**PPN Session Three 1.5.2024**

[Speaker 5] (14:28:35 - 14:28:57)

Hey, don't make a sound. 2 AM love, gotta keep it down. Don't wait around for a signal now.

Give me some verb, I ain't talking now. You wanna ride in a six. You wanna down in the six.

But when I lean for the kiss, you said I'll probably send you some pics. And I'm like, hell nah, been waiting too long. Hell nah, I want that cool love.

[Speaker 7] (14:29:06 - 14:29:17)

Ladies and gents, this is your two minute warning, grab yourselves a drink, finish your conversations, we're going live on stage in two minutes time. Ladies and gents, please take your seats.

[Speaker 5] (14:29:43 - 14:29:57)

Ladies and gents, please take your seats.

[Speaker 7] (14:30:06 - 14:30:36)

Ladies and gents, this is your one minute warning, ladies and gents, your one minute warning, we're live on stage in one minute's time, take your seats. Ladies and gents, this is your 30 second warning, get ready to put your hands together, we're live on stage in 30 seconds.

[Speaker 12] (14:31:08 - 14:31:26)

Ladies and gents, this is your 30 second warning, get ready to put your hands together, we're live on stage in 30 seconds. Ladies and gents, this is your one minute warning, get ready to put your hands together, we're live on stage in 30 seconds.

[Speaker 7] (14:31:26 - 14:31:28)

Oh, I'm loving this.

[Speaker 2] (14:31:29 - 14:33:51)

You guys, today, from me, my NPS score to you is 10 out of 10. Honestly, I'm loving it. Did you enjoy lunch?

Yes. Yeah, we had a bit of a to-do with the vegetarian, me and Ravi, but we got there in the end. Everyone else ate it and there was nothing left for us.

No, to be fair on Grant, he had a ton of chicken on his plate, as you said. Yeah. Right.

Right. We all sat down. Fantastic.

It's time to lock in for the final session. So, phones away, chit-chat done. Let's get stuck into it.

Now that you've all been fed and you've had a cup of tea and a cup of coffee and you're all raring to go, I can feel the energy in the room. It's fantastic. It's now time to get an update on Get Up and Give Back.

In less than two weeks, Dan, I'm climbing Snowdon. I'm absolutely cacking it. I haven't done enough squats.

I really haven't. Squats. I need to do ...

It's my knees. Squats. Well, no, maybe I think I need to do lunges as well.

I think that's true. I'm not doing the ... I am quite worried.

Who's been sending out the assets? I've seen quite a few on my Facebook profile. Yeah, well done, guys, to all those who are sending out the assets, because they are absolutely world class.

The theme that Dan's going to go into a lot of detail in a second is on cash, cold, hard cash. That's the focus for me. Do remember, though, if you're sat here feeling like I'll never raise that amount of sponsorship, it's going to be quite hard, don't think that, because I doubled my sponsorship in the first year just following the blueprint.

Umesh, who's going to be doing Culture Club for you, he said to Adam, he said to Josh, and he said to Dan, I haven't got time for this. I can't do Get Up and Give Back. I'm just too busy.

He ended up being one of the top fundraisers just following the blueprint. Some of you are sat here thinking, I'm never going to raise £725, £1,500, whatever you've committed to, you will be able to do it when you follow this blueprint. Let's hear it from the man himself.

He's our very own board member. He's our PE Hall of Famer. He's Mr. Karma credits himself. Ladies and gentlemen, put your hands together for Mr. Dan Norman.

[Speaker 3] (14:33:55 - 14:42:58)

Oh, there we go. 36 hours is what we've got left until we begin the five weeks of five challenges for five charities. I am blown away by the fact I know that everyone has trained rigorously hard for this.

Everyone's going to be fine. Most people that we like will come back, some maybe not so much. You'll be fine.

All joking apart, I am absolutely blown away. Thank you so much to everyone who shared the promotional assets. I have to give a very, like just everyone who's done that is epic for a start, but I have to give a huge shout to Carthick.

How you got a 25 second display on the Times Square billboard is just epic. Grant, your stuff, your reels has been bang on, but everyone who shared at all has done a job. It doesn't matter whether you get likes or comments because people see it.

That's the important thing. People see what we're doing. They see what we're moving towards.

They see what we're sharing and who we're supporting. So very well done. We've launched.

This is May. It's fundraising time. We've done the promo.

