LEA Member Success Story: ProYou a different way forward

CPE Check-in

Check-in code

ProYou92

Member Success Story

ProYou: A different way forward

What we have learned in our LEA journey

Australians not Austrians

HOPE ST.
MOVIE-MOMENT.COM

Member Success Story

ProYou: A different way forward

ProYou Purpose: Creating Wins

Explain the subtle differences between Australians and Austrians

1 person in the group to think at least this is different

1 person to ask us more about how it works

5 people tell us how it won’t work for them over a drink tonight

Member Success Story

ProYou: A different way forward

What we have learned in our LEA journey

“If it takes 10 years to cut down a forest….I will spend the first year sharpening the axe”

Abraham Lincoln

Member Success Story

ProYou: A different way forward

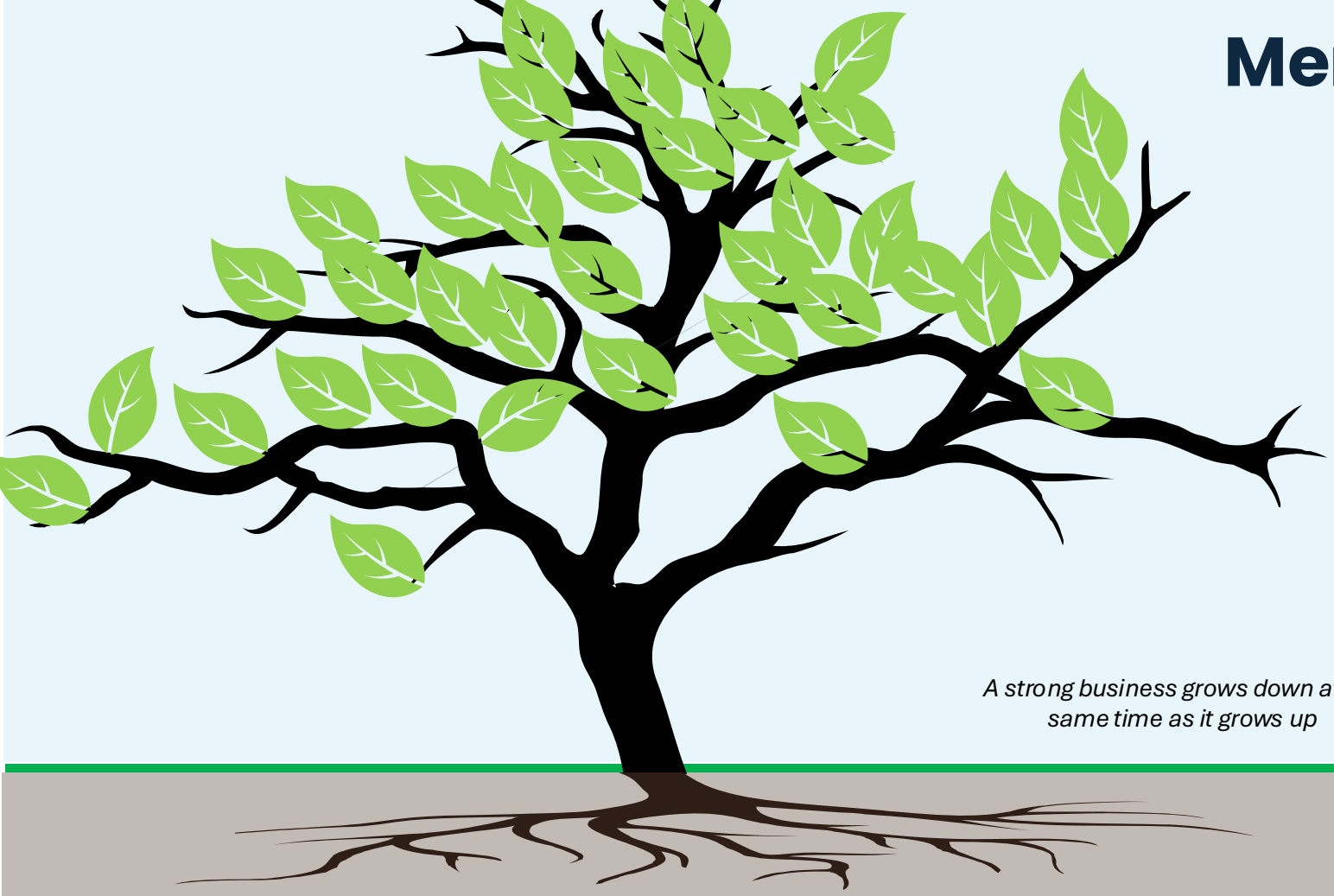
What we have learned in our LEA journey

“Don’t be afraid to start over, you’re not starting from scratch you’re starting from experience”

