

Minutes of Meeting

November 10, 2024

Attendees: John, Steve, Sam, Julie

1 Sam's Minutes

Luca Spiteri (Steve)

1.1 Action Items

First 48 Hours - Meeting with Steve; business vision and current actions

- Meeting with the team; establish rapport
- Begin analyzing the current state of the business

First Week - Team Meetings; understand challenges and ideas

- Observe the day to day sales physical in stores
- Identify minor adjustments, not too many changes

First Month - Short-term goals; measurable goals

- Meetings with Computer Engineering department, celebrating successes to create unity

First 6 Months - Develop Talent as proposed to Steve; - Streamline operations on the already established system

First Year - Self development in the business acumen as discussed with Steve

- Openness and transparency with board meetings

1.2 Discussion

- Steve asked how Sam will balance consulting the team and making final decisions without delay.
- Sam plans to use a democratic leadership approach, involving the team in decision-making to drive enthusiasm and morale.
- Ultimately, Sam will make the final decision, considering the team's input.
- Julie inquired about maintaining ongoing communication.

- Sam's 6-month plan includes setting up a talent team to guide decisions with market insights.
- Steve questioned how Sam will maintain company culture.
- Sam believes his people skills align with the company culture and plans to develop his business acumen further.
- Sam and Julie discussed how they could handle the departmental meetings. Even delegating some weeks to departmental heads that could report back to them.

1.3 Requests

- Funding for the talent team.
- Steve stated that this would be a investment worth looking into.
- Possiblilty to expand into online stores.
- John states that in this time of change it would be a good idea to look into this.

2 John's Minutes

Graham Pellegrini (Sam)

3 Steve's Minutes

Bahne Thiel-Peters (Julie)

4 Julie's Minutes

Phileas Barome (John)