Well, I hope you've done some of the promo. If you haven't, that's fine. You can catch up, but May is all about fundraising, and this is very much what we're doing.

That's one way, but we're going to do it a little bit more structured, if that's okay. And what we've got is we've got five specific weeks. So we're coming into Friday, the 3rd of May is going to be the start with sales.

And I'm going to run you through a number of techniques and programs that we do. So you're not overwhelmed. You just follow what we do.

Very simply, if you take nothing else apart from this, amend and send. The sentiment is, it's not up to you if people donate or not. It is up to you whether they have the chance to.

Say that again. It's not up to you whether people donate or not, because they might or they might not. And the people you don't think might and the people you don't think will, may not.

But it is absolutely up to you to give them the opportunity to. Does that make sense? Cool.

This week, what we've got in the promotional and fundraising plan, it's broken down into three specific sections per week. Might look like a lot of words, but the actions are actually very simple, because we've done all the assets for you. We've done all the scripts for you.

All you need to do is amend and send. So for instance, this week coming up, you just need to launch your crowdfunding link, share that on your socials. You can send it to your nearest and dearest.

You're basically going live. That's what this week is about, okay? Because people will donate whether you ask them to or not, just by the fact you're sharing your fundraising for Cardio versus Cancer.

The assets are all in the asset bank, okay? Now we've set out specifically what scripts you can send. So you can just copy and paste them if you like.

If you want to personalize them a bit, put in some emojis, all that kind of thing, you can do that also. But your personal actions, something that you can do personally, is we have a little secret weapon. It's our top 50 contact list.

Now, some people might say, oh, I don't know 50 people. I guarantee you do. I guarantee most of you have more customers and suppliers than 50.

Some of you might even have more than 50 friends. I don't, so I have to rely on customers, suppliers, and colleagues, all right? But the personal actions, and we'll share this with you shortly, is to fill in your top 50 contact list.

Because what we do here is very much, oh sorry, just some examples here of some social posts from the past. These are all where people have personalized. They put pictures of themselves.

They've put what they're doing. They've put their assets. They've shown pictures of muddy boots.

They've shown pictures of walking up hills, running, whatever it might be. But this is where the phase gets to you personally. You're sharing.

Tish there was just sharing that she got 100 quid off her carpentry firm. It's not up to you whether people donate or not, but it's up to you to give them the opportunity. Our secret weapon is this top 50 list.

What we have here, five specific sections. So 10 family, 10 friends, 10 suppliers, 10 customers, and 10 associates. Oh, but I haven't got 10 family.

Okay, well you might have more friends, or you might have more associates, or you might have more suppliers. You get the point. Because if we ask you to do 50, some people will.

Some people will smash it out of the park and do more. One particular chap, just share a quick anecdote. Shiv Harrier sat down for one day and just smashed out a bunch of contacts to people and raised, I think it was 1200 quid in one day.

So it's as easy as you want to make it guys. You can stretch this out. You can do it all in one throw.

It doesn't make any odds to me, but this is our program. We basically give people an opportunity to donate three times, and that's what I'm going to show you over this week. One, two, three, four, five.

First week, just fill out the list. If you're Grant, Kay, or Gareth, and you're doing a challenge a little bit earlier, you might need to supersize this and escalate it a little bit. Make it a little bit more rapid.

But this is what we're going to give you both teaching and accountability on. Because if you do this, you will hit your target. You will decimate your target.

We can guarantee it. If you like, this is a bit like rowing a boat. If you're only rowing your promo, you're going to go around in circles.

If you're only rowing the other side, you'll go around in circles. You do boating together, you'll go straight down the line, and you'll be fast as you like. What we are going to be doing is sharing all of this in the WhatsApp group.

So please, please, please, I appreciate there's a lot of noise on them sometimes, but each of your challenges, whether it's running, walking, hiking, cycling, or swimming, turn those notifications on because each Thursday, we will be sharing what the actions are for Friday and the subsequent week. It's not competitive. It's not about who raises the most money.

So we're going to have some fun with it as well and gamify it. There will be prizes. So for people who take action quickly, you will get rewarded.

People who don't take action quickly, then we will come and knock on your door. I'm joking about that. We just look through the windows.

Second week, this is about direct contact. So that list of 50 people, we direct message them. We've done the scripts for you.

Very, very simple. You direct message them. Whether you want to do five a day, you want to do 10 a day, you want to do all 50 all at once.

