00:55:03.510

Stephanie Bogan: Then the odds are really good that, no matter how Isaac tries to get around that that's a theme that's real right this pink Tutu and he'll be like, oh no no and i'll be like.

418

00:55:03.840 --> 00:55:12.690

Stephanie Bogan: No, this is a real thing we got to deal with so that's why we get team perspective and input that is all done confidentially so it just comes directly to us.

419

00:55:12.960 --> 00:55:19.440

Stephanie Bogan: We will always address the issues that come up in that, but we're going to do it in a really appropriate way, if I walk.

420

00:55:19.740 --> 00:55:30.480

Stephanie Bogan: into Kim order to Chris and i'm like hey Kim told me that you wear pink to choose on Friday and that's a real problem, like that is not going to help the dynamic in that firm and no one's gonna like me anymore.



421

00:55:30.780 --> 00:55:32.670

Stephanie Bogan: No one's gonna listen like no one's gonna tell me anything.

422

00:55:33.120 --> 00:55:39.780

Stephanie Bogan: Right, so the dynamic isn't a meeting with Chris i'd be like Chris you know kind of you know you've said a lot of things that like when my clients get here at this point.

423

00:55:40.200 --> 00:55:45.960

Stephanie Bogan: I noticed like this is kind of the place where the pink Tutu shows up have you have you noticed any PIC to to slightly.

424

00:55:46.320 --> 00:55:52.290

Stephanie Bogan: i'm using that as a very random example because I don't want anyone if I pick any one issue, you will all think that i'm talking about you know joke.

425

00:55:52.650 --> 00:55:58.860

Stephanie Bogan: So I use pink tutus and Isaac will be like now yeah that kind of like well let's talk about that, because this shows up a lot and its.

426

00:55:59.100 --> 00:56:05.220

Stephanie Bogan: intentions are good, but the execution is a challenge and let's really break down what's happening, and so we can get to issues.

427

00:56:05.580 --> 00:56:11.820

Stephanie Bogan: In a very indirect way, but we need that information so that's why we go to the practice 360 I want to see.

428

00:56:12.150 --> 00:56:24.960

Stephanie Bogan: Everything I can evidence is the state of your business and life as it currently exists, I can look at that pretty quickly and get a pretty good idea and then right through the deeper dive in the calls we're going to really start to dig in Isaac.

429

00:56:25.440 --> 00:56:33.960

Stephanie Bogan: what's up with the pink Tutu man like seriously I get it, I really do, but like are you



gonna like we got to trade up to Teal because feels next level man like are you ready for the Teal.

430

00:56:34.440 --> 00:56:41.070

Stephanie Bogan: Isaac if you're ready for the till today we can do this right if you're not ready for the chill to do we get a couple steps back right we got it so.

431

00:56:41.340 --> 00:56:49.260

Stephanie Bogan: that's the job of the 360 is to help me triangulate get to know you and where you are, and then to use that information and the themes and the observations to create.

432

00:56:49.620 --> 00:56:56.760

Stephanie Bogan: a roadmap for change, because if you know where you want to be, and you know what the gaps are then you know what you need to account for.

433

00:56:57.060 --> 00:57:01.320

Stephanie Bogan: And that's the real value in consulting and coaching is we just take you through a process.

434

00:57:01.680 --> 00:57:07.380

Stephanie Bogan: To slow you down and get that clarity, so you know you need to account for us, you can make conscious decisions.

435

00:57:07.590 --> 00:57:13.380

Stephanie Bogan: And we all just tend to do that really fast and really truncated in our lives and we're going to just slow that process down.

436

00:57:13.680 --> 00:57:15.390

Stephanie Bogan: And then you're going to learn how to do it fast.

437

00:57:15.600 --> 00:57:25.140

Stephanie Bogan: The right way out of habit all the time and you're going to make better decisions faster you're going to implement with your team, things are actually going to get done and people are going to feel good in the process, who wants that.

438



00:57:25.920 --> 00:57:33.750

Stephanie Bogan: Anybody in all right if you're not in that i'm telling you this is your one chance to do to help because it is all systems go after this.

439

00:57:34.170 --> 00:57:43.020

Stephanie Bogan: Alright, so performance you is really our focus on setting you and your team's up for success, these are basic lessons, but even in really large firms.

440

00:57:43.650 --> 00:57:47.550

Stephanie Bogan: I have very rarely gone into a large firm where everybody's got this whole thing nail.

441

00:57:48.390 --> 00:57:54.600

Stephanie Bogan: And it's the Foundation, so we can put a lot of growth and opportunity into that strainer but if there's lots of holes in it what's going to happen.

