David Gilliland, Elite Entrepreneurs

Biggest pain points:

Talent: a great ‘renegotiation’ and the speed of which people move from one job to another

Keep shifting: many entrepreneurs thought they’d found a new path forward; many need to shift even more

The way you look for talent is important. You can build differently. Move your bottleneck. Don’t short your process in order to get bodies. Optimize around the candidate, NEVER take out any steps in your process.

It’s not that different. They still want to matter and to contribute. They want purpose. They want to be happy.

Shift from being the hero to being the hero-maker. It’s a learnable skill!

Co-create people a vision for the future; then your people will carry you there.

Leadership is an exercise in relinquishing control.

What will your business do when you are doing $1000/hour work?

Clearly define what success looks like in a way that resonates with your people and what they care about.

One thing that holds you back from growth is having the wrong people.

Knowing how to onboard people.

First 3X growth = the right team...pulling in the right direction.

Meetings should not be avoided! BAD meetings should!

Good metrics, good meeting cadence, good people.

Don’t run out of cash!

$3-$10Million: learn how to build other leaders. You’re not working in the business anymore. You can’t just hire from outside.

knowledge and understanding. Teaching & messaging never stops.

Community Surround yourself with. There are other people like you, and they care.

Coaching: Accountability makes a difference!

Personal Growth and mental health matter!

Listen! Help others get what they want.