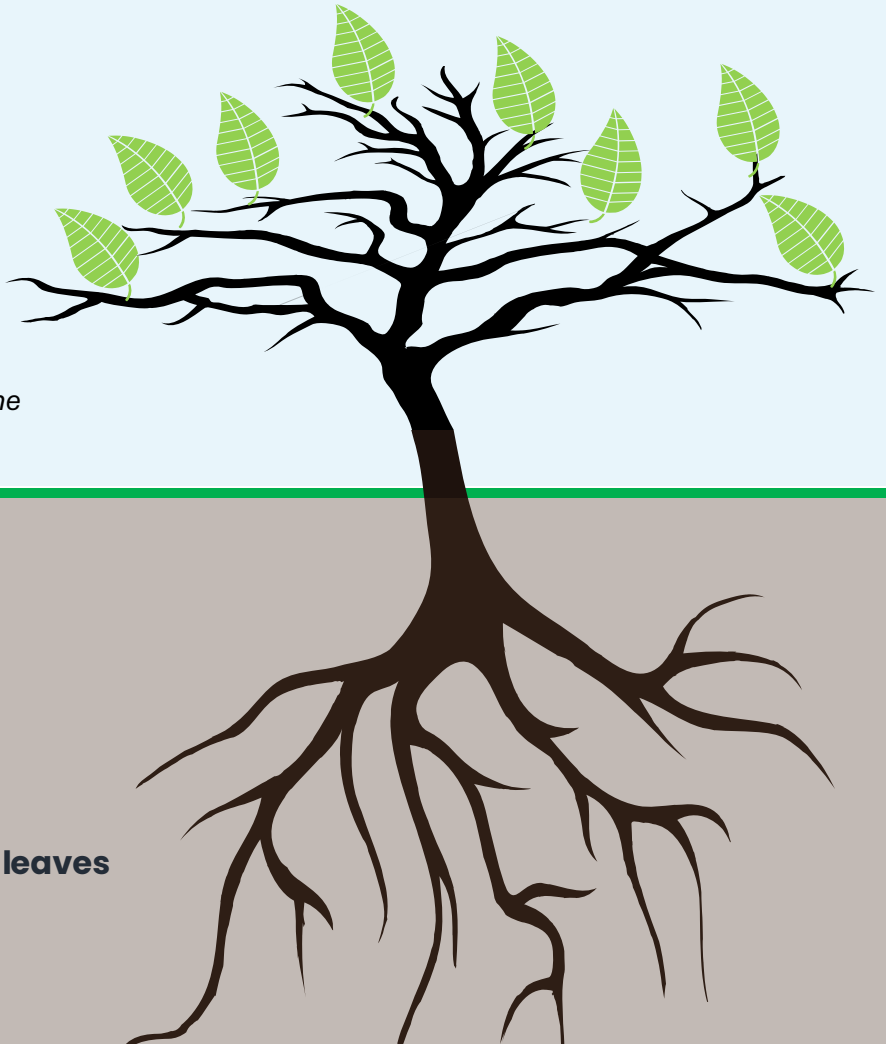
Member Success Story

ProYou: A different way forward

A small tree in a big forest



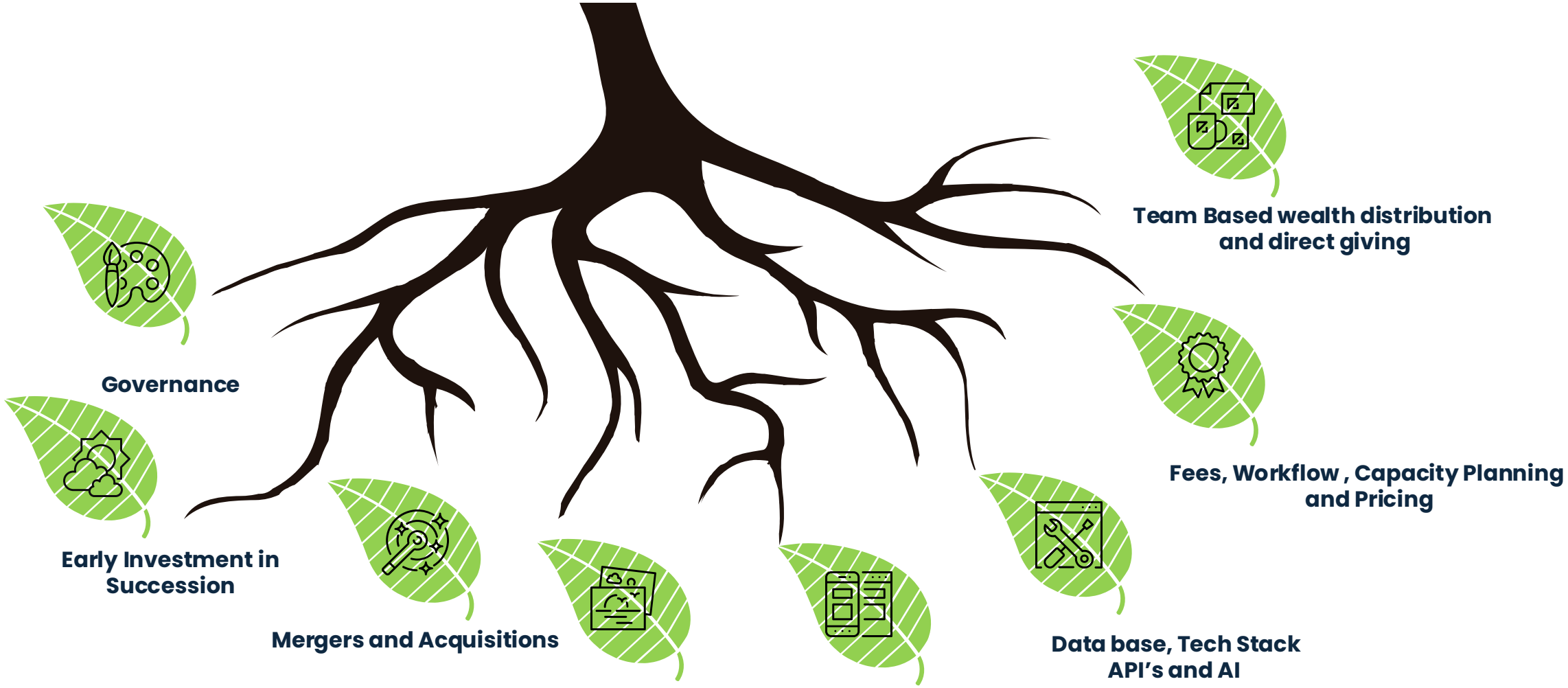
A strong business grows down at the same time as it grows up



