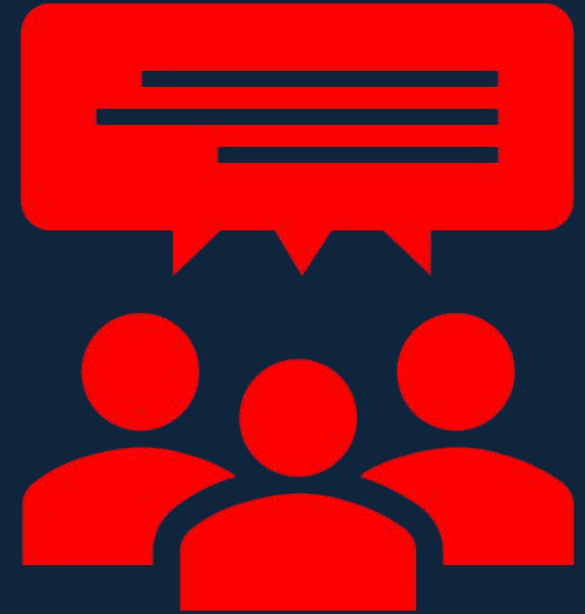


"Maximizing Morning Momentum" **Your Path to Peak Performance**



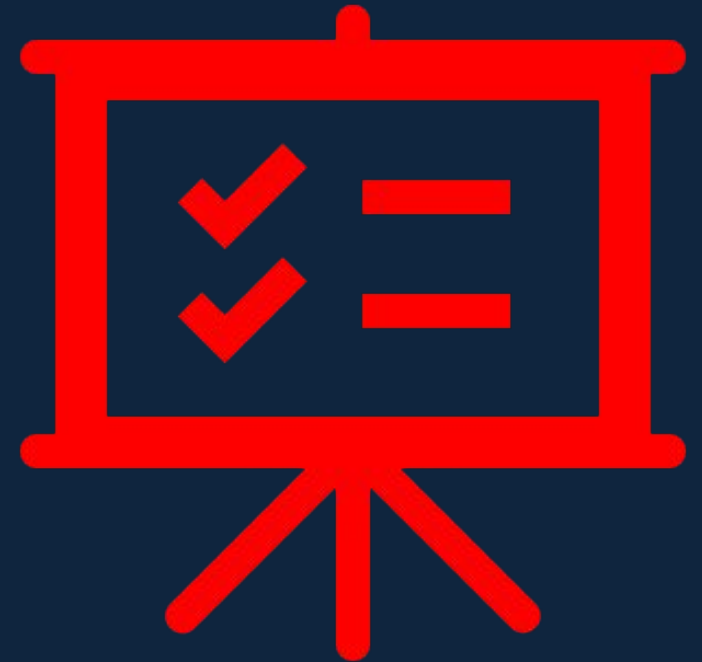
Gary Stauble

Anonymous Poll



Today's Outline

- *Intro*
- *Maximizing your per-hour-output*
- *Inbox detox*
- *Separate exploration from exploitation*
- *The 3 most important daily tasks*
- *Install a marketing metronome*
- **Bonus Strategy: Your 4pm Daily “Power Down” Template**



Background

- *This content comes from my 30 years of experience as a high performing headhunter, manager, firm owner, consultant and trainer.*
- *Coached over 400 recruiting firm owners on maximizing productivity*
- *Nearly 100 interviews with 7-Figure Producers & Thought Leaders.*
- *Boiled down the the minimum effective dose of effort.*





***“You'll never change your
life until you change
something you do daily.***

***The secret of your success
is found in your daily
routine.”***

- John Maxwell

*This webinar will help you
move from reactive and
overwhelmed to proactive
and hyper-productive.*



Cautionary Tale:

The Mid Morning Panic Attack

- *Hit snooze*
- *Social media from your bedroom*
- *Spent 20 minutes doom scrolling*
- *Skipped your workout*
- *Got to the office late*
- *Spent 30 minutes “researching” automation tools but made no decisions*
- *It’s now 11 am & you haven’t made a call*
- ***Panic set in...***



Key Point #1:

Increased output necessitates decreased input

- I was massively productive during a 9-hour car ride
- Turn all notifications off – selectively turn a few on
- Set up boundaries re interruptions with staff, family, kids etc.
- Red bandana time



