



Keller Williams Family Reunion

Building a Big Business with a Small or Medium Sized Team

Panel: Jessica Hubbard, Sarah Tadlock

Are your systems working for you? Join this panel to learn what systems other teams are using to catapult them to the next level.

Need something that draws people to the team other than leads. What does culture mean to the team?

Systems = Schedule. The first system an agent should learn is how to schedule and how to use a 411. It's the most important meeting you will have with your people.

Budget model system is #2 for the team.

Brene Brown - vulnerability and transparency. Bring me problems so we can work through them.

Each person you add to the team is either adding value or subtracting value.

The first person you add (your first admin) is 50% of your team.

Every time you take the same class, take your original book and add the new nuggets to it.

Think of your real estate team like a baseball team where everyone has a specialized role and the team doesn't function without all the roles filled.

What does your five-year vision look like? Put it in an organization chart to attract leaders.

Agents overestimate their goals and the team can't forecast on dream goals. That's why you don't ask the team members for their goals and then add up all the numbers to get the team goal.



OPS BOSS

COACHING™

Every team member does a minimum of 24 or 36 units so that the team can base their budget on that. 24 in the first 12 months, 36 after that.

Workshop with each agent in October. Help them create a GPS to the number they want to hit. Set a daily activity with them that they commit to.

For events: take a pic of yourself at the event and text it to the people who didn't come to say, "Sorry you couldn't make it. Hope to see you at the next one."

The split you pay an agent has to be based on value. As you grow a team, the splits will change. The goal is to increase their dollar per hour.