

## Phase 1 Leadership vs. Management:

**Myth among ACN reps:** *I am a leader because I have the Title. I have a pin on my lapel that says ETT, ETL, TC, RD, RVP, SVP*

**Fact:** *I am leading only when I am in Phase 1*

<b>Manager/Management Mode</b>	<b>Leader/Phase 1/Driving a leg</b>
<b>Customer Acquisition</b>	
Managers expect their team to get qualified, 20 pts, 40 pts, 50 pts, etc. They call their team and say things like "You need 20 pts!" But they haven't got 20 pts themselves!	Leaders get 20 pts, 40 pts, 50 pts- They set the pace and work together with their team to get it done!
Managers focus on their own paycheck	Leaders put pay checks in their teams hands. They understand that if they help their team get paid, then they will always get paid.
Managers call their ETT and have that ETT go get their new rep qualified.	Leaders do a 3-way call to the new rep w/ their ETT and schedule a launch/homemeeting. They go with their ETT to do the Homemeeting and Launch. They personally get the new rep qualified with the ETT
<b>Recruiting</b>	
Managers schedule a homemeeting with their new reps and tell them to invite a bunch of people, then just show up to the meetings!	Leaders schedule a homemeeting with their new reps and teach them how to get people in front of the busines. They role play contacting and inviting with them, go through their names list, and help them make calls. They even make confirmation calls to ensure a successful meeting!
When the meeting/PBR is over, managers leave it up to the host, other reps to close/follow-up	Leaders get all the names and numbers of prospects at each meeting and then follow up the next day with or without the host! (its better w/ the host)
Managers look at his/her team as a downline and a pay check	Leaders treat their reps like partners. They create belief in them.. "we work together" This gives reps a reputation to live up to..."He is going TC in the next 60 days!" (Be truthful)

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Managers expect their team to bring new prospects to BOMs, but never does himself/herself. He/she says things like "Hey, how many people are you bringing Tuesday night to the BOM?" Then when they don't bring anyone, they get frustrated and say to themselves or sideline, upline, "this guy is an idiot, he is not coachable, doesn't want it bad enough!!!"	A leader is always setting the pace for his team by having new personal prospects at the BOMs and Saturday trainings. They only expect from their team what they are doing themselves. They set the pace. They call their team and say... "Hey I have a new guest coming Tuesday night, what can I do to help you get someone there as well? We are going to do this together!"
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<b>Manager/Management Mode</b>	<b>Leader/Phase 1/Driving a leg</b>
Managers ask themselves..."Why is my team not getting more people in front of this business?"	Leaders ask themselves..."How many personal contacts am I going to make this week? (cold or warm)
Managers stand in the back of the room or outside of the weekly meeting	Leaders sit with their team at the weekly meeting and bring a new prospect
<b>Events</b>	
A manager has excuses of why they are not at every event or on every conference call.	A leader is at <b>every</b> event and on <b>every</b> conference call.
A manager shows up to the event.	A leader shows up early and helps put on the event.
Managers tell their ETTs and ETLs to get their team to the event. They even send them an email and text!	Leaders call and promote every event like their lives depend on it. They do 3-way calls daily with ETT's to new TT's promoting International, Sat training, BOM, Leadership trainings etc. Leaders know that their production completely depends on the amount of people they have at each event. This is what keeps vision, belief, support, training, and unity in their team. This creates success for their reps.
Managers send a text out to their team to let them know about the conference Call	Leaders call everyone on their team and promote the conference call personally
Managers "hope" that a lot of people in their team sign up for the next international at the regional event during "Promoting Events"	Leaders ensure that everyone in their team at the regional signs up for the international event by going to their team during "promoting events" and promoting when people are filling out the forms
<b>Personal Growth</b>	

## Phase 1 Leadership vs. Management:

A manager is always trying to improve and change everyone else around them.	A leader knows that the only person that they can change and improve is themselves
A manager says "You" or "I"	A leader says "We" or "Us"
A manager cares only about him or herself and his paycheck, not about a relationship	A leader truly cares about their team and builds relationships
A manager shares negative emotions with his/her team, regardless of the consequences	Even when justified, a leader never shows fear, hurt, anger, doubt, frustration to their team. They know it will kill their business!!! A leader has a positive attitude always! They are uplifting to everyone including sideline and downline. If they have negative feelings or problems this never goes sideline, or downline, it only goes upline!!!!
<b>Manager/Management Mode</b>	<b>Leader/Phase 1/Driving a leg</b>
A manager only see's this month's T-cabs	A leader creates belief and vision for their team. They have long-term vision!
A manager focuses on problems that arise. Problems can easily knock him/her out of the game for a while. Instead of coming up with solutions, they dwell on the problem!	A leader is solution oriented! They understand that everyday they will be faced with problems and without problems their is no business! When problems arise, they call their mentor already with a solution in mind.
A manager says they are coachable but really just wants validation. When it comes to training or advice, they say "Yep, I knew that, that is what I am doing already!" They get the advice because they asked for it and it was what they needed to hear, But, they take any constructive criticism personal and say things like "He/she doesn't know what they are talking about!"	A leader is completely coachable. They seek out coaching, not for validation, but only to improve themselves and their business. They are hungry for coaching and ask for constructive criticism. When they get constructive criticism, they don't take it personal, but realize that it was only said out of "love" and for a reason that they can improve their business and themselves. If they don't agree with the constructive criticism, they still take a good hard look at themselves from a different angle to see what or how they can improve as it must have been said to "me" for a reason...They do everything they can to improve themselves as they know that this is what truly will be the only way they can move forward.
A manager has the attitude "I hope that this guy will help me get to the next level."	A leader has the attitude of "If it's to be, it's completely up to me!"