

10 THINGS

You will learn at a CEO Peer Group

Don Battis
CEO Circle



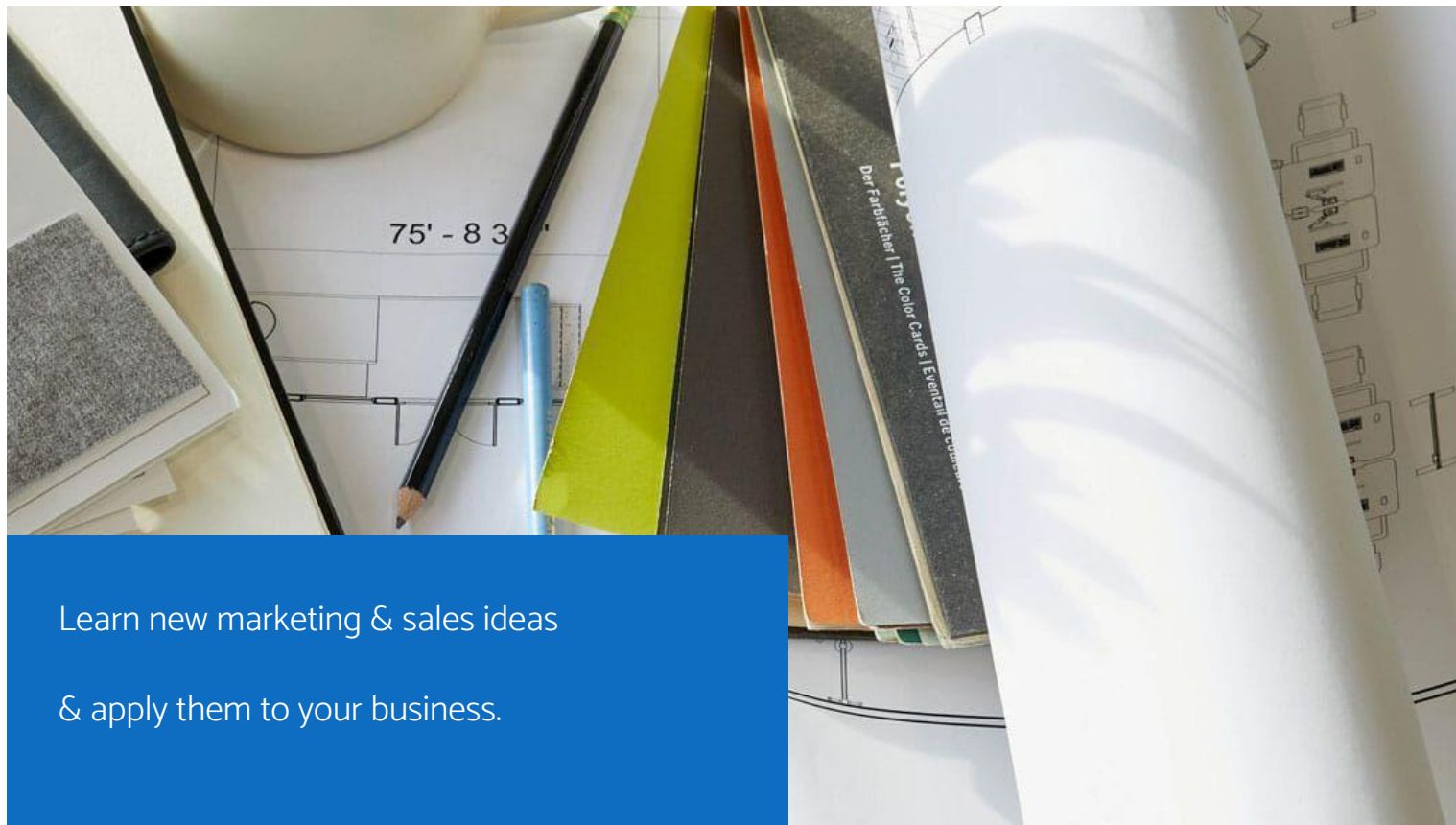
**INCREASE
SALES**



01

INCREASE SALES

Learn new marketing & sales ideas
& apply them to your business.



**INCREASE
PROFIT**



02

INCREASE PROFIT

Learn new operating efficiency ideas
& learn new leadership methods.