Deep roots with complex leaves

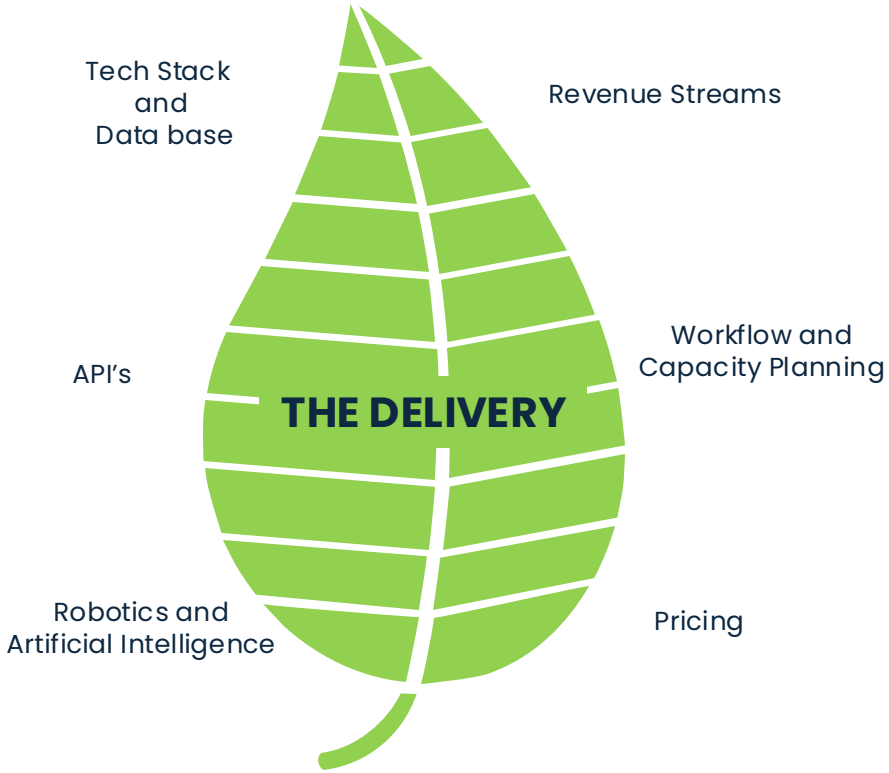
ProYou: Growth Strategy

Deep Roots and Complex Leaves



Putting it together

Delivering for "Our People"

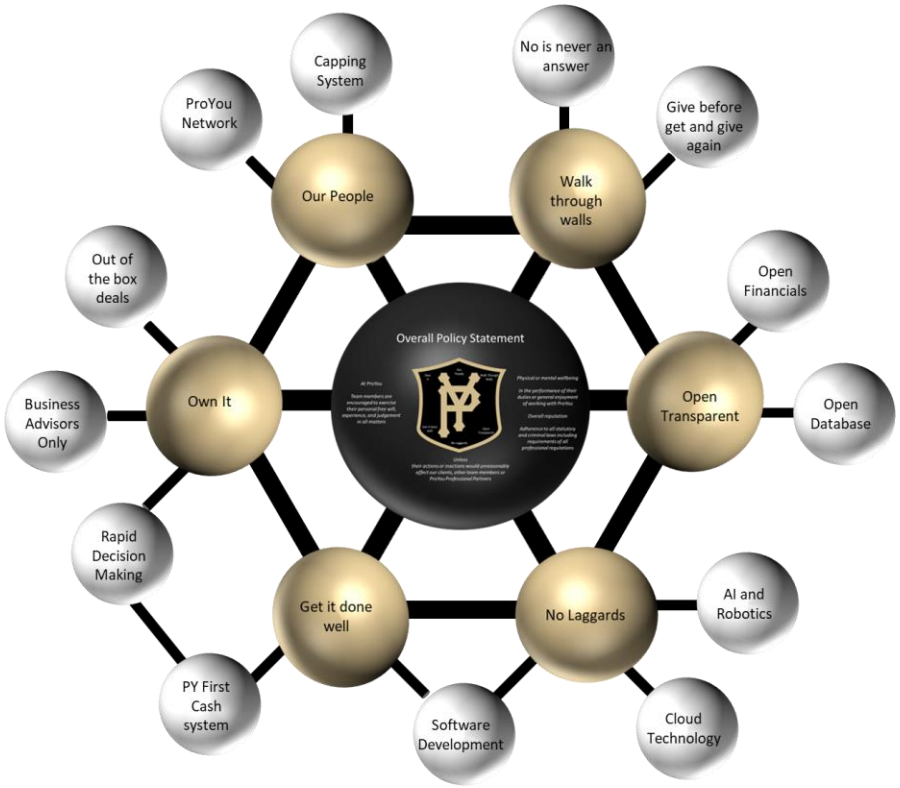


Putting it together

ProYou its in our DNA

"You only earn the right to advise on business...when your own business takes your advice"

OUR PEOPLE



THE DELIVERY

Governance
Principle Based Business
Shareholders Agreement
Succession Programs
Employee Handbook
Employee review system
ProYou Smart Numbers
Proprietary Software

TEAM BASED REWARDS

Putting it together

ProYou its in our DNA

Every business in the world has an accountant...

OUR PEOPLE

Governance Advice
Principle Based Business
Shareholders Agreement
Succession Programs
Employee Handbook
Employee review system
ProYou Smart Numbers
Proprietary Software

THE DELIVERY

TEAM BASED REWARDS

Growth Strategy

ProYou: A different way forward

Our Model- Embrace and Simplify Complexity

“Growth comes from bringing Chaos into order….we do this by embracing and simplifying complexity”