442

00:57:54.990 --> 00:57:57.810

Stephanie Bogan: And then just going to right we don't want 30% of our effort.

443

00:57:58.140 --> 00:58:03.870

Stephanie Bogan: to drop out the bottom it's just really inefficient and it's not super effective so we've got our core lessons.

444

00:58:04.080 --> 00:58:11.820

Stephanie Bogan: If you have nailed visioning and goal planning and you got no problem there right bump on over to strategic planning tiffany and Jared are going to walk through.

445

00:58:12.150 --> 00:58:20.610

Stephanie Bogan: The deeper process how they're doing it right, how to really engage your team and get clarity and investment and involvement and accountability all through the year.

446

00:58:21.150 --> 00:58:25.620

Stephanie Bogan: All the lessons are recorded so you're not going to miss anything it's just what you're going to attend live.

447



00:58:26.040 --> 00:58:35.640

Stephanie Bogan: action and accountability is all about putting those structures in place for the launch process that we talked about like the core process, how do we do this.

448

00:58:35.970 --> 00:58:45.180

Stephanie Bogan: And then managing performance is going deeper, how do we dive into financial performance most of you are pretty good at that, at this point measuring firm performance across the practice.

449

00:58:45.420 --> 00:58:51.600

Stephanie Bogan: How do we measure our teams right if you've got teams you're not just measuring core kpis you should be measuring those at a team level.

450

00:58:51.870 --> 00:58:59.670

Stephanie Bogan: or a group and department level and then ultimately, how do we manage people process and priorities like, how do we actually get our teams all moving.

451

00:58:59.850 --> 00:59:05.220

Stephanie Bogan: operating from the same sheet of music we've got a common language you've got clarity everybody knows what to do we actually do it.

452

00:59:05.610 --> 00:59:08.460

Stephanie Bogan: So we're going to talk about that in managing firm performance.

453

00:59:08.820 --> 00:59:19.290

Stephanie Bogan: And then everyone should be in taking control of your time, even if you're an alumni because I do whatever you're like you've got to go back and get really clear and refresh on where your time is how you're using it.

454

00:59:19.680 --> 00:59:32.040

Stephanie Bogan: And this is the power question for time for your year I want you to ask yourself this question every day all the time, what am I investing my time in and to what effect.

455

00:59:34.410 --> 00:59:40.350

Stephanie Bogan: What am I, like there are times, where i'm like oh i'm an email what am I doing, I am



not investing my time an email right now, that is not on my schedule.

456

00:59:40.680 --> 00:59:46.620

Stephanie Bogan: If we ask yourself that question consciously often we're going to be in a much better position to make sure that the tongue in our mouth.

457

00:59:47.010 --> 00:59:59.790

Stephanie Bogan: And the tongue in our shoes are moving in the same direction, what we want and what we do have to be aligned and if I come into your practices 70 somewhere between 50 and 80% isn't going to be aligned it's just me this stuff that we do.

458

01:00:00.150 --> 01:00:04.350

Stephanie Bogan: we're going to systematically go through these lessons in lifestyle and we're going to carry that same.

459

01:00:04.680 --> 01:00:17.670

Stephanie Bogan: theme through with all of you to make sure that you have these core basics in place and you're taking it to that kind of masters level and then for each of your practices filling in the gaps between those retreats right and the areas that you most need to to succeed and scale up.

460

01:00:20.550 --> 01:00:21.330

Stephanie Bogan: And next plan.

461

01:00:22.860 --> 01:00:29.790

Stephanie Bogan: right there we go, we have really reached the end of the leaders overview and kick off we're going to jump into masterminds just a minute.

462

01:00:30.690 --> 01:00:37.170

Stephanie Bogan: What questions do you have I know this is the first time i've had a chance to talk with some of you, but certainly with your team, so I want to make sure.

463

01:00:37.440 --> 01:00:49.590

Stephanie Bogan: Any questions that you guys have about the experience how you engage or what to expect this is your opportunity and you're going to find leaders and limitless are just not a place to be shy or quiet, so when you have questions you definitely want to ask them.



464

01:00:53.220 --> 01:00:55.260

Stephanie Bogan: Right no questions whatsoever.

465

01:00:56.280 --> 01:01:02.460

Stephanie Bogan: Right good, so we have time, so now we're going to share see if you didn't have questions plan are you ready.

466

01:01:03.120 --> 01:01:13.440

Stephanie Bogan: All right, in order of the people that I see i'm going to ask you all some fun questions, just to get y'all talking and engaging and used to doing that because this is not going to be a year, where I talked for 90 minutes.

467

01:01:13.740 --> 01:01:23.550

Stephanie Bogan: Certainly not in leaders there's too much knowledge and experience and good stuff happening in here right we've got just got to get really comfortable engaging this group Isaac are you ready.

