

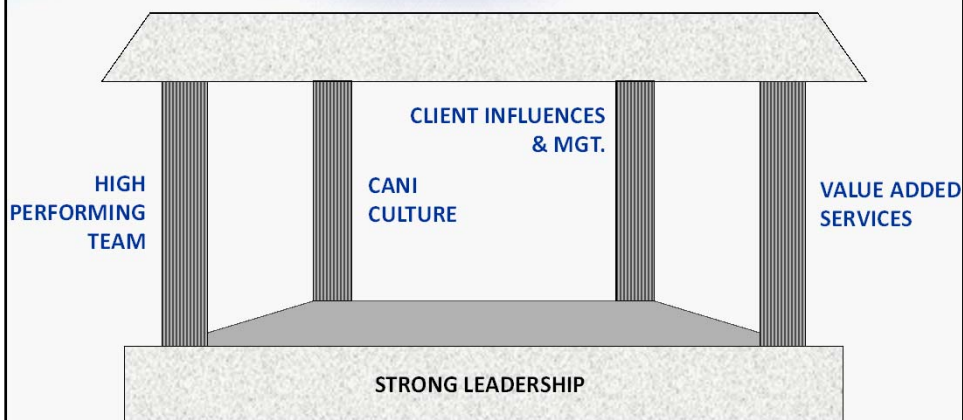


*Proudly presents .....*

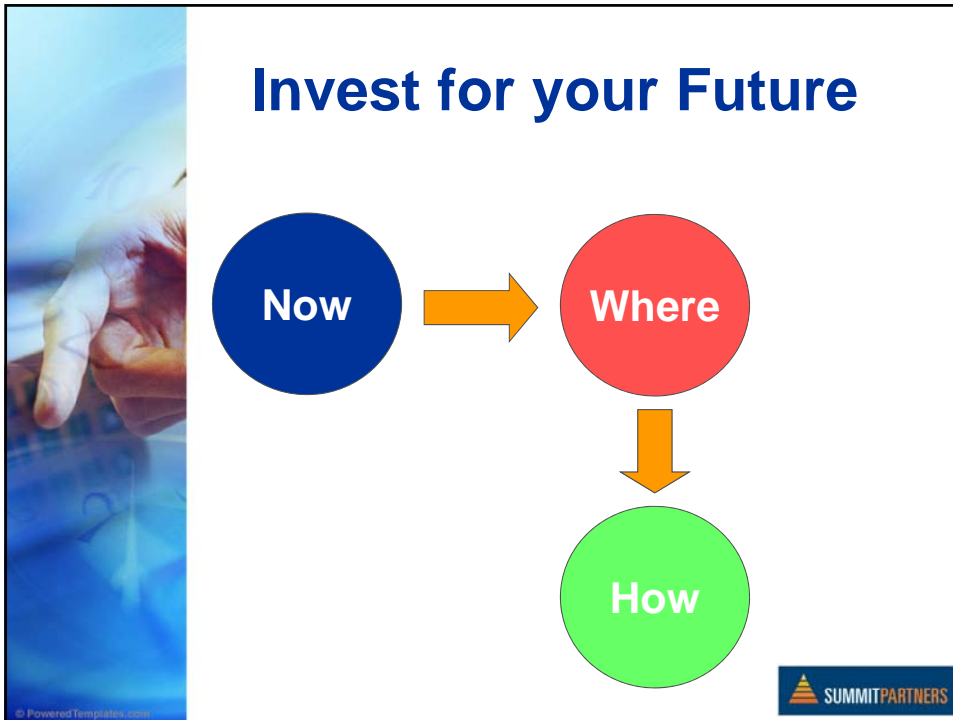
# The New Era for Surveying Firms

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## A Strong Surveying Practice The New Era



