

The Legacy Lounge Podcast with Tiffany Neuman
Season 1, Episode 67
Building a Strong Team to Support Your Vision

INTRO: Hi, I'm Tiffany and you are listening to The Legacy Lounge podcast. If you are a high achieving, mission-driven entrepreneur who wants to elevate your income, impact, and influence, you're in the right place.

I left my corporate career as a creative director for Fortune 500 brands to create a legacy with my work and to support entrepreneurs to do the same. I'm not talking about having your name on a building or statues in your image. I'm talking about leaving behind a positive impact and creating something enduring that can be passed on. You pour your time, energy and passion into your business, so let's make sure your efforts will create a ripple effect that reaches far into the future.

Each monthly series will guide you through the business leadership and life skills you need to successfully leave a legacy that stands the test of time, and each episode is totally valuable on its own. We are here to provide you with the tools and ideas to make massive shifts and quantum leaps in your business, transforming you from entrepreneur into legacy brand.

TIFFANY: Hello again. All right, so I promised you some shorter recordings, but I may have tricked you a tiny bit because I'm also asking you to take stock and think a little bit more than normal after the fact. So if you went through the last two days without really sitting down to think about your offers and your price points, I really challenge you to carve out some time in your schedule in the next few days and review all of these questions at once if you haven't been able to do them daily and or commit to looking at them along with the one we're going to talk about today and then continuing for the next few days. Because I promise you when you do this, and maybe it'll just be the satisfaction of knowing that you're on point for a lot of them, but I can guarantee you at least one of these is going to ask you to make a shift in what you're doing for the better. And you deserve to have the most amazing business that you possibly can, one that's suited specifically for you. And that's why I'm so big on not doing a one size fits all approach.

That's why I don't look at that as a brand expert or as a coach, because we are all multi-dimensional beings, we are all so different. And so there's no rules around how we should be creating our businesses. Now there's best practices for a lot of things, but there's no specific black and white of you need to do this this way.

So today it's fairly simple. I'd like you to go have a head and look at your team.

Now, the beauty of the Collective is that each woman is at a different level, been in business for different amounts of times. We've had women who are doing up to seven figures in here that have been working here for lots of years. We have women who are a lot newer. They have a ton of experience and expertise, but they haven't really been in business for themselves for as long. So again, this is to compare yourself to yourself and where you are at now.

So maybe you do not have a team yet, but are you stretched thin and overworking and burning out? It's time to hire maybe your first virtual assistant. And from experience, let me just tell you that it was the hardest thing to convince myself to spend money on paying somebody else for things that I could do myself. But it was the one thing that I wish I would have done so much earlier because once I got some time and energy back, the more my business would take off. It really does make a massive difference. So if you're feeling that, I highly encourage you, even if it's five hours a week, to start doing that work, and soon enough, you'll look up and wonder how you ever did business on your own.

Now, if you're further along in business, I'd love for you to take out a piece of paper, map out who you have on your team, and ask a few questions. Are these people, first of all, doing a good job? I know I've kept people that I care about—because I am a heart centered person on my team—for way too long because A, it wasn't a good fit, or B, they simply weren't really doing their job well. So you've probably heard this term, but hire slowly, fire fast. Again, I like to say bless and release. I don't like to talk about firing people, but it's true. I'm being serious here. Look at your team. Does everybody deserve to still be on this team?

Is everybody excited about your mission? Is everybody moving the ship forward together? Or is it time to bless and release? This could also be for energetic reasons. I had somebody who was actually showing up and doing their job, but they brought so much negativity to the team, which I didn't realize would happen, and I didn't really catch on. But every time we were on team meetings, every time we were doing things, it was just like, ruining the vibe.

Maybe that person could even be you. I highly doubt it is since you're in this group and you're amazing, but maybe you've just not had a good month and your vibe has been down. Now, obviously you're not going to bless and release yourself, but is it time to turn that around? So maybe it's not time to bless and release somebody. Maybe it's time to have a difficult conversation and say, "hey, I noticed this, can we turn this around?" And then if they say they can't, it's time to bless and release.

So I'll leave it with that because I promised to be short, but then I wanted to give you context. Take a look at your team, whether you have an amazing team or not, and what is your next step? Maybe you love everybody on your team, but you're realizing you need more help. Take stock and then take action, and I'll see you tomorrow.

OUTRO: That's it for this episode. Thank you for listening to The Legacy Lounge Podcast. Connect with me on Instagram [@tiffanyneumancreative](#) I would also love to hear your feedback to see what resonates with you and what you'd like to hear in the future.

If you love this episode, please provide a review and we will be forever grateful. You can always find links and resources shared on the show by going to yourlegacybrand.com.

Remember what you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others. What are you doing today to pour into others and to leave your legacy?