468

01:01:25.380 --> 01:01:25.920

If you could.

469

01:01:27.030 --> 01:01:30.510

Stephanie Bogan: If you could have any of you from your back porch What would it be.

470

01:01:32.970 --> 01:01:38.520

Isaac Presley: Honestly it's the view I have now I was, I was reading a journal that I had done from about.

471

01:01:39.120 --> 01:01:44.310

Isaac Presley: Three years ago, just last night, it was pulling through the journals I was sharing with my wife, we waited a long time.

472

01:01:44.970 --> 01:01:54.660

Isaac Presley: To move from our first house to the House, we currently own we bought our first House when we had zero kids we had now have four so we were in desperate need of new space.



473

01:01:55.920 --> 01:01:57.090

Isaac Presley: Especially during Kevin.

474

01:01:57.150 --> 01:02:09.870

Isaac Presley: But one of the things we really wanted was a fantastic view so we live south of portland Oregon and we look West to the coast range and across kind of a lemon willamette river in the willamette valley so.

475

01:02:10.170 --> 01:02:12.270

Isaac Presley: that's just the fantastic you and i'm.

476

01:02:12.330 --> 01:02:13.290

Isaac Presley: very thankful for.

477

01:02:13.500 --> 01:02:20.220

Stephanie Bogan: that's awesome I love it yep your environment really matters life is short, Joe you ready Joseph.

478

01:02:21.240 --> 01:02:23.490

Stephanie Bogan: You are given money to remodel your House what would you.

479

01:02:23.490 --> 01:02:24.450

Stephanie Bogan: Change first.

480

01:02:27.150 --> 01:02:43.890

Joseph Van Name: Our master bedroom we bought two and half years ago we bought a 1876 house that had been neglected for far too long and we've done work on the outside getting the water to not go into the basement anymore, and to remodel the outside the front porch this year.

481

01:02:44.160 --> 01:02:47.010

Stephanie Bogan: Issues people that was this incredible homes yeah that's awesome.

482



01:02:47.550 --> 01:02:50.340

Joseph Van Name: yeah it was neglected for a long, long time so.

483

01:02:51.420 --> 01:02:55.020

Joseph Van Name: it's a it's an awesome house, but this master bedroom needs some love.

484

01:02:55.650 --> 01:02:58.290

Stephanie Bogan: I feel you I do, I would just remodel my whole House but.

485

01:02:58.440 --> 01:03:01.500

Joseph Van Name: it's also my office I work for free from my bed.

486

01:03:01.770 --> 01:03:10.740

Stephanie Bogan: So there you go there you go all right, I love that all right Liz Have you ever had an experience that led you to believe in angels or ghosts.

487

01:03:12.930 --> 01:03:17.160

Liz Hand: um yeah, but let me think of.

488

01:03:19.080 --> 01:03:20.310

Liz Hand: Where it stems from.

489

01:03:24.270 --> 01:03:31.950

Liz Hand: I don't know i'm just more of a like seeing synchronicities and So yes, I don't have a specific thing that's happened to me that I was like.

490

01:03:32.310 --> 01:03:39.900

Stephanie Bogan: Does anybody have one of those kismet stories really like there's no way that was random I have so many of the stories we're going to expend energy this year you're gonna love it.

491

01:03:40.590 --> 01:03:48.960

Stephanie Bogan: Well, this is a good one let's see who's next Melissa alright So here we are again what historical period would you most like to visit.



492

01:03:50.520 --> 01:03:52.320

Melissa Joy: My gosh there's so many can you hear me.

493

01:03:52.710 --> 01:04:03.510

Melissa Joy: I can't um well living in Detroit I think that the like roaring motor city days with motown and.

494

01:04:04.350 --> 01:04:16.170

Melissa Joy: When it was really looking great is something that I don't have family connections here from that time period but i've been curious about just see there's a lot of.

495

01:04:17.160 --> 01:04:27.930

Melissa Joy: leftover glory, but certainly times have changed so i'd love to see like the 1920s or 30s around 20th probably or or 50s around here.

496

01:04:28.020 --> 01:04:33.780

Stephanie Bogan: yeah I bet we'd all like that, for a night that would be super fun when it that'd be a good time all right Jared are you ready.

497

01:04:34.950 --> 01:04:37.380

Stephanie Bogan: Which language, would you like to speak fluently.

498

01:04:39.270 --> 01:04:41.070

Jarrod Musick: A French for sure.

499

01:04:43.260 --> 01:04:49.650

Jarrod Musick: yeah the talk about efficiency, if you look at like rankings of who speaks as a first or second language.

