

# FIREPOWER

 People-Powered Growth for Small Business



To manage business growth and continuity, employee teams must understand the impact of their unique abilities on their personal success, and on the success of your company.

Your team must envision how they fit into the business growth plan and have the freedom to contribute according to their strengths.

*Maria C. Forbes*

## WHY US?

We align and optimize team roles so that you will accomplish your company vision and mission **to continuously fuel your business FIREPOWER!**

## CONTACT

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## SUCCESS FACTORS TO PEOPLE-POWER YOUR SMALL BUSINESS



### Accelerate Growth Now

Define success now & what it looks like in the future. Build a strong & collaborative team.



### Selecting Your Best Team

Optimization of employee talent results in an all-inclusive business growth.



### Optimize Your Biggest Asset, Your People


A people-powered small business is where every member of the team will have a personal stake in the success of the business.



### Get Ready For Succession & Exit

The Owner Sweet Spot: the importance of being less relevant in the business operations and more relevant to its future.

# Owners & Entrepreneurial Leaders



We help our small business clients plan a transition from managing the day-to-day operation of their business to a sharp focus on the work they do best. We assist leaders in increasing awareness about their personal strengths, as a powerful influence on the way their teams will achieve shared growth. Owners will learn the importance of becoming more relevant to the business in a unique role that lends value to the future of the company.

**We call this your Owner Sweet Spot.** Transition your business from a top-down owner driven company to a talent-optimized people driven business.

## Start With Owner Transition

- **Improve Business Performance** - Define success today, and what it looks like in the future. Build a strong and collaborative workforce.
- **Increase Productivity** - Design requirements for successful role execution to sharpen performance.
- **Prevent High Turnover Cost** - Retain Your Team by cultivating an engaged workforce.
- **Build Transferrable Business Value** - Arrange member contributions to increase value and fuel growth plan.
- **Maximize Employee ROI** - Build excellence in team collaboration as part of your competitive advantage.

## Your People, Your Best Competitive Advantage



Give your people the freedom to engage their strengths in your growth plan and enjoy your best ability to attract and retain clients. Employers must avoid hiring for job need and instead focus on strategic hiring. This requires a mindset shift from filling your company with job holders to hiring people who will become unique business contributors and help you get to the next level of growth.

Developing unique business contributors starts on day one of the relationship with your company. **FIREPOWER's Onboarding is your customized plan to make the first ninety days of employment a productive start to a long-term association.** Knowing what to expect from day one encourages belonging and helps employees arrange their time and energy to sustain productivity.



# Talent Alignment to Business Performance



**Who is on your team?** An essential question small business owners must consider at every phase of the business life cycle. We start with what is important to owners and partners, to understand their priorities and needs.

**Owners want to sharpen their focus.** This requires recognition of team capabilities and delegation of responsibilities. As a strategic advantage, owners discover their best methods for communicating expectations and maximizing performance.

## Organizational Growth You Can Count On!

**Optimization of employee talent results in an all-inclusive business growth.** Employees learn to recognize their strengths and apply them where they can make their best contributions to organizational growth. Teams learn how to organize their time and energy to sustain productivity and increase business performance. Through comprehensive workforce planning, employees experience renewed enthusiasm about a contributing role in the organizational growth plan. **Then we reinforce and restructure roles and outcomes that align with your company vision & mission to continuously fuel your business FIREPOWER!**



## Optimize Your Biggest Asset, Your People

A people-powered small business encourages employees to master their unique strengths and to arrange their time and energy for sustained productivity in any environment. Every member of the workforce has a personal stake in the success of the business. With a keen focus on their personal influence toward shared organizational values and goals, they will utilize their strengths to forge ahead. Now you will retain your team(s), decrease turnover, expand the potential for long-term associations, and cultivate a strengths-based organization.



## Select Your Best Team

Small business teams' function in an evolving and often fast paced environment. Every member has a profound effect on business performance and sustainability. Getting the right people in the right position requires more than appropriate education and skills. We facilitate a three-part performance profile to ensure candidates have what it takes to fulfill a role and to be a business contributor. We help you evaluate final candidates and then facilitate your best selection.