

Z-TEC International

(sample plan w/ mentoring questions)



Vision

Mentoring Question: How do you visualize your company in the future?
Example:

Within the next three years grow Z - TEC, Inc into a \$50 million global provider of integrated work-flow management solutions for Fortune 1000 companies, major municipalities, and significant governmental agencies at the county, state, regional and federal level.

Z-TEC, Inc. will be headquartered in San Francisco with offices in New York, Dallas, London, Singapore and Rio de Janeiro.

Mission

Mentoring Question: Why does your business exist?
Example:

We build industrial strength business systems for large scale process companies that need big solutions!

Our systems improve productivity, and reduce the costs of maintenance, materials and facilities for large process-oriented companies and municipalities.

Objectives

Mentoring Question: What accomplishments must be achieved this year to be successful?
Example:

- FY2013 Revenue of at least \$1 Million.
- Gross Margin of 50%.
- FY2013 Profit Before Interest & Taxes greater than zero
- Complete at least 3 new installations and obtain 5 new clients by the end of FY2013.
- Achieve FTE headcount of 15 by May 30th.

Strategies

Mentoring Question: How will this be accomplished?
Examples:

- Partnering: Align with industry leaders, partnering for marketing & solution development.
- Competitive Positioning: Optimize user-based pricing & modular system concepts for flexibility.
- Product approach: Configure rather than Customize, Business Rules vs custom programs.
- R&D: WorkFlow Solutions, Open Systems, multiple environments, Object-Oriented, flexible.
- Resources: have the people & systems resources in place before they are needed.
- Develop aligned team, know the plan, have sense of urgency, responsibility & accountability.
- Develop Employee Incentive Program to allow the team to share in the rewards & have Fun.
- Delay adding fixed costs to infrastructure until optimum time.

Plans

Mentoring Question: What specific actions are required to achieve these objectives?
Examples:

- Develop Sales & Marketing Resource Plan by March 31st.
- Develop Partner strategies w/ PeopleSoft, Sun Micro, IBM by April 30th.
- Launch Europe Customer Forum in London at June 2013 Convention.
- Develop Sales Force Automation Plan by Aug., implement by Nov. 15th.
- Implement financial reporting system @ project/dept level by Oct. 31st.
- Implement professional skills development program by Nov. 30th.
- Complete London facilities by October 31st.