

A big part of the theme to Jim Collins classic book “Good to Great,” is you have to get the right people on the bus. A close second and third part of the theory goes on to state that you have to get the wrong people off of the bus and the right people in the right seats. We cannot agree more. For a business to be successful in the way we describe it at Excelleron Business Consulting, LLC, this becomes a crucial part of the formula. Take a look at the chart below.



Choose your seat (wisely) remembering you cannot sit in all of them. When you are first starting out you will definitely be in multiple seats. As time goes on, however, it becomes crucial to replace yourself and fill the other seats. The key to doing it most effectively is the **EXCELLERON RULE** that you should “Hire for attitude, and train for aptitude.” If you do that, you more than likely be taking a really nice bus trip with your well formed team. Seat belts will be required.