HIRE BETTER TALENT

E BETTER ENT

Assessment & Selection
Classification & Qualifications
Data, Analysis & Documentation
Disability Employment
Diversity & Inclusion
Employee Relations
Hiring Information

Fact Sheet: Voluntary Leave Transfer Program (VLTP)

Under the Voluntary Leave Transfer Program (VLTP), a covered employee may transfer his or her available paid leave to another employee who has a personal or family medical emergency. There is no limit on the amount of donated annual leave an employee may transfer. However, any unused donated leave must be used for the medical emergency. An employee may participate concurrently with the leave donor(s). However, any unused donated leave must be used for the medical emergency. An employee may participate concurrently with the leave donor(s). However, any unused donated leave must be used for the medical emergency.

Request to Donate Annual Leave to Leave Recipient (Within Agency)

I request that annual leave be transferred to the leave recipient for the purpose of covering the leave recipient's absence. I understand that if I am proposed to not my immediate supervisor. All of the date indicated on this form must be approved by my supervisor. I have enough annual leave in my account to cover this amount. I understand that if I am proposed to forfeit leave during the leave year, the amount of hours forfeited will be the amount of hours I am transferring. I am transferring more than the amount of hours I am transferring. I am transferring more than the amount of hours I am transferring.

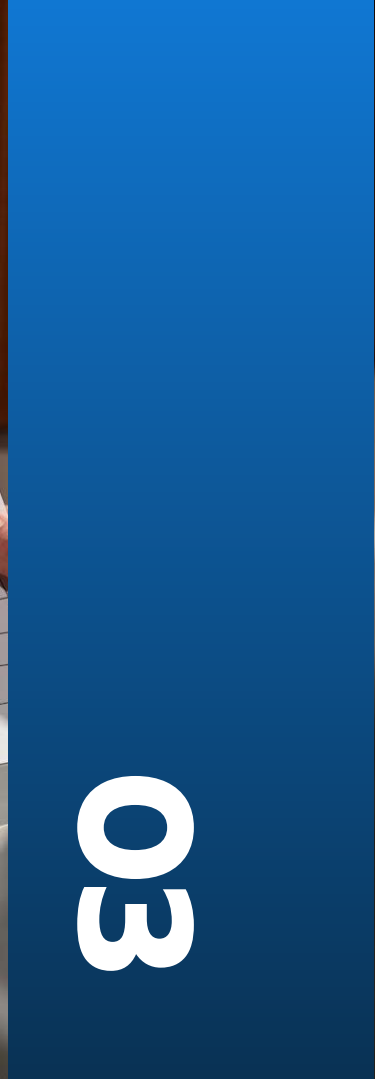
I understand that my decision to transfer leave is not irrevocable. If a sufficient balance of unused leave is not available, I will be required to forfeit the leave.

Privacy Act Statement


This program is voluntary. However, solicitation of this information is authorized by P.L. 102-586 (October 31, 1992). The information furnished will be used to identify and properly allocate the leave. The information will be used to identify and properly allocate the leave. The information will be used to identify and properly allocate the leave.

TO BE COMPLETED BY LEAVE DONOR

1. Name (Last, First, Middle)	2. Social Security Number	3. Employee Number
4. Position Title, Pay Plan, and Grade/Step, Level	5. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	6. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
7. Date of Organization (Agency, Department, Office, Division, Branch, etc.)	8. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	9. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
10. Date of Annual Leave at End of Year	11. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	12. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
13. Date of Annual Leave at End of Year	14. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	15. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
16. Date of Annual Leave at End of Year	17. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	18. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
19. Date of Annual Leave at End of Year	20. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	21. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
22. Date of Annual Leave at End of Year	23. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	24. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
25. Date of Annual Leave at End of Year	26. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	27. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
28. Date of Annual Leave at End of Year	29. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	30. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
31. Date of Annual Leave at End of Year	32. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)	33. Amount of Leave Requested to Transfer (This Leave Must be at End of Leave Year Period)
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A large blue banner with the number 3 in white. The banner is oriented vertically, with the number 3 positioned near the bottom. The background is a solid blue color. On the left edge, there is a thin vertical strip showing a portion of a red apple and a white grid pattern.

HIRE BETTER TALENT

A man with a beard and short brown hair, wearing a white button-down shirt, is smiling and looking to his left while holding a white coffee cup. He is sitting at a wooden table in a modern office environment. In the background, there are large windows looking out onto a city, a grey sofa, and a laptop on the table. A blue rectangular box is overlaid on the bottom left of the image, containing white text.