That's up to you. Week three, re-contact because people are busy. People forget.

People don't understand. People can't read. Whatever it is, it doesn't matter, but you re-contact after that point.

And on the sheet, there's a way of noting who does what, who's paid, who's not paid, who's donated, who's ignored you, whatever it might be. Week three of fundraising, you re-contact again, and we've written all these scripts for you. So there's an escalation and there's a ratcheting, but this is also where we share what we've collected so far, and we'll be producing those assets for you.

Now, we've already done 11,000 quid, and you guys aren't even fundraising, which is epic. It's just huge. We've not even started fundraising.

We've already done 11 grand. Does that not deserve a round of applause for everyone who's already collected their money? Crazy.

Have to be pretty rampant on this. We also then celebrate the donations. Whenever someone donates, thank them straight away, but we do a bulk donation in week four, because that's the time when it really, really starts ratcheting before the end of the challenge.

Actions, assets, personal. We'll be sharing these out because it's too much to go through in this room in the time that we've got. Week five, this is where there is no shame.

You can go out, you can mow lawns, you can stick your hand down the back of the sofa, you can shine shoes, whatever you need to do. It's literally shaking the tin. The last week is when we get the money in, because if you're not quite there on target and you've forgotten to do the things, or you've thought you can do it last minute, this is where the metal hits the meat.

It's also where, in previous years, we've raised nearly 50,000 pounds in a week. It's literally pull balls to the wall. Week five, shake the tin, no shame, share your total, D-U-G-V total, whatever it is, to get it over the line.

I have no doubt that we're going to raise this money. I think we're going to do it before, and I think we're going to beat the target. The very, very worst case, if we don't, we've got two weeks of afterburn.

Now, in those two weeks last year, we raised 14,000 pounds, 14 grand that people had forgotten to donate, had missed the messages, lost the phone, broken the phone, the dog had eaten it, whatever. You see the process. Grand finale event.

Unfortunately, if you've not got a ticket, it's sold out, so we've moved it to a bigger room. Okay? Final, final tickets.

We have to give dietary requirements, we have to give final numbers. Basically, if you've not got hold of a ticket in the next week, then unfortunately, you're going to miss out. We've got 150 pre-booked, which is just epic.

Obviously, all the PE team are going to be there, Saizuchi, Ritchie Clapson, Adam Lawrence from Partners in Property, Property Filter have got to come to the table. There's going to be a bunch of folk. So, let's go, let's have some fun, let's raise some funds, let's remember the charities.

Ladies and gentlemen, thank you very much for your time.

[Speaker 2] (14:43:02 - 14:43:21)

Oh, thank you, Dan. That was amazing. I'm really looking forward to the black tie.

Is it black tie? It's definitely black tie, isn't it? Absolutely.

Yeah. I don't like wearing ties. Oh, sorry.

Oh, Dan, you might have a question here.

[Speaker 4] (14:43:21 - 14:43:31)

Sorry, it's just a quick one. For people that are going to the event after the super event, is there going to be somewhere that we can get changed and ready? Oh, that's a good point.

For people who are not staying?

[Speaker 1] (14:43:34 - 14:43:51)

Use the hotel facilities, like either the gym or the golf changing rooms are pretty good. So, the golf changing rooms are actually large, loads of showers, loads of space, there's lockers in there. So, I mean, I'm sure you can, yeah.

Oh, Rachel might be over in her room.

[Speaker 7] (14:43:52 - 14:43:52)

Yeah.

[Speaker 1] (14:43:52 - 14:43:53)

Yeah, yeah.

[Speaker 7] (14:43:53 - 14:43:53)

Yeah.

[Speaker 1] (14:43:54 - 14:43:56)

You could host a world-class women's...

[Speaker 2] (14:43:59 - 14:44:18)

Yeah. And then, so what's the theme? Cash, isn't it?

Cash is king, May is all about raising the money, starting to ask for the donations, and that's what we've got to do. Let's just follow what Dan says. That's what you've got to do.

Just do as Dan Norman tells you, when you get the WhatsApps, just get it done, and you will find that you will be blown away by the amount of donations you get.

[Speaker 20] (14:44:19 - 14:44:19)

Right.

[Speaker 2] (14:44:22 - 14:51:53)

Yeah, I did wonder what was going on there. Right. So, now we're leading on to session three, and we're going to be talking about Karma Credits.

