

3 Year Vision

- Revenue _____
 - Profit _____
 - Culture _____
 - Revenue per Head _____
- _____
- _____

Want help filling this out? Reach out to VisionSpark.

FAST (Stalled, Slow, Steady, Fast)

Who is still on your leadership team in 3 years? Who is not?

Want help filling this out? Reach out to VisionSpark.

Organizational Chart (or Accountability Chart)

In three years, you're firing on all cylinders. Who's on your team to drive the results?

Leadership Team Seats Required _____

Middle Managements Seats Required _____

Front Line Seats Required _____

Want help filling this out? Reach out to VisionSpark.

Order of Hiring

Urgent Hires _____

Important Hires _____

Not Urgent Hires _____

Now rank them in the order needed _____

Want help filling this out? Reach out to VisionSpark.

Hiring Triggers

Based on the order you did above, what are the revenue, profit, client load etc. milestones needed to hire them confidently?

What is the cost of each of your departments/teams? _____

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Culture

What is your culture plan? How are you going to maintain as you scale?

Want help filling this out? Reach out to VisionSpark.

Hiring WHO and HOW

Who is the WHO for hiring that will do it consistently with quality and RPRS? What is their HOW that will give you confidence?

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