500

01:04:51.000 --> 01:04:59.610

Jarrod Musick: Get getting dirty here, but of course Mandarin is number one English first and second is number two, but then like French and Spanish are.

501



01:05:00.090 --> 01:05:07.830

Jarrod Musick: Pretty distant third and fourth felt like if you know, English and either French or Spanish you can talk to about 30 to 35% of the people on the planet, so.

502

01:05:08.460 --> 01:05:12.420

Jarrod Musick: A good one oh it's really pretty and I could talk about wine, a little bit better, I think.

503

01:05:12.630 --> 01:05:20.340

Stephanie Bogan: yeah that's good yeah we took the kids to Costa Rica, we thought from so cal Spanish seemed a good option that a lot of opportunities to speak French but.

504

01:05:20.820 --> 01:05:35.070

Stephanie Bogan: But yeah we just got tired of all our friends from Europe speaking five languages and we're like I we speak English so we're like we're gonna have to do something about this, all right Laura you ready, which is more important intelligence, or common sense.

505

01:05:36.030 --> 01:05:40.470

Laura: Common sense, without a doubt, because it just doesn't exist in my opinion.

506

01:05:41.130 --> 01:05:43.710

Stephanie Bogan: The only problem with common sense is it's just not that common.

507

01:05:44.130 --> 01:05:46.680

Stephanie Bogan: Exactly you know my grandma used to say.

508

01:05:47.730 --> 01:05:49.980

Stephanie Bogan: If life made sense, then, would write sidesaddle.

509

01:05:51.930 --> 01:05:57.210

Stephanie Bogan: About that one oh yeah like this versus this that with the equipment makes no sense whatsoever.

510

01:05:58.470 --> 01:06:07.080

Stephanie Bogan: All right, Kim how are you ready let's see I gotta get you a good question here, if you



could give all human beings one virtue, what would you choose.

511

01:06:08.910 --> 01:06:09.660

Kim Waldman: kindness.

512

01:06:10.020 --> 01:06:11.070

Stephanie Bogan: kindness, that is a good.

513

01:06:11.070 --> 01:06:11.430

yeah.

514

01:06:12.630 --> 01:06:17.520

Kim Waldman: I think next to common sense kindness could go a really, really long way.

515

01:06:18.990 --> 01:06:19.650

Kim Waldman: for everybody.

516

01:06:20.220 --> 01:06:29.520

Stephanie Bogan: If everyone were really kind one of my favorite sayings my husband told me, I remember hearing he said, the only reason that evil exists in the world is one reason you guys want to know what it is.

517

01:06:30.990 --> 01:06:32.340

Stephanie Bogan: Because good people allow it.

518

01:06:34.440 --> 01:06:45.810

Stephanie Bogan: Evil only exists because good people allow it, so if everyone acted with more kindness, there would be no need, there would be just there would be so much less friction to respond and ramp to.

519

01:06:46.740 --> 01:06:54.450

Stephanie Bogan: Good good question Chris are you ready, this is particularly pointed for you, since you're working on your vision what one goal, do you hope to accomplish this year.



520

01:06:56.880 --> 01:06:58.230

Chris Hansen: really get our.

521

01:06:58.800 --> 01:07:02.400

Chris Hansen: Our annual service calendar laid out and cemented in.

522

01:07:03.600 --> 01:07:06.690

Stephanie Bogan: and love that I love that those are really important, by the way.

523

01:07:06.900 --> 01:07:07.950

Chris Hansen: Oh, that was an easy one.

524

01:07:08.370 --> 01:07:12.690

Limitless Adviser: That was, you know we need, we need to other Chris to answer it confused what he's working out is.

525

01:07:13.530 --> 01:07:14.370

Chris Hansen: really know.

526

01:07:14.460 --> 01:07:15.000

Chris Girbés: This is.

527

01:07:15.240 --> 01:07:16.710

Chris Hansen: yeah come on.

528

01:07:17.130 --> 01:07:19.380

Limitless Adviser: Okay perfect and we liked here to.

529

01:07:19.500 --> 01:07:21.360

Stephanie Bogan: Chris he person G, or you go.

530



01:07:21.990 --> 01:07:22.680

Stephanie Bogan: Christmas at.

531

01:07:23.550 --> 01:07:25.440

Chris Girbés: least three or four, so we can handle to.

532

01:07:25.710 --> 01:07:30.150

Chris Girbés: Yes, um what one goal, yes um.

533

01:07:32.820 --> 01:07:34.530

Chris Girbés: Ah that's tough.

534

01:07:35.640 --> 01:07:36.270

Chris Girbés: How about.

535

01:07:38.190 --> 01:07:43.350

Chris Girbés: Okay, by the end of the year, I want to be shooting consistently in the 80s in my golf game.

