

## Module 8: Developing Your Team

### Help your teen network:

Contact the Chamber of Commerce office for your student. Find out how they feel about teens being involved. Many chambers are very supportive, but it is good to find out ahead of time how they will respond before letting your teen contact the office. Sometimes, you can find a member of the chamber who is supportive of teens who are interested in business. Then, set up an appointment between them and your teen.

### Help your teen Add Team Members

Go through the calendar where your teen set their action plan and goals. See if there is anyone your teen needs to help them do a particular part of their business. If they have an upcoming event or task that may need someone to help, make sure they start looking for a helper before the event or task actually happens.

Example: If a teens run a mowing business, they may want to have the mowers tuned up every six months. They can learn the skills needed or they can find a small engine repair person to work with. If a teen has an upcoming event, they may want to hire someone to print up their announcements, so they can begin looking for a printer to work with who will become part of their 'team.' They will be working with these people on a regular basis, so developing a relationship now will be helpful. They can find out what services are available and as well as view the quality that is offered.

Help your teen come up with names of people who might be good to have as one of their main teammates. Who would be supportive of your teen and who might add value to your teen's business? Below are the suggested team members with a mini job description. You may want to help your teen come up with a 'mini contract' for each teammate. PLEASE make sure your teen has an appointment to meet with each of these people within a month of talking to them, as well as a regular meeting time.

**Accountability Partner** (someone who is as serious about growing in business as your teen: can be another teen)

- Check with teen at least once a week to see how he/she is doing in business.
- Help motivate teen by sharing positive items they have found each week.
- Share their dreams and experiences with teen.

**Adult Mentor** (someone who is like what your teen wants to be when they get older, maybe someone in business)

- Meet once a month to go over plans and business actions.
- Share experiences to help teen develop business.

**Confidant/Sounding Board** (someone not in your business, probably older than you who is good at listening)

- Listen to new ideas and ask question to help teens think through their ideas.
- Offer suggestions and encouragement about ideas and give honest opinions.

NOTE: You can be any of these, but please make sure your teen has all three of these people to help them. Also, don't be offended if they do or do not choose you. They may already see you as an integral part of their business.

**What if there are not a lot of people to choose from and I can not find three people to help my teen?** We understand that some people live in small communities. You may combine a couple of these suggested team mates. Remember, these are suggested, but not mandatory for success. Sometimes teens can find others who can help through their network of friends on Facebook and it does not necessarily have to be someone in their immediate area. I have known businessmen who only met their accountability partners once every three months, six months or yearly. Developing a team keeps your teen motivated and focused on their goals so do your best to surround them with positive people who will encourage them.

**What if my teen does not want to have the suggested team members?** Point out that successful people surround themselves with successful people. The team at ICanTeachMyTeen have worked with and talked to many successful people. Millionaires and other successful business people have strong teams that keep their minds and attitudes focused on the future. If your teen truly wants to be successful, they will want to follow the same things that other successful people do.

**What if a suggested team member rejects my teen?** Keep in mind that successful people are busy and some of them may not have the time to devote to your teen's business efforts. If someone rejects the idea, it is better for your teen rather than having someone who does not help your teen grow. If someone starts and has to quit, it is OK. Remind your teen that business is not for everyone and not every one will be able to help. Besides, can they imagine how crazy it would be if they did EVERYTHING everyone asked them to do. (Learning to say 'no' is a good thing to learn, especially when dealing with business.)

**What if I am uncomfortable with a person my teen picks for a team member?** That is a great question. You may not be comfortable with all of your teens friends. Part of your teen's development is to gain experiences different than yours. Make sure your opinion of this person is based on facts, not just a feeling. If your teen will be caused harm, take action immediately. If it is just a 'feeling' simply suggest another specific person who you feel will be 'better' at that position.