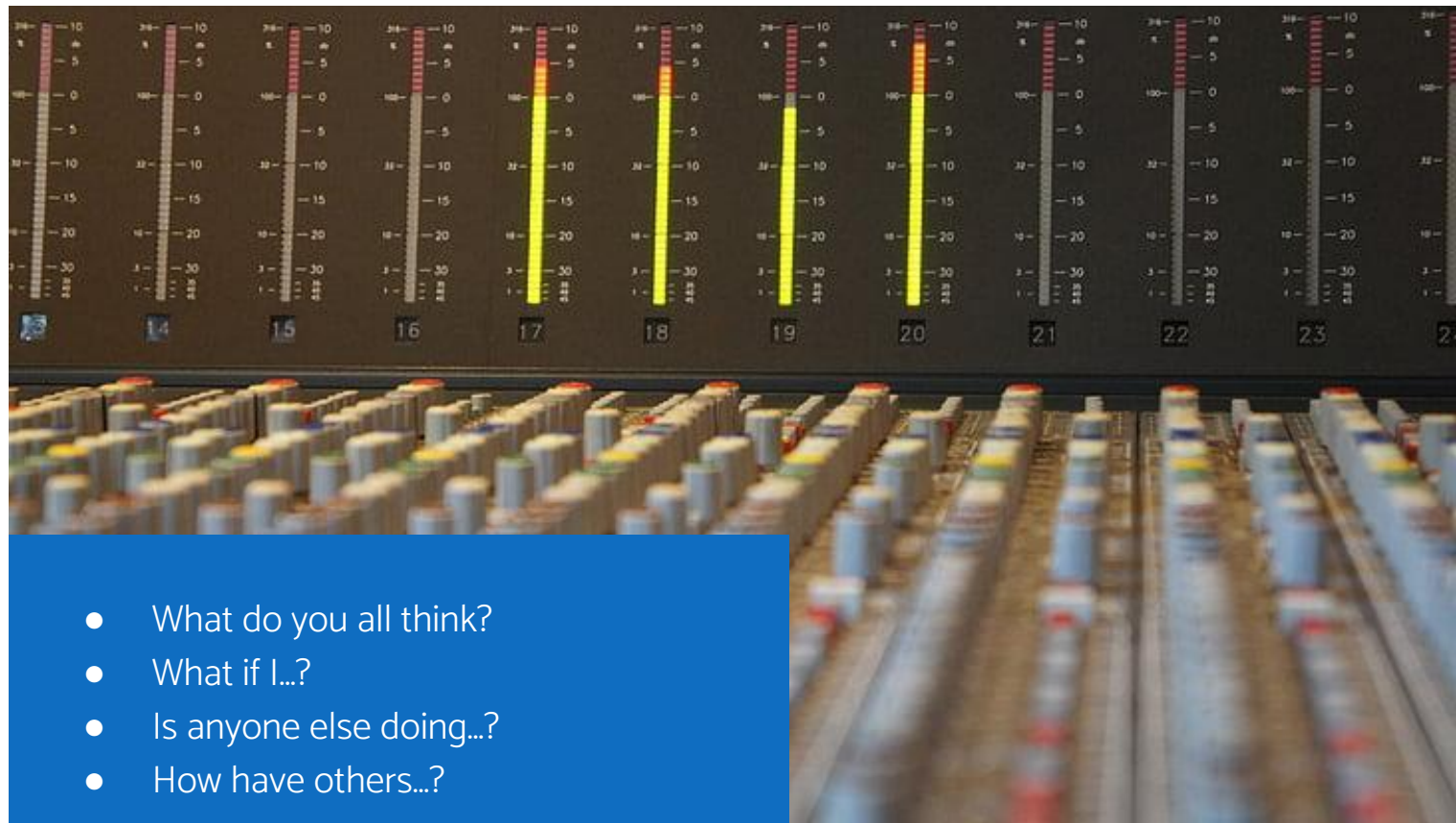
Learn recruiting best practices,
on-boarding, training techniques and
how to build a corporate culture.



SOUNDING BOARD

04

SOUNDING BOARD



- What do you all think?
- What if I...?
- Is anyone else doing...?
- How have others...?

LONELY AT THE TOP

05

LONELY AT THE TOP

- Everyone has an agenda: employees, customers, family, investors, suppliers
- Who can I trust for an unbiased opinion?
- Who knows how it feels to be in my shoes?



A blurred background image of an office environment. In the foreground, a person is seen from the back, wearing a white shirt and holding a large sheet of paper. In the background, other people are visible, some working at computers. The overall scene is out of focus, emphasizing the text overlay.

BETTER TIME MANAGEMENT

90

BETTER TIME MANAGEMENT

Sounds like the business is running
YOU ...

- Are you OK with that?
- Or is that something you want to work on?





EXIT PLANNING

07

EXIT PLANNING

Who else can you discuss this with?