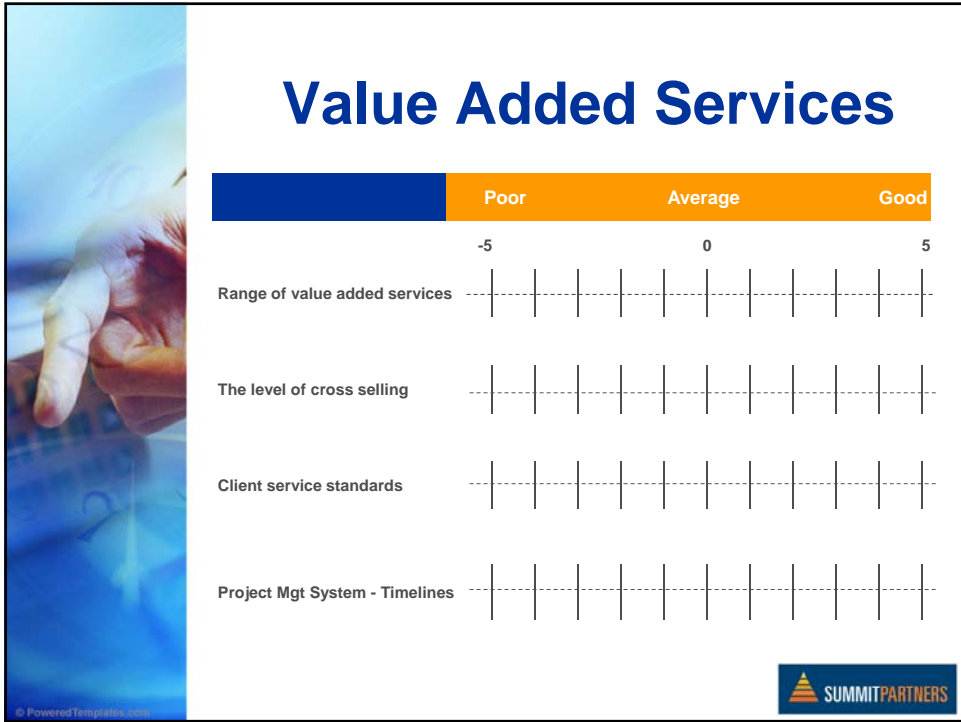
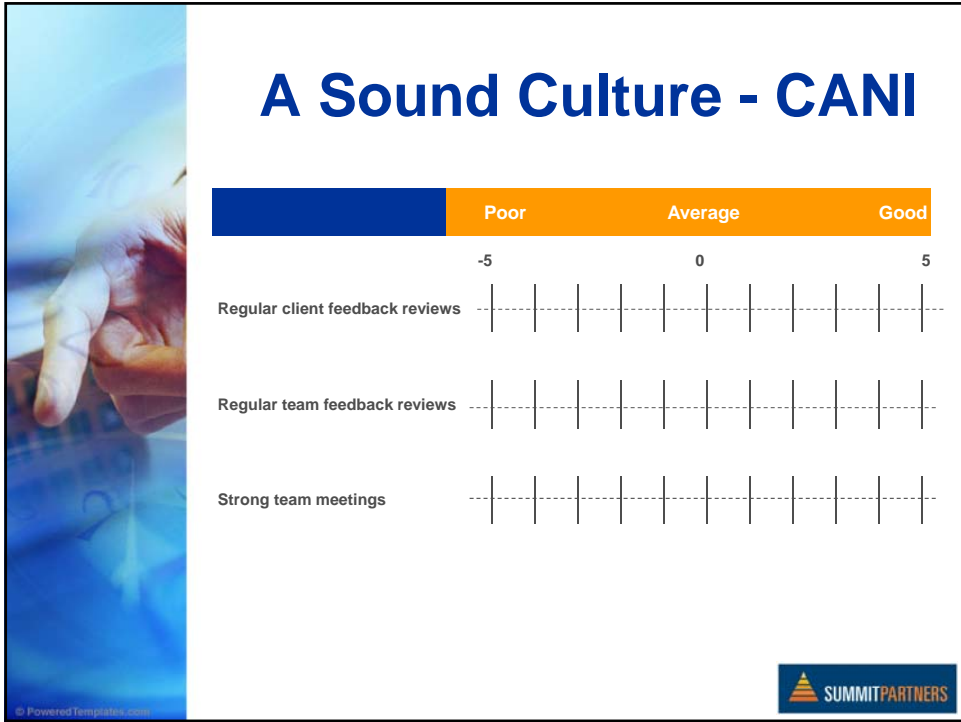
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## High Performing Team