Our Own Unit of Measure

There's no personality in timesheets

The Billable Hour

The task

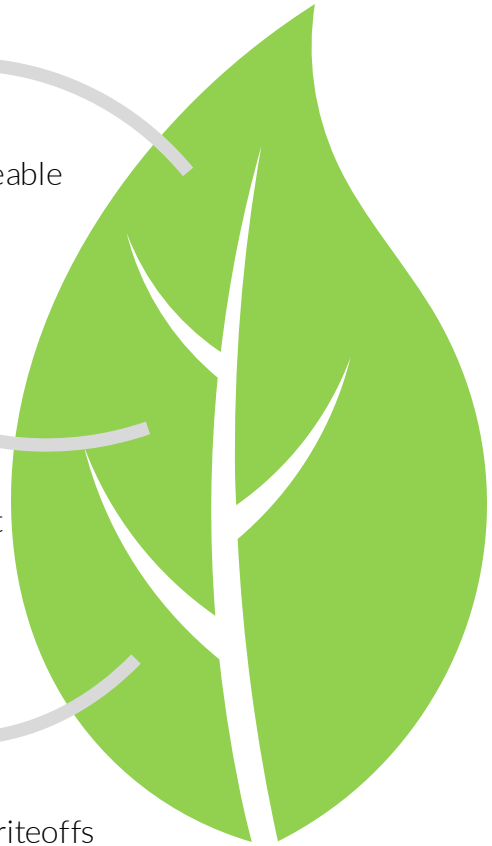
Either chargeable or non chargeable

The Advice

The best advice possible subject to capacity available

The Price

Hourly rates x Productivity - Writeoffs



The ProUnit

Dependency

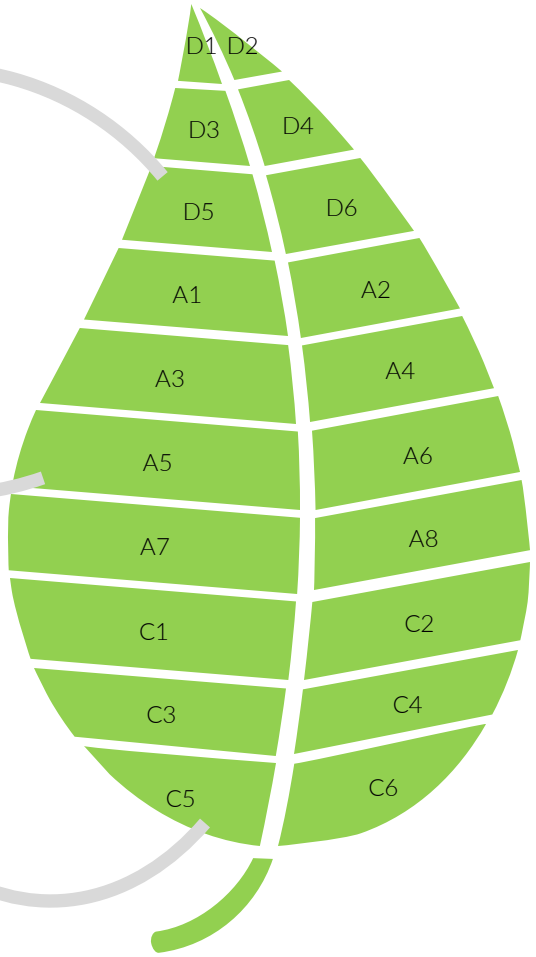
What tasks, personnel, and referral partners do our clients depend on us for.

Autonomy

Now the client is dependent on us what low value tasks can we automate to provide more value

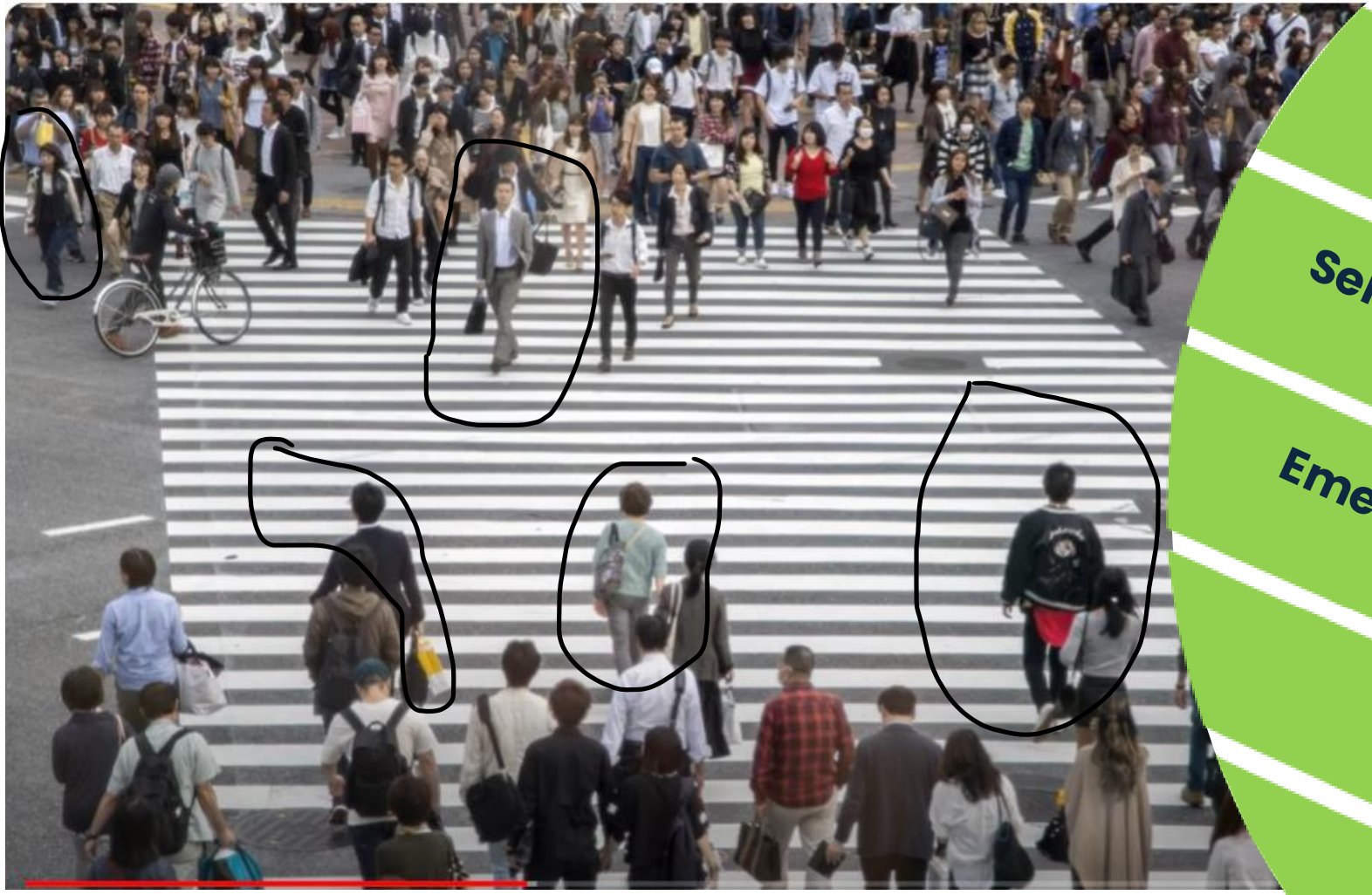
Connectivity

How many like-minded ProYou people have they brought in or could bring into our sphere of influence (Strategic Alliances)



