

WORK BOOK TWO



**STRESS FREE  
WORK POLICY**

**LEARN HOW TO PROVIDE CONSISTENT VALUE TO**

**YOUR CUSTOMERS, EMPLOYEES AND SUPPLIERS**



**COACHING ACADEMY SPECIALIST**  
**Where Small Businesses Grow**

## The Stress Free Work Policy

*“You don’t learn to walk by following rules. You learn by doing and falling over.”*

**Richard Branson, founder Virgin Group**

Intelligent processes and systems produce exponentially greater returns than any staff will do. In a people dependent business the assets go home at night in a systems based business, the assets remain on the premises.

**We do not manage the people: Staff do not want to be managed.**

Who leaves home looking forward to being managed? If the role of the manager is not to manage people what is it?

We get the people to manage the system

To run a business based on sound systems and procedures, is to engage with the present in a very enlightened manner whilst inventing the future.

To really revolutionise the people processes at your company, your primary matter of concern should be for every person in your organisation to agree to become a master of all the Policy Systems and Procedures.

The entrepreneur has an extraordinary need for control, to allow him to concentrate on his dreams. To keep the project moving he will bully, harass, excoriate, flatter, cajole, scream, and when all else fails promise whatever he must to keep his dream alive.

Sound systems and procedures is the orchestration and elimination of discretion or choice at the operating level of your business. This is to install order and avoid creating chaos.

We must Innovate, Quantify and Orchestrate and continue to do so. Quality is just a word and an empty word at that, if it doesn't include harmony, balance, passion, intention and attention.

## The Stress Free Work Policy/Continued

The continuous investigation into the way we work becomes key to our own personal transformation.

The job of the owner is to prepare yourself and your business for growth.

To educate yourself sufficiently so that as your business grows, the business's foundation and structure can carry the additional weight.

This policy model will provide consistent value to your customers, employees, suppliers and lenders beyond what they expect.

Business owner after business owner and manager after manager, consistently understand and accept the great and simple practical logic to this "Stress-Free Work Policy System" and all that is then necessary is get the staff to understand and implement it.

Every company has systems and procedures. And when these systems are properly and fully supported, maintained and producing the desired results, everybody is happy. But when these systems fall into disrepair it can have an adverse effect on the quality and quantity of the work produced and the attitude of the staff.

The top performing companies who consistently produce extraordinary results differ from the average companies because of their focus on the current up to date systems and procedures.

**Based on this we have drawn from the best and avoided the worst in designing the Stress-Free Work Policy.**

### **Chinese Proverb**

*When you hear something, you will forget it.*

*When you see something, you will remember it.*

*But not until you do something, will you understand it.*

## Success Story And Positive Mental Attitude

In the middle of 2009, he was the software engineer that no one wanted to hire.

Despite a dozen years of experience at Yahoo and Apple Computers, he got turned down by two of the internet's most upcoming companies at the time. First Twitter, and then Facebook.

When he could not find any other company that would hire him, he teamed up with another Yahoo alum, Jan Koum, and built the application that has not only dominated cloud-based messaging, but is also used all over the world.

Yes, this person is none other than Brian Acton, who developed WhatsApp. WhatsApp was acquired by Facebook in 2014 for about \$19 billion USD in cash and stock, making Acton's net worth around \$3.8 billion.

**DON'T FORGET TO WATCH THE "STRESS FREE WORK POLICY" VIDEO.**