And what is Karma Credits? It's the universal art of attracting wealth, health, and happiness. And we've touched on this already, I think, talking about good cultures in business, doing things that we enjoy with our teams together, being kind, putting them some slack where it's needed, but also being a good manager.

I know those two sometimes don't necessarily go hand-in-hand, but giving people a break, helping people out. Josh talks about helping someone, paying someone some money, £350. Well, I thought that was quite incredible, actually.

And he did that personally. So, it's about doing good things. We are not just the sum of what we do in business, but we are the sum of ourselves as people.

So, it's not just about business, it's about life as well. We want you to be a good person. Some of you will already have this licked, but for some of us, when we're busy entrepreneurs, and we're out in the world making money, and we're hyper-focused on success, and we're not thinking about how we're being around people, and we've got tunnel vision, and we're not thinking about it.

Most entrepreneurs, Paul's boss is exactly like this. He goes to work, if he's in a bad mood, everybody feels it. He's so mercurial, no one ever knows what he's going to be like when he comes into the office, and it's always painful when he's around.

You don't want that. You want to be an amazing person. It's the same with Karma Credits.

It's, you know, lots of entrepreneurs out there, they play the short-term game, they value transactions over relationships, they don't value the people around them. That can be family, that can be friends, that can be business partners, whoever it might be, and they go in for short-term strategies, so they always want a win for them, yeah? And we've talked today about it being a win, win, win, haven't we?

And this is where Karma Credits really comes in, because what you want to be doing is thinking the long-term. You want to be playing the long-game strategy like we do on Property Entrepreneur. You want sometimes to lose out in the short-term, but gain it for the long-term.

And it's all about building up your Karma Credits in the bank, and that's what it's all about, and doing good things, and sending positive energy out into the world. And if we do good things without expecting anything in return, then the universe pays us back, and that's the idea that you have these Karma Credits in your pocket. If you're not sure where to start on this, and it's something completely new for you, and it might be, then some of my suggestions are start with your family, start with your community, then work your way outwards, yeah?

Some of you, like for example, this is something that I'm doing at the minute. I have always been quite a selfish person, and over the last five years, I've spent more time thinking on how to become more selfless, and it doesn't come naturally to me, I have to be honest. So I've started volunteering in my local community, and I help out my local church, and I found that really rewarding, and if you told me five years ago I'd be doing that, I'd have been surprised, it just isn't something that I would naturally do, but I've been really enjoying it.

And my daughter, we've got a housebound grandma, she's very poorly, she can't get out of the house, she spends two hours a week with grandma, just spending time with her, she's mad as a box of frogs as well, so bless her, she's 15 years old and she's doing that. So you can help out your family, help out your community, and then you can go into the world, and you can start helping out random strangers, yeah? I was coming back from the school run one day, and there was a woman, she'd broken down, she'd obviously hit something, her airbag had blown, she was at the side of the road, very distressed on her phone, everyone was just driving around her, nobody was stopping, so I pulled over somewhere safe, got out of my car, went over to see if she was okay, she was absolutely blown away that I'd stopped and checked on her. Like, why are we in the minority? Why does the majority just drive on past and just leave it, yeah?

And that's what this is all about. And what we want you to do is, one of the greatest things we can do, as Jim Rohn said, is give people the gift of our attention. And this can be sometimes really small, we're not talking about big gestures here, we're talking about asking someone how their day's gone, asking them how they're doing, just listening, paying attention, it can really make a difference to somebody's day.

And I've got to say this, Adam, right? When I met Adam in 2019, I've known him for a while, he's a different man now to the man he was when he first started on Property Entrepreneur, and I think he'd agree with me, otherwise I'm getting into some serious trouble today with Adam. And he's totally different, because he's put this into practice, I've watched him.

You know, I think perhaps, are you a little bit like me, a bit more naturally selfish? Selfish. Yes, yes, that's a good, I wasn't going to say that, Adam.

You did give me a thank you card today, so you know, I'm quite happy. But that, yeah, maybe not me, I'm not quite on that level, but, you know, sometimes we just, you know, it's not our natural place, but I've seen Adam transform. And that leads me on to the community.

This community is full of absolutely incredible people. I think Property Entrepreneur attracts people who Karma Credit suits so well, because they just know how to treat people, they're in it for the long game, they value relationships over transactions, and it really works. And just another point from my experience on Property Entrepreneur, having been on it for five years, I just wanted to share some of the things that I've really enjoyed.

