

Our Guest this week:

*“Positive energy
drives success”*

Ramiro Cavazos

United States
Hispanic Chamber
Of Commerce



MINDSET

- Build a legacy and multigenerational success
- Be thoughtful
- Create a strong foundation for others
- One can't say they are a leader, that's something someone calls you
- Very important to build trust and earn respect
- Always show up!
- Always follow up!



ACTIONS

- TO DO LISTS
- Follow up with your team weekly, quarterly and annually
- Send an agenda before a meeting- no secrets
- Show gratitude towards your team
- Be consistent as a person privately and publicly

“Being Hispanic is a state of mind”

Practical tool courtesy of:

Scott Barr

Southwest Exteriors

Strategic Filters



SPEED UP DECISION MAKING

1. Does it align with our culture?
-Purpose, Values, Mission
2. Does it align with the current strategic plan/goals?
-Develop and execute systems, performance metrics, and processes necessary to reach out goals
3. Do we have the resources?
- People/Time/Money
4. What are the unintended consequences of the decision?
5. Does it simplify or complicate?
6. Can we measure the results?

“Run all decisions through the filters, only follow through on those that pass...”