Confidentiality is important, & you only have one chance to get it right.



BEST PRACTICES



BEST PRACTICES

Nobody ever got rich from
knowledge...you only make money
when you execute!

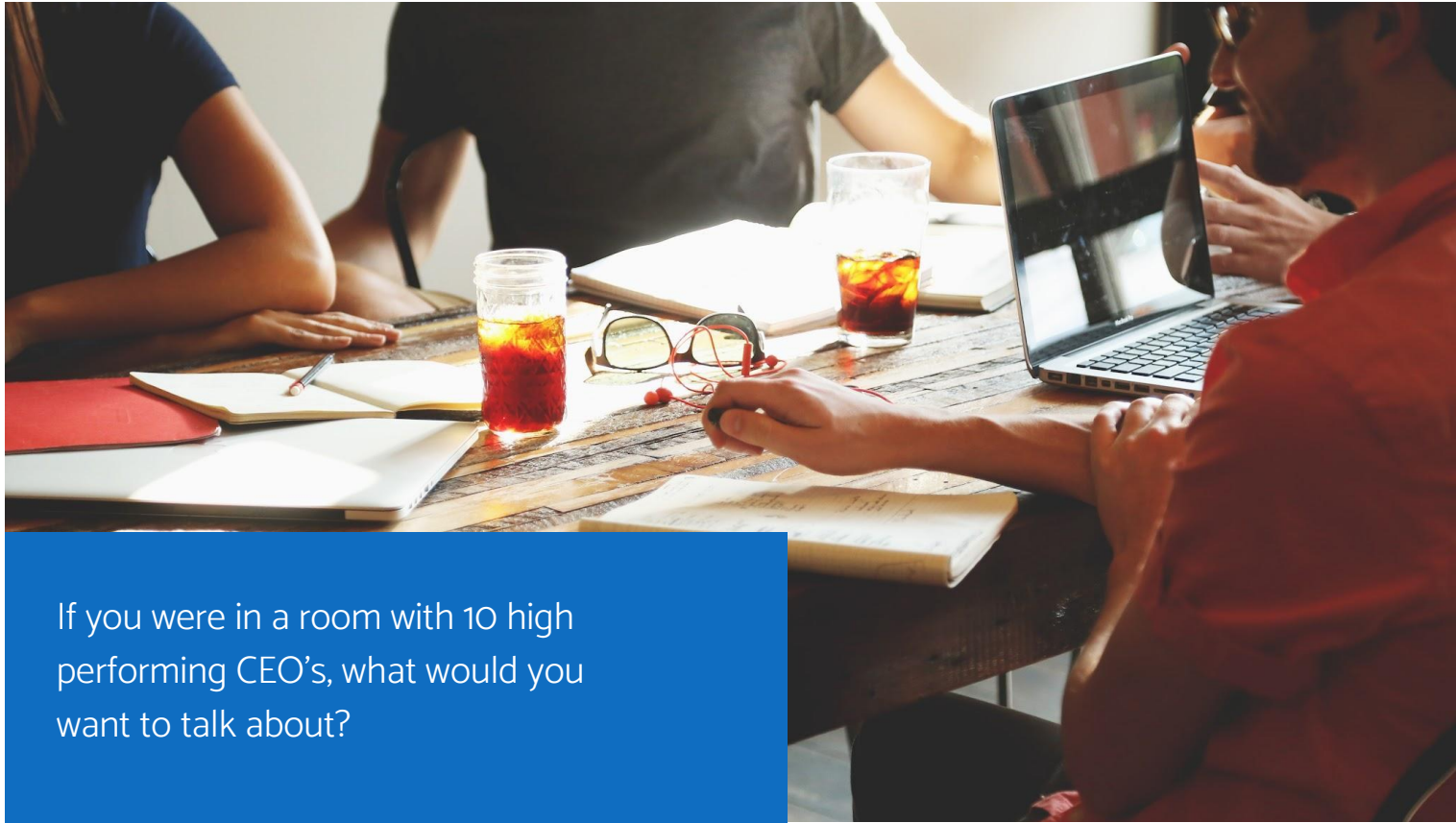


A person is sitting on a swing, silhouetted against a misty, overcast sky. The swing is hanging from a large, leafless tree with intricate branch structures. The ground appears to be a grassy hill or field, also shrouded in mist. The overall mood is contemplative and serene.

**You Don't Have
to Figure
Everything Out
Yourself.**

YOU DON'T HAVE TO...

If you were in a room with 10 high performing CEO's, what would you want to talk about?