And as we've said before, people come for the content, but they stay for the community, and that's absolutely true. I've been on it five years, every year I've stepped to change my business. I was just talking about that at lunch.

You know, in 2019, I hired my first VA, never done that before. In 2020, I grew my business by 40% in COVID. Yeah, that was quite an incredible thing to do in a, you know, in the war room, crapping ourselves, just trying to get through things.

And then in 2021, I put some professional distance in between me and my tenants, and stepped away further, and had holidays without headaches for the first time. In 2022, some of the money that we'd made, we spent some of that, fruits of our labor, rebuilt our downstairs, and elevated our living experience. And then this year, it's all about me being hands-free in my HMOs.

And that's what you get from advance. You can't do all of this, you can't bite it all off in one go, you can't be immediately successful, success takes time. Doesn't Dan say it takes 10 years, Adam, to be an overnight success?

Absolutely true. And that's the joy of being on advanced, and going around the track more than once. But I've got to say, listening to Adam earlier, he's really leveling up the experience that you're going to have.

And remember, being an entrepreneur is really lonely. You, I think if you tune into the podcast that Josh did with Chris Moss, highly recommend you tune into that podcast. It was absolutely amazing.

And they talk on there about how being an entrepreneur is very lonely when you're at the top. You're the one carrying all of the burdens, and you need people around you to get help when you need it. And the more you put into the community, the more you get out.

And can I just say this, the help that I've received over the years is high caliber help. Whatever your problem, there's someone who's already done it. There's somebody who's done it, and he's got a solution for you, who's absolutely happy to help you.

And most of the time, that's for free, just the community. And I've made some fantastic friends. These ladies, all on Property Entrepreneur, some of them are my closest friends now.

And that's another benefit that you get from being in this community for years and years. And I just wanted to finish on that before we asked Adam to come up on the stage, because I just think you want to hear it from someone who's from a delegate. I am a delegate.

I'm an advanced member. It's just reiterating some of the things that Adam said, but in real world experience, that helps. So it's now time to get on to session three.

Let's welcome to the stage your head trainer, Mr. Adam Gore.

[Speaker 1] (14:52:02 - 14:52:37)

That was lovely. Thank you, Rachel, for that. That was really nice.

So yeah, so karma credits. You ready for this one? Yeah.

Good stuff. Okay, I was gonna, my slide was previously in Rachel's. I did want to take some questions about advanced.

It was really nice of Rachel just to kind of show her side of things. We've got some mics. Did anyone have any questions?

Because a couple of people have asked me some questions over breaks and stuff. Did anyone want to ask any questions about how it's going to work? Like now's the opportunity.

I want you guys to be ready, you know, ready to roll. Neeraj, thanks.

[Speaker 18] (14:52:38 - 14:52:45)

Yeah, just on, you alluded to the program being a little different. So what's the typical structure of the day?

[Speaker 1] (14:52:46 - 14:53:28)

Yeah, good question. So the day is the same. We start at 9.30, so we started a bit earlier because we want more time because there is more kind of working time. So the structure is exactly the same. So yeah, nine till five. Same three sessions.

So literally exactly the same. And it does vary depending on the time of year. So sometimes we just have content.

I mean, like there are months where it's just content. There are other months where it's three back-to-back prime time accountability sessions. And I guess it's similar every year, but it changes based on the market, what we want to do, where we're going.

So we're always tweaking it. So I hope that answers the question. Yeah, good question.

Katie?

[Speaker 4] (14:53:35 - 14:53:52)

In terms of like payment and stuff, there's three of us that are going to want to do it. And we need to obviously have the finances lined up so that we can make sure that we secure a space. What are the payment structures, things that we can, different options?

[Speaker 1] (14:53:53 - 14:54:41)

Good question. Very good question. So you will be required to pay a deposit on...

So if you don't want to pay upfront, you know, some people pay upfront and the prices that I listed are the... It's exactly the same deal as last time. The upfront price is the price I listed.

So nine and a half thousand. If you want to spread it monthly, you'll pay a deposit and then you'll pay monthly like you presumably do now. So the specifics we can launch, I can get those out in the group.

Josh isn't here, but obviously he's RFD now, so he'll know the exact specifics. But it will be similar to... In fact, let me just launch them rather than say what it is going to be.

There will be a deposit for each of you and then you can spread the payment monthly. But the payments obviously won't start till these payments run out. Does that make sense?