536

01:07:43.890 --> 01:07:44.370

awesome.

537

01:07:45.390 --> 01:07:45.630

Chris Girbés: Good.

538

01:07:46.170 --> 01:07:55.140

Stephanie Bogan: that's a good goal all right Oh, this is a good one, David, are you ready David Virginia, what do you wish, you were better at saying no to.

539

01:07:55.440 --> 01:07:57.660

David Burgio: Oh that's a good one, probably everything.

540

01:07:59.730 --> 01:08:01.680



David Burgio: These most everything you know I am.

541

01:08:03.180 --> 01:08:16.440

David Burgio: I have a tendency to try to please you know, everybody it's like that's my my nature, and you know I just have a hard time with when when when plans come in that that you know they're they're minimums and so forth, may not really be.

542

01:08:17.670 --> 01:08:21.660

David Burgio: You know, they may not be a good client but, but we still bring them on board and.

543

01:08:22.200 --> 01:08:32.820

David Burgio: I probably I just need to say no to to be a little bit more selective and the type of clients that we bring in because because I just I let you know it's probably like many people here that.

544

01:08:33.240 --> 01:08:40.680

David Burgio: I enjoyed working with everybody and we kind of came from from scarcity so it's just kind of hard to say no to everybody here to say no to anybody.

545

01:08:41.220 --> 01:08:51.600

Stephanie Bogan: It is your brain kind of goes right what, no, no, no, yes, is the only good answer, what are you doing what are you doing and look for those of you on teams there's always someone's like no don't do it later you're like I told you so.

546

01:08:52.050 --> 01:09:06.690

Stephanie Bogan: Great so it's really about like in that moment, how do we create that pause and really check ourselves our standard right so we'll do a lot of that conversation this year, Mary you're getting a really easy off the hook question are you ready What was your favorite childhood meal.

547

01:09:09.960 --> 01:09:11.520

Stephanie Bogan: Re looking are you there can you hear me.

548

01:09:12.210 --> 01:09:13.620

Mary Lokken: Oh yeah sorry to miss.

549



01:09:17.370 --> 01:09:22.260

Mary Lokken: Anything orange I would say so sweet potato squash macaroni.

550

01:09:22.320 --> 01:09:22.740

Stephanie Bogan: cheese.

551

01:09:23.160 --> 01:09:23.940

Mary Lokken: you name it.

552

01:09:25.620 --> 01:09:27.960

Stephanie Bogan: Like my kids my son just doesn't like anything green.

553

01:09:28.440 --> 01:09:28.830

yeah.

554

01:09:30.150 --> 01:09:39.750

Stephanie Bogan: it's green it doesn't exist or something all right Ben are you ready Oh, this is good if you could own banner practically impractical fabulously impractical car What would it be.

555

01:09:41.670 --> 01:09:42.090

Ben Dobler: um.

556

01:09:42.720 --> 01:09:43.050

Stephanie Bogan: awesome I.

557

01:09:44.040 --> 01:09:46.590

Stephanie Bogan: have never spent a minute even thinking about that, by the way.

558

01:09:47.040 --> 01:09:49.260

Ben Dobler: some kind of wagon pulled by horses.

559

01:09:50.910 --> 01:09:51.030



Ben Dobler: They.

560

01:09:51.090 --> 01:09:51.540

Ben Dobler: Often.

561

01:09:52.500 --> 01:09:59.700

Stephanie Bogan: Do you guys know we're broke city, I could do it in these really cool places, but like we we pull up to school, this year, like first day of school I kid you not.

562

01:10:00.000 --> 01:10:08.790

Stephanie Bogan: there's a guy this I guess it was winter break up he's got his sled dogs so in the summer, he has them on like a cart with they pulled the kids that a cart with wheels.

563

01:10:09.150 --> 01:10:18.570

Stephanie Bogan: And in the winter and they literally come like wishing across the fields in there slept it's super cool so yeah so we might go sled dog and at some point, this part we'll have to see.

564

01:10:19.740 --> 01:10:24.240

Stephanie Bogan: All right, let's see who's next Chris Hansen you ready.

565

01:10:25.650 --> 01:10:25.950

Stephanie Bogan: What.

566

01:10:27.030 --> 01:10:27.660

Chris Hansen: Second, one.

567

01:10:28.020 --> 01:10:29.460

Stephanie Bogan: Oh you've taken already we're going to.

568

01:10:29.460 --> 01:10:29.910

Chris Hansen: skip to.

569



01:10:30.300 --> 01:10:30.870

Stephanie Bogan: Clinton.

570

01:10:30.960 --> 01:10:31.710

Chris Hansen: Which moment.