Inbox Detox

- Checking email = intermittent reinforcement + dopamine hit
- Batch your inbox duties into 4-6 slots per day
- Ex: 8 am/ 1130 am/ 130 pm/ 3 pm/ 5pm
- Use Boomerang to have messages return to inbox
- Use "Inbox pause" to send but not receive
- Never look at an email twice



Key Point #2:

Separate Exploration from Exploitation

1. Exploration:

- Novelty/ new ideas/ dopamine
- Researching tools/ Amazon
- Divergent (creative) thinking
- “Big picture” mode

2. Exploitation:

- Maximizing per-hour-output
- Convergent thinking
- “Get it done!” mode

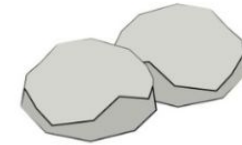
3. Create an “Exploration” bucket



Accurate Task Selection Is Crucial

- *Super-Skill: Accurate Task Selection (niche, JOs)*
- *Rocks, Pebbles & Sand*
- *Big Rocks FIRST: Interviews, Closing, Marketing, Recruiting, Planning*

If the big rocks don't go in first,



BIG ROCKS
Highest priority projects
and tasks.



LITTLE ROCKS
Urgent or important
priority projects and tasks.



SAND
Unimportant projects
and tasks.

they aren't going to fit in later.

— Stephen R. Covey

The 3 Most Important Tasks

1. *Scheduling Interviews*
2. *Scheduling Interviews*
3. *Scheduling INTERVIEWS!*
 - *Aim for 1 IV/ day and whatever else you can get done by 5 pm*
 - *Do the closest thing to \$ first*
— Peter Leffkowitz

If the big rocks don't go in first,



BIG ROCKS

Highest priority projects and tasks.



LITTLE ROCKS

Urgent or important priority projects and tasks.



SAND

Unimportant projects and tasks.

they aren't going to fit in later.

— Stephen R. Covey

Install a Marketing Metronome

1. 75% of placements in the last 12 months were with existing clients; recruiters don't market enough.
2. Crocodiles around a shrinking water hole
3. Curate your client list
4. Set a pace (metronome)- daily or weekly
5. Practice 5x10: 5 marketing actions by 10 am



Install a Marketing Metronome

1. Hunting Vs Farming
2. Inbound vs Outbound
3. Outbound Option: *Market 1 day per week*



Action Step- Map Out Your Optimal Schedule

- Minimize interruptions
- Separate exploration from exploitation
- Handle the big rocks early
- Decide on your marketing rhythm
- Practice 5x10: 5 marketing actions by 10 am



How to Take This Training Further



How to Take This Training Further

- The real work begins when you start to implement new ideas like this and run into roadblocks.
- Our programs provide the training, tools and support to build a profitable firm.
- **Stay on the cutting edge of innovation with**
“The Recruiters Roundtable” Program



Join a Community of Owners Who are Dedicated to *Excellence*.

It's about moving:

- ***From Isolation to Insider:***

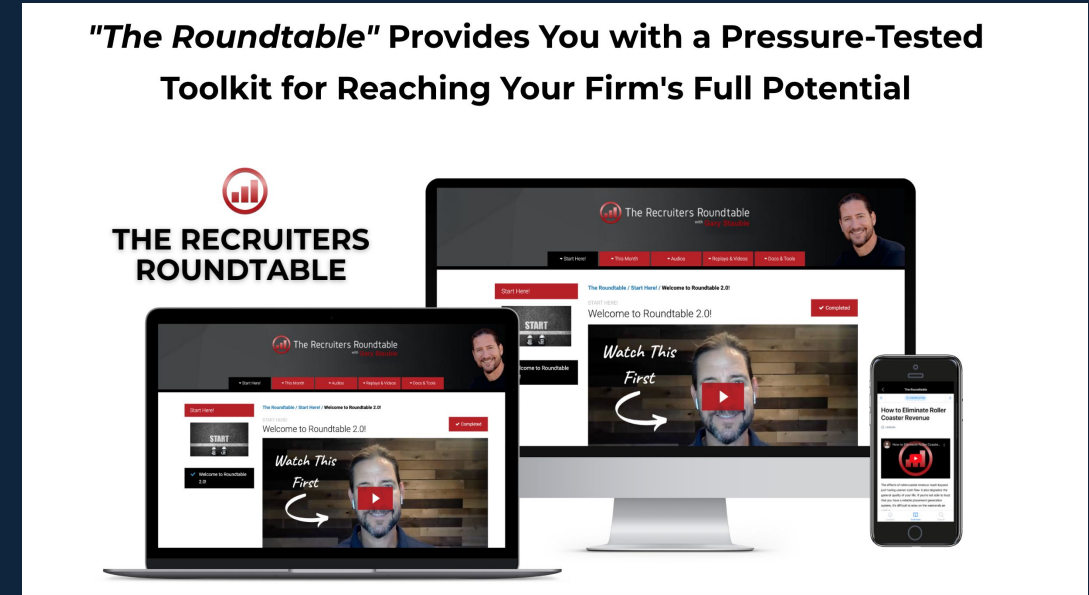
Connect with a network of seasoned owners, gaining invaluable insights and support.