[Speaker 4] (14:54:42 - 14:54:42)

Yeah, thank you.

[Speaker 1] (14:54:43 - 14:54:49)

No worries. Good question. Yeah, some questions.

Ian and... Yeah.

[Speaker 13] (14:54:50 - 14:55:03)

With access to the vault, is that just what you're on here or if you were to go on to... So if you only get access to it while you're on here, so you can come off of here and you don't access the vault, but can you maintain access if you go to the community?

[Speaker 1] (14:55:05 - 14:56:09)

Yeah, so you're right. You only get access. It's a bit like Netflix.

While you've got an active subscription, you can get it, but you can't get it after you leave. And where we've drawn the line with the community is like the community members are for people that for whatever reason just don't want to be consuming the content and they want to keep their hand in, but they don't want to execute the blueprints. So the vault we've just kept for people that actually want to attend workshops and do it.

So the line has been drawn there. And it is the first year for us and we may take feedback and we may change it, but the community is more that you want to be part of it. You're still known.

You still make friends. You still come to the events, but you're not getting so much of the content. It would be more like the super events to like kick you into autumn and kick you into getting the championship season, come to the get up and give background finale, do some of the 20 day challenges, not learning, following the blueprints.

If you're doing that, you know, we really want you to attend virtually. Rav, do you want to just pass it to everybody there?

[Speaker 17] (14:56:10 - 14:56:15)

Yeah, you mentioned that the prices that were shown was roughly half price.

[Speaker 1] (14:56:16 - 14:56:16)

Yes.

[Speaker 17] (14:56:16 - 14:56:17)

Is that also for the community?

[Speaker 1] (14:56:18 - 14:56:54)

Correct. Yes. So I'll do like a whole, like at the super event, I'll give you all the specifics.

The goal today was just to give you the information. A lot of it's new for us. We pulled a lot of stuff together.

It's been quite a lot of work actually, to be honest, but I'm really happy with it, like really proud of it. And it's like, look, this is what you've got access to. At the super event, it will be like, look, these are the specific prices.

I might better launch the prices ahead of then. So people have got time, you know, they need to know the price. They need to know the deposit.

It's not just something they can just turn up and do. So I'll get those specifics in the Facebook group. Yeah.

And then, yes, but the intention is 50% of those list prices.

[Speaker 17] (14:56:55 - 14:56:57)

Yeah, I think it's a great idea having more opportunities.

[Speaker 1] (14:56:57 - 14:57:59)

Thanks. Great. That's great to get feedback.

Yeah. I mean, my gut is, you know, it's the way to go. Obviously being in the room is, as you know, like the same reason everyone travels up every single month.

This is the premium, like everyone wants to watch the football match live. But we realize, you know, that some people can't and you can't always. And so we don't really want to exclude people.

And so, yeah, so yeah, I'm excited to make that world class for everyone actually. And that's where the host, because someone did ask me another question, so I know we've got about the host. And yeah, so we will have, you know, it's not just tuning in and watching content.

It's like we want the virtual to be an experience. And even if you're in Australia and you have to do it, you know, because you're in Australia, you can still execute the blueprint. That's the vision for the company.

So we don't lose this. This magic in the room is very unique. Like genuinely when we looked at it, it was like this room thing is really cool.

Like it's really cool. It's very unique. And it doesn't work when we scale it up.

So we want to keep that. And the people that get those seats will be the lucky ones. And then, you know, but it isn't practical for everyone.

[Speaker 20] (14:58:00 - 14:58:00)

So yeah.

[Speaker 1] (14:58:02 - 14:58:15)

Yes, my man. And then we'll go to Natalie. Thanks, Rachel.

Alex and Mike. Thanks. Thanks, Rachel.

Yeah, appreciate that.

[Speaker 15] (14:58:16 - 14:58:18)

Using my karma credits here.

[Speaker 14] (14:58:25 - 14:58:25)

Correct.

[Speaker 1] (14:58:29 - 14:58:52)

Yeah. So yes, there are 80 seats and it is just going to be first come first serve, which is also part of the reason why this year we've decided to do the virtual because not everyone is going to get a seat. So yeah.

I mean, like that's just it is what it is. So the goal is to give everyone time to think about it, make their decision.

[Speaker 14] (14:58:52 - 14:59:04)

And then yes, I haven't got to that stage where like we're not playing games.

[Speaker 1] (14:59:04 - 14:59:47)

You know, we're not doing the urgency scarcity game. It's just genuine. We tried to scale the bigger room.