571

01:10:31.830 --> 01:10:43.410

Stephanie Bogan: In your life, would you choose to relive if you actually Chris Let me give you a legitimate question, so I can pay attention to it, I did the prime pressure cooker I guess i'm more questions all right, are you ready what's one thing you've done that you'd like to erase.

572

01:10:45.420 --> 01:10:46.020

Stephanie Bogan: The good one.

573

01:10:47.220 --> 01:10:48.210

Chris Hansen: Is this me or.

574

01:10:48.270 --> 01:10:49.140

Stephanie Bogan: that's Chris Hansen.

575

01:10:49.170 --> 01:10:51.570

Chris Hansen: I want to make sure, because I just answering.

576

01:10:54.000 --> 01:10:55.620

Stephanie Bogan: One thing you've done that you'd like to erase.

577

01:10:56.730 --> 01:11:02.340

Chris Hansen: um I went into partnership with somebody I shouldn't have gone into a partnership with.

578

01:11:03.210 --> 01:11:09.210

Stephanie Bogan: That is not an uncommon one alright so lots of learning experiences there Clinton, are you ready.



579

01:11:11.040 --> 01:11:12.690

Stephanie Bogan: What would you love to find it a yard sale.

580

01:11:15.930 --> 01:11:16.920

Clinton Miller: sign in the yard sale.

581

01:11:21.690 --> 01:11:24.930

Clinton Miller: i'm a sucker for books I love books, I find that.

582

01:11:27.210 --> 01:11:36.720

Clinton Miller: If you just open a book sometimes you find something really important that you're glad you found so and often you find them in libraries and and random places, so a good book.

583

01:11:37.260 --> 01:11:37.950

Stephanie Bogan: good book.

584

01:11:38.040 --> 01:11:40.140

Stephanie Bogan: All right, this is a good one, carry you're ready.

585

01:11:41.850 --> 01:11:44.910

Stephanie Bogan: Which temptation, do you try the hardest to resist.

586

01:11:47.640 --> 01:11:48.660

Kara Boccella: gosh.

587

01:11:50.940 --> 01:11:53.910

Kara Boccella: very unfair question man.

588

01:11:55.440 --> 01:11:58.770

Kara Boccella: Well, there are many and.

589



01:12:00.540 --> 01:12:03.210

Kara Boccella: I would say, probably.

590

01:12:04.320 --> 01:12:08.280

Kara Boccella: Not eating, as well as I should and taking care of myself.

591

01:12:09.690 --> 01:12:13.440

Stephanie Bogan: All right, so that's your temptation is unhealthy habits, is that what you're.

592

01:12:13.440 --> 01:12:17.280

Stephanie Bogan: Saying French Fries so you're right there with me on French Fries bears.

593

01:12:17.760 --> 01:12:18.570

Kara Boccella: For sure.

594

01:12:18.840 --> 01:12:21.120

Stephanie Bogan: All right, all right alright meal, are you ready.

595

01:12:22.380 --> 01:12:22.860

Neal Albritton: let's do it.

596

01:12:23.130 --> 01:12:25.260

Stephanie Bogan: All right, what's the best way to spend rainy weekend.

597

01:12:26.430 --> 01:12:29.970

Neal Albritton: i'm bingeing everything on netflix.

598

01:12:30.540 --> 01:12:33.300

Stephanie Bogan: cool what's your favorite netflix show to binge right now.

599

01:12:33.720 --> 01:12:36.210

Neal Albritton: I just finished up the witcher this past weekend.



600

01:12:36.420 --> 01:12:37.950

Stephanie Bogan: Oh, how was it was a good.

601

01:12:38.250 --> 01:12:39.390

Neal Albritton: It was nice, yes I enjoyed it.

602

01:12:40.830 --> 01:12:51.420

Stephanie Bogan: i'm watching the morning show I don't watch hardly any TV but i'm kind of hung out on the strung out on the morning show if any of you watch that with Jennifer aniston and reese witherspoon and oh my gosh crazy good.

603

01:12:51.840 --> 01:12:55.440

Lisa Vander: Korea I started her on that I went to Costa Rica she's like we're.

604

01:12:55.470 --> 01:13:01.890

Stephanie Bogan: watching the show tonight i'm like Lisa I don't really watch TV I don't like I don't sit down and realize like I watched my kids like there's just no point.

605

01:13:02.340 --> 01:13:12.120

Stephanie Bogan: Like you're watching some wine watch the show and i'm like okay at math i'm like completely strung out on it so that's made by TV time my guilty pleasure is the morning show.

606

01:13:12.630 --> 01:13:22.620

Stephanie Bogan: All right, let's see Neil I kyle are you ready, this is, this is not a terribly complicated one but it's going to be really interesting if you can master one instrument What would it be, and why.

