



POW STRATEGY IN ACTION

## ***How a busy entrepreneur got his life back***

Patrick was a driven and talented entrepreneur who lived and breathed his business. From the moment he got up in the morning, his head would be full of ideas of new products he could create and his phone would be buzzing with staff calling him to ask for decisions and direction in every matter in his company. Customers would also call him directly to discuss issues. He had grown his business from a small family business to an organisation spanning 3 countries, and he was travelling non-stop. He was hardly home and was missing out on being a part of his young children's lives. He loved his business and his job, but he knew he could no longer scale up without doing something different.

Patrick began working with Pow to create an organisation structure with clear reporting lines and delegated duties and responsibilities to his managers. Patrick also beefed up his management team, which had so far consisted of family members and friends, by hiring professional managers. At first, it was difficult for Patrick to let go and delegate but he needed to rise above the day-to-day details to develop and expand his business. Pow coached his team in problem solving skills, which meant that instead of being bombarded with issues, Patrick was now presented with solutions which he could discuss and finetune with his managers. This in turn unlocked a wealth of creative energies and enthusiasm in the whole team.

Now that he had clear organisation structure, Patrick began working with his Finance Manager (whom Pow had help him to hire) to create finance reporting dashboards and management reporting so that he understood how his profits were made. Patrick transformed from a maverick entrepreneur into a visionary leader.