

THE IRON BRIEFING



MARCH 2023

But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus his Son cleanses us from all sin.

— 1 John 1:7

EVENTS COMING SOON!

• Combined Forum

April 13th, 2023, 7:15am – 1:00pm

• Lawn Party

April 30th, 2023, 3:00pm – 7:00pm

• Q2 Spiritual Growth Plan

The entire Iron Nation (including wives!) are invited to participate in our Q2 spiritual growth plan. We'll be growing in relational joy by working through *Joy Switch*, by Chris Coursey. There will be eight group meetings via Zoom on Monday evenings from mid-April through the first week of June. For more details please e-mail, text or call Barry Lusk.



Please register for these events on our website, using the QR code.

Making the most of your Monthly Snapshot™

The Snapshot is the essence of Iron Forums. It's where we can dig in and display our values of truth, transparency, traction and transformation. Our God created us for community, and it's unique for leaders to intentionally escape the busyness, noise and crowds and dive into meaningful conversation with a few trusted brothers. Here are 10 Best Practices to implement through our Snapshots:



1. Complete your Snapshot at least a day before your forum. Don't wing it!
2. Bring 4 copies to share. Your group can engage and ask better questions if they are following along.
3. Utilize the fillable sections to give some detail explaining each numerical rating.
4. If married, always ask your wife to rate you as a husband and what you could do to be a better husband to her.
5. If a father, many men have found it enlightening and helpful to ask their kids to give their input into the parenting section.
6. Utilize the parenthetical KPI's in each section to determine what business highlights and concerns you've experienced over the past month.
7. Take the time to dig for and share a major issue for discussion and communicate that you want feedback. You're really missing an opportunity if you don't come with one.
8. Be brutally honest with your Snapshot group. The only way to gain traction is to lead with truth and transparency.
9. Protect every Forum date on your calendar and only miss if it's a last resort. The most connected groups are those that can remain together without shifting men in and out due to sporadic attendance. Please communicate with your facilitator as soon as possible if you see you are going to miss your Forum.
10. Come in prayed up and ready to sharpen and be sharpened (Proverbs 27:17).

BOARD MEMBERS

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TRACTION TIP

BREAKING THROUGH, PT 2: RESISTANCE



To break through the ceiling, leadership must change how their business operates – which will meet resistance. Resistance to change is a natural human response that often stems from fear of the unknown, a lack of trust in leadership, and a lack of buy-in from employees. When faced with change, employees may worry about how it will impact their job security, workload, and comfort level, triggering their survival mode.

From his research done with ADP Research Institute, Marcus Buckingham found that workers are 12-times more likely to be fully engaged if they trust their leaders. One way leaders can build trust is by being transparent about the reasons for change, the benefits it will bring, and the impact it will have on the organization and its employees. Encouraging open and honest communication between employees and leadership can help to build trust and overcome resistance to change.

Lack of buy-in from employees is another obstacle to change. When employees are not involved in the change process, they may feel left out or unimportant, leading to a lack of support for change initiatives. When employees feel that their voices are being heard, they are more likely to be supportive of change initiatives. Engaging everyone in the change process helps to build buy-in from employees and create traction.

The Entrepreneurial Operating System® (EOS) is a comprehensive system that helps organizations overcome resistance to change by creating clarity, engaging everyone in change through traction, and nurturing healthy relationships based on trust.

Let's talk about preparing for change:
brent.stromwall@eosworldwide.com.

EOS® is a registered trademark of EOS Worldwide (<https://www.eosworldwide.com>).

MEMBER SPOTLIGHT: BOB TANQUESLEY

Wife: Shannon

Years Married: 25 years in June (wow)

Children: McKinna (19), Kathryn (16), Robert (15), Ava (13) and Leah (11)

Church: First Baptist Woodstock

Forum: Alpharetta

What is the focus of your business?

Neri Capital Partners is a boutique mergers & acquisitions firm selling companies in the lower mid-market (businesses grossing \$3,000,000 to \$30,000,000 in annual revenue). If our client is not ready to sell yet, I also create stand-alone business valuations and do exit planning work to optimize the company and help them start to think like a seller.

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Merger and Acquisition Advisory

Who invited you to Iron Forums (who was your Andrew)?

I was originally invited by a professional colleague (Jonathan Sparks). Then I had a call and a meeting with Gary Smith after visiting with the Sugarloaf forum... and I was hooked.

What is your favorite part of the Iron Forums Snapshot™?

All of it! The whole page is that regular, frequent and tangible reminder that what I'm doing (for both work and family) should all be built around the plans God has for me. And no other group I've been a part of has provided that necessary accountability for meaningful business growth. I read the Snapshots after each monthly session and re-read them in the days leading up to the next one, so I can truthfully let the guys know how things have progressed.

How has Iron Forums improved your life?

It's awesome to have other business-owning men to talk with. As owners, we are often alone when it comes to who we can get guidance from. The trust and camaraderie with my Forum brothers is building with every monthly session, and the one-on-one meetings in between. I've made incredible progress in my understanding of what God wants for my business. I liken it to hiking difficult terrain: God has never taken away the thing I was standing on until I was firmly on the thing I was stepping to. Iron Forums has become another "firm thing" for me to stand on as I keep reaching for Him.