Order from Chaos

We grow in direct proportion to the amount of Chaos we can sustain and dissipate



Attractors

Self Organisation

Emergence

Dependency

Autonomy

Connectivity

Using AI to Embrace and Simplfy Complexity

What is The ProUnit

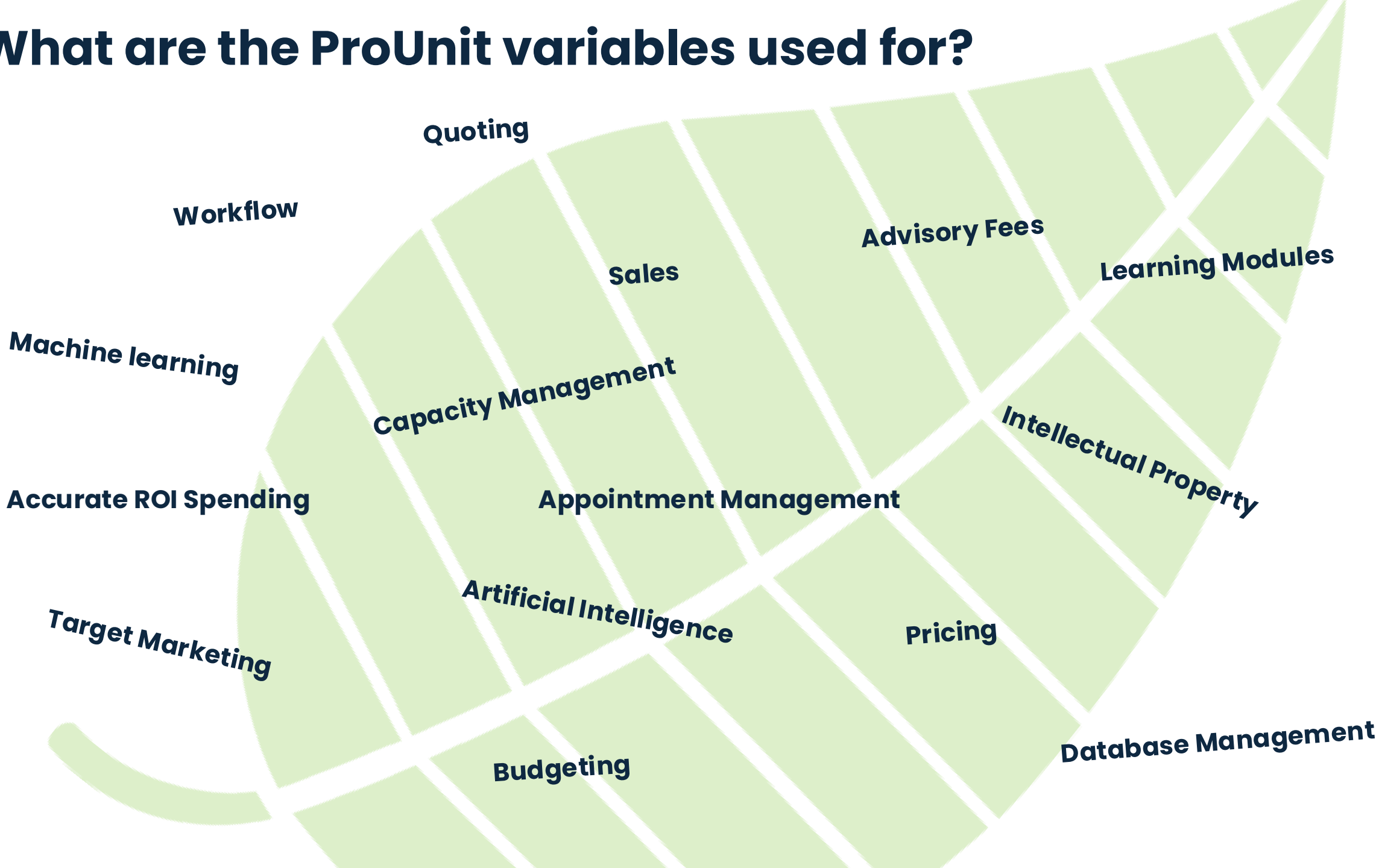
Dependency

Autonomy

Connectivity

“A Proprietary Algorithm that uses Artificial Intelligence and machine learning to accurately predict workflow, capacity and pricing based on historic patterns and experiences”

What are the ProUnit variables used for?



Workflow

Capacity Management

Sprint Schedule

Lock Budgets | Filter Jobs | Schedule Job

← Load Sprints

Load Sprints (14) →

Sprint 1 FY2024
4th Jul - 17th Jul, 2024

- 1 ASHLEIGH MCADAM
- 1 Gary Price
- 1 Scott Leo Dorsett

Sprint 2 FY2024
18th Jul - 31st Jul, 2024

- 1 Adrian Basnett
- 2 Ability One Pty Ltd
- 1 Adam McKeever
- 2 Apex Institue of Hig... 1/12
- 1 A & A TIPPERS PTY LTD
- 1 Amela Hodzic
- 1 Aero Ag Pty Ltd
- 3 Aldridge Railway Sig... 1/2
- 1 ALEKSANDRA RAJCEVIC
- 1 Andreopoulos Elleni

Sprint 3 FY2024
1st Aug - 14th Aug, 2024

- 1 5 Sean Frost
- 1 Ailbet Pty. Ltd 1/2
- 1 Aleksandar Sasha Kljaic
- 1 Alexandra Donaldson

Sprint 4 FY2024
15th Aug - 28th Aug, 2024

- 2 Kneebone Beretta And...
- 1 Adolf Hans Richter
- 1 A.C.N. 150 135 363 P...
- 1 Allen Gordon Mayfield
- 2 AllWest Mechanical P... 1/2
- 2 Amalgo Properties Pt...
- 1 ANITA YARI
- 1 Anthony Norris
- 1 Anthony Zouki
- 2 Apex Institue of Hig... 1/12

Sprint 5 FY2024
29th Aug - 11th Sep, 2024

- 2 Leigh John Wilson 1/2

Sprint 6 FY2024
12th Sep - 25th Sep, 2024

- 1 A & C Stewart Supera...
- 1 A & N Calderan Super...
- 1 Adrian Wall
- 1 ADRIANA ZELADA HERNA...
- 1 Agnes Anderson
- 1 Alan Bradley Thompson
- 1 Aliton Pty Limited
- 1 Allard Superannuatio...
- 2 AllWest Mechanical P... 1/2
- 1 AMS Consulting WHS P...

