

## **LAMERE**

### **Process of Working with Client**

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This document describes the general process by which EMC engages the client, including meeting with CEO and with staff, development of staff assessments, reporting back to CEO with analysis of company, profit planning, etc.

#### **Initial Meeting with owner, CEO**

1 hour meeting to explain why we are there

We mention that the company has grown in the past, and we can help it further grow in future

Explain the energy process

We show what the conditions are for high energy company

We explain the conditions of low or disturbed energy company

Raising the energy enables real growth

To raise the energy requires an analysis of the five components, and where there is strength and deficiency

Explain 5 engines

Describe low rated engines

Explain balance of engines

Agree to have staff (e.g. highest level managers) fill out answers to survey and meet with each individually

#### **Assessments Development**

Assessments consist of 25 questions on energy and 20 on each of five engines

Assessment is catered to their type of company (service, manufacturing, wholesale, retail, etc.)

We can even further develop the questions to cater to their industry – like construction

### **Staff Get Together**

We get together with the staffers who have fill out assessments, such as higher level managers

We tell them that the assessment as well as the meeting with each staffer will be anonymous. The boss will not know who said what.

### **Assessment Distribution**

Assessments are distributed to appropriate staff.

### **Individual Meetings with Staff Members**

We arrange and have one hour meetings with each staffer

At one hour with a staffer we first get to know them a bit (15 minutes)

including their energy level, skills, interest, mental acuity, background, and education

they can later be key resources for resolving company problems

see if they are “above or below the line” in their responses

Then we review their assessments with them

We talk about the problems they perceive in the company

As they express their thoughts we further see their energy, skills, interest, etc.

We follow this process for each staffer

We accumulate and tabulate the scores

### **Another Meeting with Owner**

We present our assessment findings to the boss

We do not show the entire assessment of any individual or name them.

We show the variety of scores for each question

We therefore are able to show the strengths and weaknesses of each component

In this way we see where the energy is blocked, and describe that fact.

### **Summary Document for Owner**

We develop a two page overview and send it to the boss

reviews the principles of energy and the five components

explains their strengths and weakness for the five components

### **Plan of Action**

From there if agreed upon we develop a plan of action, including strategies

Our goal is to eliminate all road blocks, releasing tremendous energy for stable, accelerated growth.

We aim to help create The Living Organization, where all parts are firing on all cylinders, where everything is working in harmony with high energy ... and very high profits!