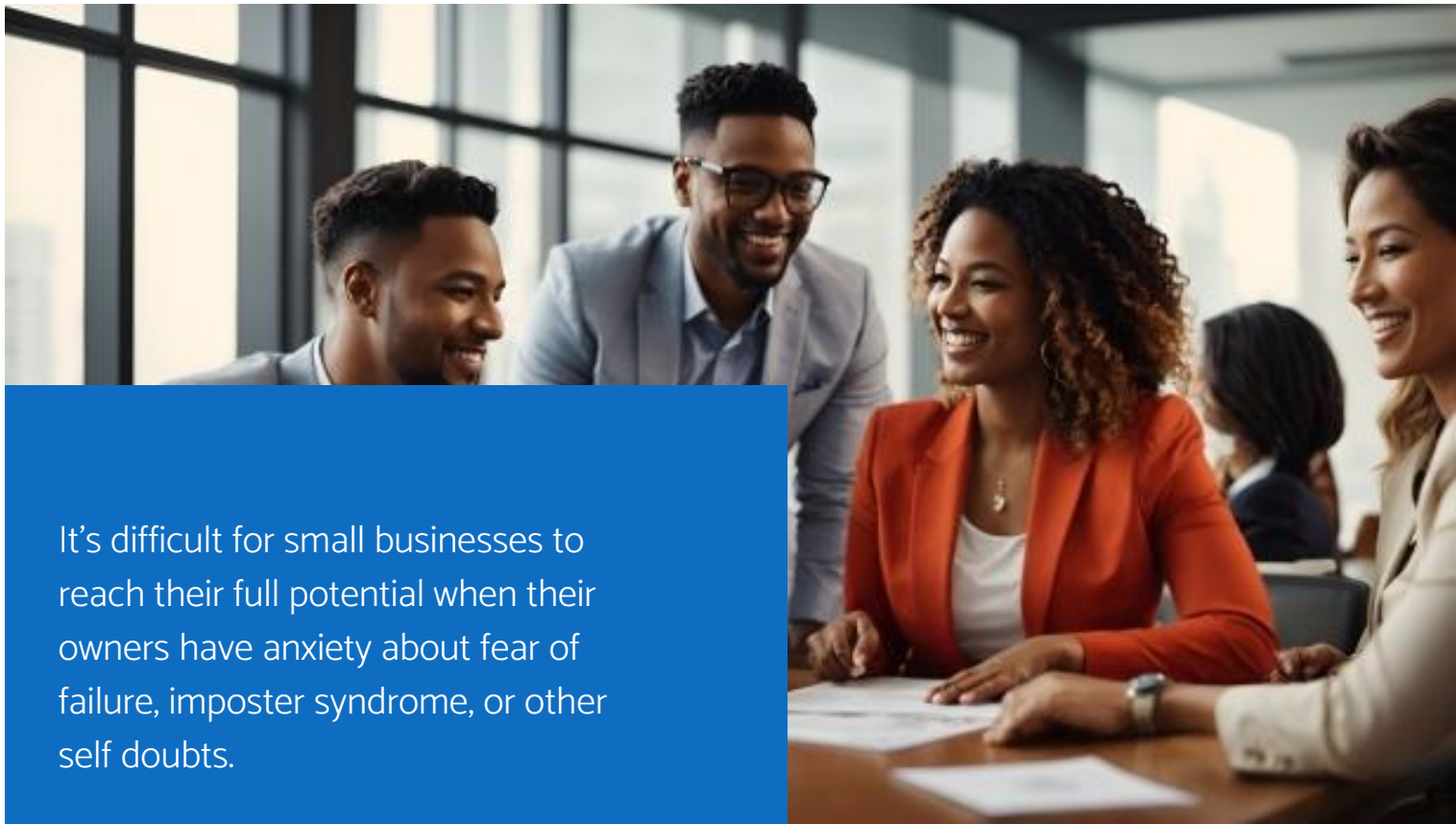
A photograph of two people in business attire shaking hands. The person on the left is wearing a dark suit jacket and a white shirt. The person on the right is wearing a dark suit jacket. They are shaking hands in the center of the frame. A blue rectangular box is overlaid on the left side of the image, containing the text 'NETWORK WITH OTHER CEOs'. A blue vertical bar is on the right side of the image, containing the number '10' at the bottom.

NETWORK WITH OTHER CEOs

10

NETWORK WITH OTHER CEOs

It's difficult for small businesses to reach their full potential when their owners have anxiety about fear of failure, imposter syndrome, or other self doubts.



THANK YOU

Do you have any questions?

don@ceocircle.net
www.ceocircle.net