Sprint 7 FY2024
26th Sep - 9th Oct, 2024

Sprint Targets

Budget	Sprint	YTD
ProUnits	3	3
Scheduled Fees	$4	$4
Non Scheduled Fees	$0	$0
Total Fees	$4	$4
Actual ProUnits	✗	✗
Target	3	3
Scheduled	3	3
Completed	0	0
Actual Fees	✗	✗
Target	$4	$4
Scheduled	$4	$4
Non Scheduled	$0	$0
Completed	$0	$0

Sprint Targets

Budget	Sprint	YTD
ProUnits	187	190
Scheduled Fees	$138,332	$138,336
Non Scheduled Fees	$0	$0
Total Fees	$138,332	$138,336
Actual ProUnits	✗	✗
Target	190	190
Scheduled	187	190
Completed	0	0
Actual Fees	✗	✗
Target	$138,332	$138,336
Scheduled	$138,332	$138,336
Non Scheduled	$0	$0
Completed	$0	$0

Sprint Targets

Budget	Sprint	YTD
ProUnits	3	193
Scheduled Fees	$1,419	$139,755
Non Scheduled Fees	$0	$0
Total Fees	$1,419	$139,755
Actual ProUnits	✗	✗
Target	193	193
Scheduled	3	193
Completed	0	0
Actual Fees	✗	✗
Target	$1,419	$139,755
Scheduled	$1,419	$139,755
Non Scheduled	$0	$0
Completed	$0	$0

Sprint Targets

Budget	Sprint	YTD
ProUnits	258	451
Scheduled Fees	$346,740	$486,495
Non Scheduled Fees	$0	$0
Total Fees	$346,740	$486,495
Actual ProUnits	✗	✗
Target	451	451
Scheduled	258	451
Completed	0	0
Actual Fees	✗	✗
Target	$346,740	$486,495
Scheduled	$346,740	$486,495
Non Scheduled	$0	$0
Completed	$0	$0

Sprint Targets

Budget	Sprint	YTD
ProUnits	0	451
Scheduled Fees	$1	$486,496
Non Scheduled Fees	$0	$0
Total Fees	$1	$486,496
Actual ProUnits	✗	✗
Target	451	451
Scheduled	0	451
Completed	0	0
Actual Fees	✗	✗
Target	$1	$486,496
Scheduled	$1	$486,496
Non Scheduled	$0	$0
Completed	$0	$0

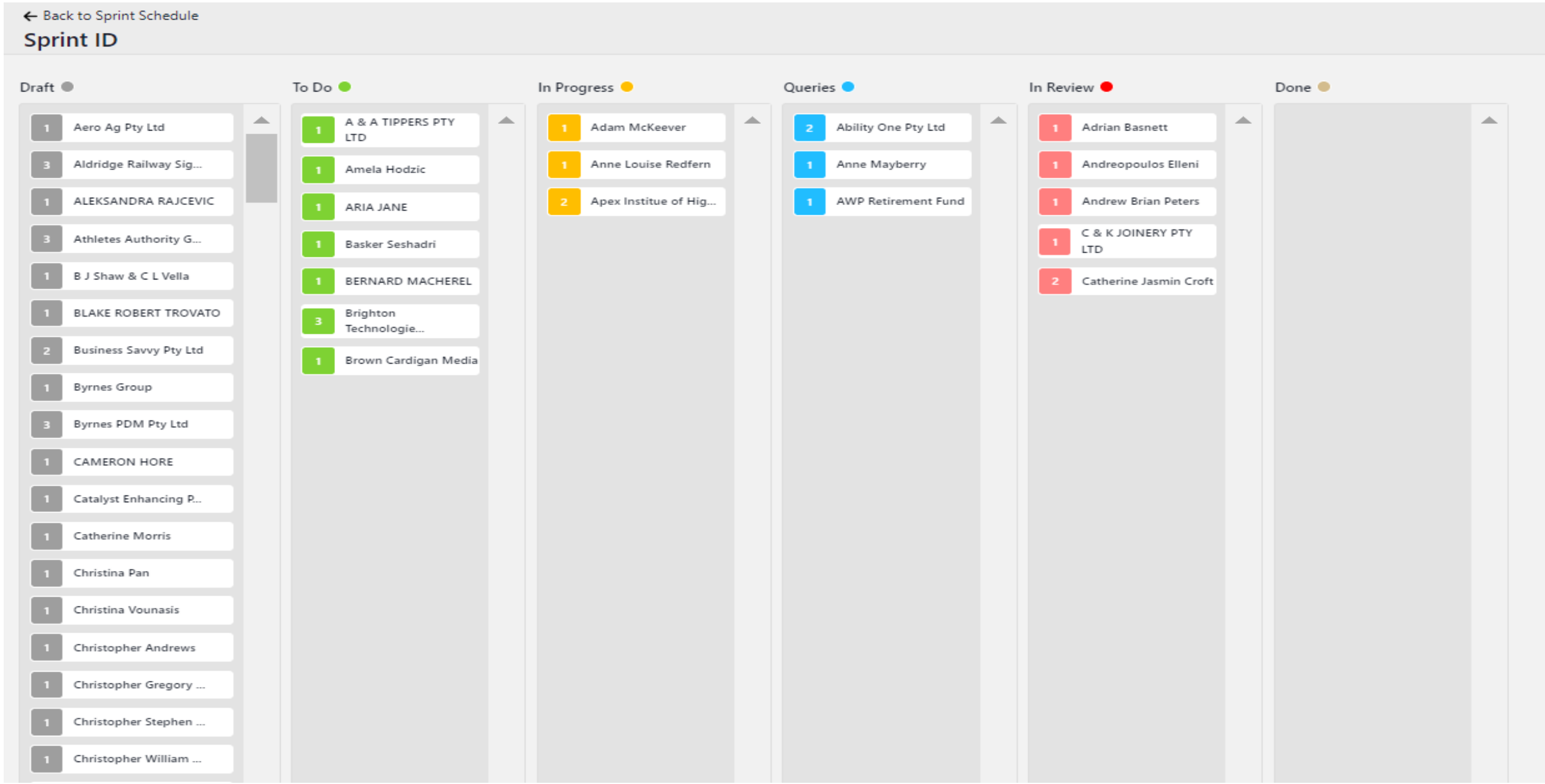
Sprint Targets

Budget	Sprint	YTD
ProUnits	213	664
Scheduled Fees	$318,633	$805,129
Non Scheduled Fees	$0	$0
Total Fees	$318,633	$805,129
Actual ProUnits	✗	✗
Target	664	664
Scheduled	213	664
Completed	0	0
Actual Fees	✗	✗
Target	$318,633	$805,129
Scheduled	$318,633	$805,129
Non Scheduled	$0	$0
Completed	$0	$0