- ***From Chaos to Control:***

Implement proven systems that streamline your operations, reduce stress, and boost efficiency.

- ***From 'Rollercoaster Revenue' to Predictable Cash Flow:***

Achieve stable, predictable revenue with strategies that ensure financial consistency.



Special Offer: Ends Thursday, June 13th

*Take a 30-Day
Test-Drive for Just
\$47
(save \$100)*

TheRecruitingLab.com/Echelon

Use the Coupon Code: "ECHELON"

"The Roundtable" Provides You with a Pressure-Tested Toolkit for Reaching Your Firm's Full Potential



THE RECRUITERS ROUNDTABLE

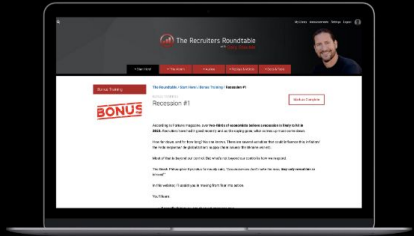
START HERE

Welcome to Roundtable 2.0!

Watch This First

How to Eliminate Roles Cluster Revenue

Bonus Training: Get Instant Access to “AI Mastery”



Bonus #2:

"AI Mastery: Accelerating the Search Process with Intelligent Tools"

Valued at \$200

If you've been observing what's happening with AI and want to know how you can best leverage it to **amplify your performance**, make your firm **more efficient**, and **achieve your goals faster** – this webinar was designed for you.

Roundtable member, Cammas Freeman joins us and shares what tools to start with and the exact steps to take to harness AI's power in your firm.

You'll learn:

- ✓ How to use interview software to **speed up intakes**
- ✓ How to use AI to write high impact **candidate summaries** instantly
- ✓ How to construct precise AI prompts that swiftly **pinpoint the best talent**
- ✓ How to harness AI to **supercharge your productivity**, creativity, and focus
- ✓ How you can leverage AI to **speed up your time to fill searches**
- ✓ And much more

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Bonus Strategy:

*Your Daily Power
Down Agenda....*

**PLAN.
PREPARE.
EXECUTE.**

Bonus Strategy: *Daily Power Down*

‘FOMO’ vs ‘JOMO’

**PLAN.
PREPARE.
EXECUTE.**

Daily Power-Down Agenda

Weekly Goals Review	Create Tomorrow's Goals	Choose 3 Top Priorities	Prep Tasks	Clean Up
Review Your Weekly Goals (Which are Related to your Annual Goals)	Refine Daily Goals for the Next Day Goals are <i>what</i> you want to achieve. Ex: <i>schedule 1 interview.</i>	Schedule 1-3 Priorities for Tomorrow. Priorities are <i>how</i> you're going to achieve the goal Ex: submit 2 candidates.	Prep All Tasks for the Next Day to Eliminate Friction Research, name gathering, getting phone numbers etc. Time Boxing	Clear out Undone Tasks & Tie All Loose Ends

Action Step- Install a Daily Power-Down

- Pick a specific time for planning.
- Decide on a planning agenda.
- Set an alarm for your daily power-down.



Recap