607

01:13:26.880 --> 01:13:32.850

Kyle Walters: i'd have to say piano I don't know anything about instruments, but it seems seems the most impressive.

608

01:13:33.270 --> 01:13:48.210

Stephanie Bogan: You guys want to know something really cool random, so we have a sprint spa here when you come into town, let me know over gas appointment and my awesome assume he's literally the



best misuse i've ever had I swear he's amazing do you guys know when he does in his day time john.

609

01:13:49.860 --> 01:14:02.580

Stephanie Bogan: he's going to fiddle and cello making school, so that he can be a photo and cello maker and repair man because he's been in business, for a long time and in his he's an older guy like in his retirement he just wants to do something easy and.

610

01:14:03.360 --> 01:14:11.700

Stephanie Bogan: Like so I said I didn't even know there were schools for that I thought it was a he was, like other three in the United States and the largest event is in salt lake city so in case anyone wants to know.

611

01:14:12.090 --> 01:14:18.180

Stephanie Bogan: You can go to cello making school, but I did not even know that I thought it was pretty cool like, how do you and I was like literally.

612

01:14:18.480 --> 01:14:22.980

Stephanie Bogan: How did you happen upon that like how does one do that he was like I was walking by one day.

613

01:14:23.550 --> 01:14:33.510

Stephanie Bogan: And I saw they fit fiddle and cello school, I thought that seems really interesting i'm going to check it out, it was like you're a cool dude I, like you, like you, you're not hung up on what you can and can't do it, can you.

614

01:14:34.350 --> 01:14:37.380

Isaac Presley: say he wanted to do something easy in his retirement.

615

01:14:39.120 --> 01:14:42.630

Stephanie Bogan: You know, like you know and just you know, he was like their micro you know, like.

616

01:14:42.660 --> 01:14:46.860

Stephanie Bogan: To tune a fiddle relative to like you know, like I think it's easier, but.

617



01:14:47.220 --> 01:14:47.880

Lisa Vander: So we took.

618

01:14:48.300 --> 01:14:49.020

Lisa Vander: The team has.

619

01:14:49.320 --> 01:14:56.400

Stephanie Bogan: I wouldn't have got from to cello making for massage therapist they truly wouldn't have do you guys want to know what he did before that and he's so reminds me of Lisa.

620

01:14:57.750 --> 01:15:01.350

Stephanie Bogan: This is done everything interesting he he was the CSI investigator.

621

01:15:02.700 --> 01:15:10.320

Stephanie Bogan: And then he decided to become a Massoud and then he decided to become a fiddle player so anytime you start to think your life is a straight line you could just think about cedric to the source.

622

01:15:10.950 --> 01:15:16.560

Lisa Vander: So the team and I decided to stephanie's gone off the rails because it's time to introduce them to their masterminds.

623

01:15:17.490 --> 01:15:19.680

Stephanie Bogan: Great we're almost there we're going to get through this are you ready.

624

01:15:20.100 --> 01:15:20.460

Lisa Vander: All right.

625

01:15:20.910 --> 01:15:22.140

Stephanie Bogan: What do you do when you feel better.

626

01:15:23.820 --> 01:15:27.330

Stephanie Bogan: What do you do i'm sorry when you're down, what do you do to feel better.



627

01:15:36.570 --> 01:15:37.170

Stephanie Bogan: Right now she's like.

628

01:15:40.590 --> 01:15:41.310

Stephanie Bogan: Are you there sure.

629

01:15:42.120 --> 01:15:43.380

Sheryl Stephens: Oh, I didn't know who you are yeah.

630

01:15:43.380 --> 01:15:44.790

Stephanie Bogan: Sorry i'm sorry too yeah.

631

01:15:44.880 --> 01:15:48.840

Sheryl Stephens: What when your dad did it feel better well i'm jealous that Chris has a golf game.

632

01:15:50.100 --> 01:15:57.720

Sheryl Stephens: I would love to be able to go play golf but usually for me it would be running or biking something like that, with the energy.

633

01:15:59.190 --> 01:16:06.000

Stephanie Bogan: There are any of you intensive what I call like you have to do that workout thing on a very regular daily basis, or it shows i'm one of those people.

634

01:16:06.510 --> 01:16:19.800

Stephanie Bogan: will talk about that this year it's, because how you manage your energy, by the way, if you don't manage it, you internalize it if you don't if you internalize it all kinds of fun stuff happens all right, Mary you ready has anything bad happened to you that turned out to be the best.

635

01:16:23.700 --> 01:16:24.690

Mary McCafferty: let's see.