Sprint Targets

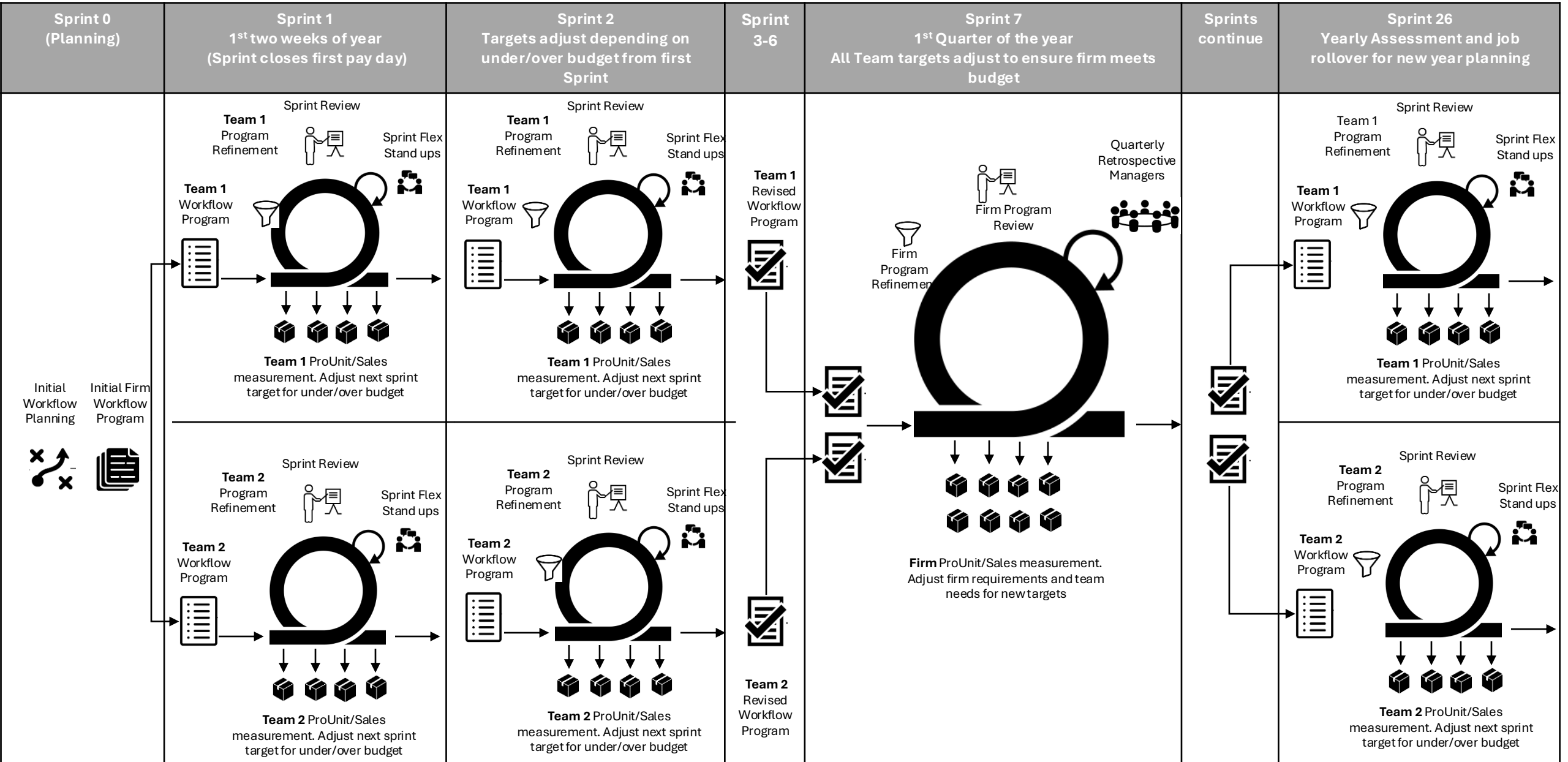
Budget	Sprin
ProUnits	0
Scheduled Fees	$0
Non Scheduled Fees	$0
Total Fees	$0
Actual ProUnits	✗
Target	664
Scheduled	0
Completed	0
Actual Fees	✓
Target	$0
Scheduled	$0
Non Scheduled	$0
Completed	$0

Workflow


Back to Sprint Schedule
Sprint ID
Draft
1 Aero Ag Pty Ltd
3 Aldridge Railway Sig...
1 ALEKSANDRA RAJCEVIC
3 Athletes Authority G...
1 B J Shaw & C L Vella
1 BLAKE ROBERT TROVATO
2 Business Savvy Pty Ltd
1 Byrnes Group
3 Byrnes PDM Pty Ltd
1 CAMERON HORE
1 Catalyst Enhancing P...
1 Catherine Morris
1 Christina Pan
1 Christina Vounasis
1 Christopher Andrews
1 Christopher Gregory ...
1 Christopher Stephen ...
1 Christopher William ...
To Do
1 A & A TIPPERS PTY LTD
1 Amela Hodzic
1 ARIA JANE
1 Basker Seshadri
1 BERNARD MACHEREL
3 Brighton Technologie...
1 Brown Cardigan Media
In Progress
1 Adam McKeever
1 Anne Louise Redfern
2 Apex Institue of Hig...
Queries
2 Ability One Pty Ltd
1 Anne Mayberry
1 AWP Retirement Fund
In Review
1 Adrian Basnett
1 Andreopoulos Elleni
1 Andrew Brian Peters
1 C & K JOINERY PTY LTD
2 Catherine Jasmin Croft
Done

Workflow process

Call Out: Sprint Flex Stand Ups will increase in frequency and decrease in duration depending on urgency. Timing of these meetings are manager defined between daily and weekly



Member Success Story

ProYou: A different way forward

Our Model- Simplifying the Complex

“Not better or worse….just refreshingly different”

Finding Our People

What do attractors want

Give before you get before you give again

4 Types of Entrepreneurs

Coasting, opportunities comes to them (or it doesn't)

Conservative very moderate use of resource(protecting existing resources)