	Poor	Average	Good
	-5	0	5
Ability to recruit good people	<div style="display: flex; justify-content: space-between; border-top: 1px dashed black; border-bottom: 1px dashed black; height: 20px;"> <span></span> <span></span> <span></span> <span></span> </div>		
Retention of good people	<div style="display: flex; justify-content: space-between; border-top: 1px dashed black; border-bottom: 1px dashed black; height: 20px;"> <span></span> <span></span> <span></span> <span></span> </div>		
Feedback & recognition	<div style="display: flex; justify-content: space-between; border-top: 1px dashed black; border-bottom: 1px dashed black; height: 20px;"> <span></span> <span></span> <span></span> <span></span> </div>		
Learn by training	<div style="display: flex; justify-content: space-between; border-top: 1px dashed black; border-bottom: 1px dashed black; height: 20px;"> <span></span> <span></span> <span></span> <span></span> </div>		

SUMMITPARTNERS




## Client Influencers & Mgt

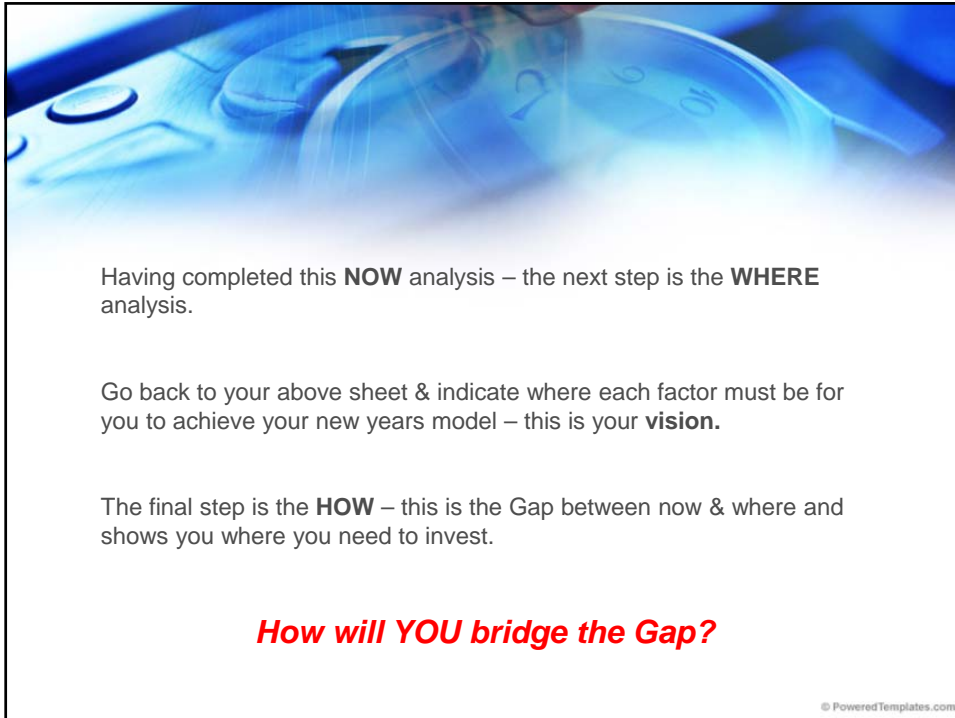
	Poor	Average	Good
	-5	0	5
Identify ideal clients – review current	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
A & B clients development plans	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Client relationship management	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Removal of unworthy C & D clients	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Referrals from alliance partners	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		



## Leadership

	Poor	Average	Good
	-5	0	5
Clear relationship builder	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Sound professional skills	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Fanatically results driven	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Leading change for growth	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		
Integrity based character	----- ----- ----- ----- ----- ----- ----- ----- ----- -----		





Having completed this **NOW** analysis – the next step is the **WHERE** analysis.

Go back to your above sheet & indicate where each factor must be for you to achieve your new years model – this is your **vision**.

The final step is the **HOW** – this is the Gap between now & where and shows you where you need to invest.

***How will YOU bridge the Gap?***

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# The New Era for Surveying Firms

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 ***Email me if you would like a copy of the slides***

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