636



01:16:27.060 --> 01:16:29.280

Stephanie Bogan: something bad that turned out to be the best.

637

01:16:30.750 --> 01:16:32.280

Mary McCafferty: hmm that's a tough one.

638

01:16:34.860 --> 01:16:36.780

Mary McCafferty: Do you know, in truth, nothing comes to mind.

639

01:16:37.230 --> 01:16:39.060

Stephanie Bogan: Okay i'm going to give you a different question are you ready.

640

01:16:39.360 --> 01:16:39.900

Mary McCafferty: Yes, ma'am.

641

01:16:39.930 --> 01:16:42.930

Stephanie Bogan: If you were offered a seat on the next space shuttle would you take it.

642

01:16:44.190 --> 01:16:45.000

Mary McCafferty: Yes, I would.

643

01:16:45.270 --> 01:16:49.380

Stephanie Bogan: hell, yes, they weren't who here would take that seat i'd be so on that thing.

644

01:16:49.830 --> 01:16:51.690

Stephanie Bogan: Alright, I hope I come back.

645

01:16:52.230 --> 01:16:53.970

Stephanie Bogan: All right, mark, are you ready.

646

01:16:56.070 --> 01:17:00.840

Stephanie Bogan: What life experience has strengthened you the most because, like a deep one.



647

01:17:03.480 --> 01:17:06.510

Mark Newfield: You want about what why couldn't you just asked me what kind of outrageous car.

648

01:17:09.360 --> 01:17:10.020

Mark Newfield: back there.

649

01:17:10.140 --> 01:17:11.610

Stephanie Bogan: here's an easier fun when are you ready oh.

650

01:17:11.610 --> 01:17:12.870

Mark Newfield: No, no, no i'm good with.

651

01:17:13.590 --> 01:17:15.120

Stephanie Bogan: Robert you get a good question, then, to.

652

01:17:15.810 --> 01:17:17.400

Mark Newfield: flunked out of college three times.

653

01:17:17.430 --> 01:17:21.600

Stephanie Bogan: And I still graduate awesome and look at you, your turn out okay.

654

01:17:21.660 --> 01:17:23.730

Mark Newfield: I started at 23 and finish the 30.

655

01:17:24.120 --> 01:17:26.250

Stephanie Bogan: that's awesome and here you are.

656

01:17:26.820 --> 01:17:27.420

Mark Newfield: I made it.

657



01:17:27.630 --> 01:17:30.630

Stephanie Bogan: yeah all the things all right, Robert you ready.

658

01:17:32.610 --> 01:17:33.570

Stephanie Bogan: That was mark right.

659

01:17:34.890 --> 01:17:38.880

Stephanie Bogan: Okay, Robert What did you get into the most trouble for when you were young.

660

01:17:43.410 --> 01:17:52.500

Robert Hansen: rob man I don't know I gotten a lot of trouble, when I was young, it happens when you have ADHD I can't think of a specific example, but.

661

01:17:53.310 --> 01:17:54.000

Robert Hansen: A lot.

662

01:17:54.600 --> 01:17:56.760

Stephanie Bogan: husband would be like everything just everyday.

663

01:17:58.170 --> 01:18:00.210

Robert Hansen: So many things so many things.

664

01:18:02.130 --> 01:18:03.900

Stephanie Bogan: Alright, can you pick one pick one fun thing.

665

01:18:04.800 --> 01:18:07.740

Stephanie Bogan: i'm the all of the above dresser said D all the.

666

01:18:07.740 --> 01:18:20.940

Robert Hansen: Above probably just doing stupid stuff outside like trying to play roller blade basketball then hurting myself or my friends in the process, and always all having to apologize to them or their parents, for her.



667

01:18:22.350 --> 01:18:28.530

Stephanie Bogan: baker all right all right, we got to watch out for Robert at the events, by the way, he's the one we gotta keep an eye on.

668

01:18:29.070 --> 01:18:30.240

Stephanie Bogan: All right, Mike are you ready.

669

01:18:30.780 --> 01:18:37.110

Stephanie Bogan: So it's gonna be really insightful it's going to tell us a lot about you Mike, what do you complain about more than anything else.

670

01:18:38.100 --> 01:18:38.370

Like.

671

01:18:39.660 --> 01:18:42.750

Mike Burbank: i'm sorry not having enough hours in the day.

672

01:18:42.900 --> 01:18:52.260

Stephanie Bogan: Anyway, share that like a time right so we're going to do a lot of that this year, all right, I know I took a couple minutes to do that, but the most important part of this group is just breaking down the walls.

673

01:18:52.650 --> 01:19:04.020

Stephanie Bogan: Opening up really engaging starting to get to know each other so