Aggressive Proactive, all in actively seeks opportunity

Innovator/Revolutionary attains growth through innovation

What do young generations want:

Believe in companies purpose

Know work is valued

Want to part of something

Heard and listened to

Sustainability and equality

Training – Learning models that progress through ProUnit Levels

Development- Succession programs that produce entrepreneurs and business advisors

Autonomy- 24 Hour workday "just get the ProUnits done" and report each pay day

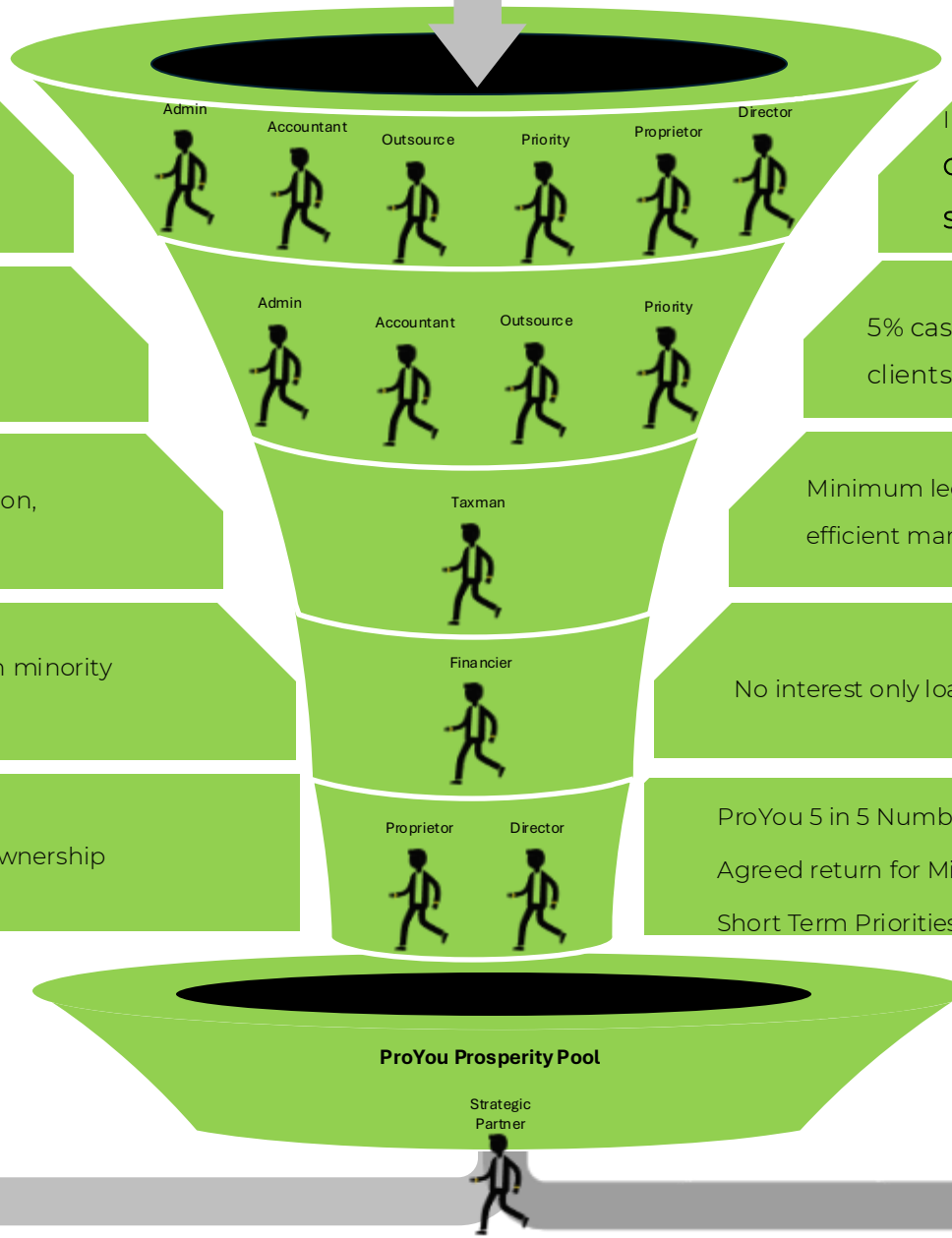
Transparency- Open book policy with team based incentives

Social Issues- Chance at better lives for all . Eventually Insourcing the outsource

ProYou Prosperity Funnel

Equitable Distribution of wealth

Cash Collections



Effort Income

Salaries, Wages and Non- Cash Benefits

Independent market salary guide with potential bands

Objective: eg Length of service, Qualifications

Subjective: How employee lived ProYou Principles in period

No Risk Effort Income

5% cash bonus for all new clients or new services to existing clients

5% cash bonus for all new clients or new services to existing clients in the first year. Shared at own discretion with Admin

Essential Community Cost

Minimum amount of tax as our social contribution, roads hospitals education

Minimum legal amount as we can distribute wealth in a much more efficient manner to people with our sphere of influence

Risk Reduction Costs

Loan repayment to banks or lenders along with minority interests if any

No interest only loans

Ownership Risk return

Agreed minimum return for taking on risk of ownership

ProYou 5 in 5 Number (return for 5% equity in 5 years)

Agreed return for Minimum Equity in 5 years time

Short Term Priorities **Profit** Long Term Priorities **Cash Profit**

Philanthropy

Client Loans

Cash

Investments

ProYou IP Ownership

Property

Member Success Story

What is success to us

Doing **what** you want

With **Who** you want

When you want

ProYou wins 2021-2024

$0- $9.5Million in Turnover

$250,000 into Team Future Fund

4 Strategic Partners

0 to 37 team members in Australia

13 Philippines Team working directly
2 first time travelers overseas
1 New business owner

5 LEA conferences
Strong relationship with firms

Created 3 new equity partners from within

4 Mergers and Acquisitions in 3 years

3 Clients licensing our business model in strategic alliance

Developed and trademarked own IP for ProUnits

Ongoing development of proprietary software

Negotiating another merger whilst at Conference

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Explain the subtle differences between Australians and Austrians

1 person in the group to think at least this is different

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5 people tell us how it won’t work for them over a drink tonight

IWC
SCHAFFHAUSEN

Himmel der Bayern
Hacker-Pschorr
MÜNCHEN