Nice's Business Model of Growth (Positive Change)

START WITH

People and Organization

"Comfortable"

Strategic Plan Values

Vision

Mission

PLAN COMPONENTS

DECISION REQUIRED

Want to Change / Grow

Have to Change / Grow

BASIC COMPETENCIES PRESENT...

Right People

- · Need A Leader / Strategic Thinker
- Facilitate Change
- Givers Not Takers
- Good Communications

Right Passion

- Positive Motivation / Attitude
- Desire to Learn (Will Sacrifice)
- Optimistic and Driven

Right Preparation

- Plan
- Fully Document the Plan

Create the **Direction**

Create the

Trust / Team

Create the

Energy

Right Perseverance · Execution and Accountability

- Monitor Performance
- Adjust As Needed

Create the **Implementation**

Business Plan

Critical Operating Initiatives

Defining Strategic Initiatives

 Long Range Desired Results Sustainable Competitive Strategy

Supporting Strategies

Thematic Objective

- Goals
- Action Plans
- Pro-forma Financial Projections
- FILM (Financial Internal Learning Membership) Metrics

WHAT HAPPENS / CHANGES

- Priorities Change
- People Change
- Norms and Standards Change
- Delivery Systems Change
- Processes Change
- Systems Maximized
- Trials / Experiments Are Used Before Institutionalized
- Priorities Clearly Understood and Reinforced

RESULTS PRODUCED

- Effective Leaders Emerge
- Financials Strengthen
- Profitability Improves / Grows
- Solid Reserves Reinforced
- Growing Average Balances
- Clear Outcomes and Accountabilities Present
- Talented and Motivated Team
- Automation That Reduces Work
- Costs Reduced (Revenue Per Employee Growing)
- People Actively Sell and Service
- Net Promoter Scores Grows

VALUE CREATED

- Economic and/or Intrinsic Value Created For Member / Membership
- Gain Market Share
- Positive Reputation Grows
 - Attractiveness In Community
 - With Third Parties
- Desired Place to "Work Hard" (Employees Can Earn More)

GROWTH PRODUCED

On Average – Double Asset Size Every 5 Years