It just didn't work. So it's 80 and then it's virtual. And my thought would be that everyone would want to be in person.

And if you miss out for whatever reason, maybe we'll do a wait list for next year or something like that. And that actually works for us as a business, you know, because then having it, like having a season ticket at Arsenal is like something, you know, you don't let go of. And that's kind of what we want to do.

We want to engender that community that people are in it for years. So yeah, that's why we've done the price guarantee and things like that. So, so yeah.

And obviously you want to sit next to Craig, don't you? No, you sit on the other side of him. Maybe you just want to do virtual.

And that's understandable. You know, that's understandable. Natalie, you also want to do virtual to stay away from Anthony as well, I suppose.

[Speaker 16] (14:59:51 - 15:00:03)

But it has to do with him as well. Okay. Well, not, anyway.

With having a partner, husband even, not just a partner, and there's other people in the room that have other hearts.

[Speaker 1] (15:00:03 - 15:00:03)

Yes.

[Speaker 16] (15:00:03 - 15:00:04)

There is.

[Speaker 1] (15:00:06 - 15:09:01)

Yes, absolutely. So you'll, you'll have a part. There is a part.

The discount is, subject to Josh sending the final prices, please, because I am ablaze, is 50% of the advanced price. So if the advanced price is nine and a half thousand, our normal deal is one full price, one half price. So you would both go on.

So it'd be nine and a half plus four, seven, 50. Something like that. Yeah.

Sorry. And he's obviously always on Mastermind. So his will be, yeah.

He can pay that out of his own beer money. Yeah, absolutely. And someone actually asked me as well, if they wanted to bring, because obviously in Natalie's situation, in Jasmine's situation, their partners have come on PE, and then they've gone on Smart, and then they've invited their partners to the Blueprint, and then they've decided to come on it.

You know, so if you want to bring someone on the Blueprint this year, and then they might go on to the program, like you have, yeah, they might, they have to do the program. Like that is the rule. You have to do the program.

But they can come on for the partner place price. So they can come on the program for the partnership price. So they're not going to pay the full 12, 13,000 pounds, whatever it is, when we discount the Blueprint.

They will get the partnership price. Does that make sense as well? So you absolutely, we would love you to bring, if you have partners, team members, bring them along for the ride, get them through the program, invest in them.

And yeah. Any other questions? No, no, please.

It's good because it actually helps me. Yes. Yeah, it did.

So we have now, I've kind of shared it, like we, my focus now, I think, I think we've really cracked it around this living off the steam thing. Like for us, that is, it's what we've always been doing, but it's actually, it's only when you really like say it and crack it, that you're like, this is actually what it is. And we're putting a lot of effort into that.

And we're still going to offer that. That course, I think, is a requirement if you're there. But we are going to teach some of the financial fortress as part of advance.

So I think for you, you still need to do the course. But what I don't want it to, I didn't want it to be was like, we're not going to teach you financial fortress unless you pay for the course. It's like, we didn't want it to come across like that.

So we're going to show you the basics and we're going to, we're going to give you enough. But really, if you're at the point where you are six figures income, seven figure net wealth, you should be doing that as a bolt on. And it's not right for everyone.

That's why we do it as a separate course, because it is that board level blueprint. So for you guys, I would say absolutely, yeah. I mean, I think you've already put a deposit down.

Are you going to? Yeah, yeah. So don't worry.

We just, we just, yeah, I didn't want it to feel like we weren't going to teach financial fortress unless you paid us 5,000. I just didn't want it to come across like that. That's not our intention.

So yeah, that was that, that was that question. Any other questions? Cool, good.

Okay, so hopefully lots of you are going to join us. You're going to beat the advanced lot to it. Yeah, so yeah, obviously.

Yeah, I'd love you all to come to come with us. Hopefully there's an option for everyone. If you've got any questions, drop me a WhatsApp, put it in the Facebook group.

Just ask, like now's the time to ask. If you, you know, if you're on the fence for whatever reason, let's have a chat. Let's talk about it.

And there's no hard sell. I just would like to answer your question. So Karma Credits.

So yes, let's kind of change the dynamic a little bit. And I thought Rachel's introduction to Karma Credits was really nice and really inspiring. And I mean, yeah, I mean, she's right.

I mean, I have been through a journey and I'm going to talk to you a little bit about my journey. But this isn't really about me. This is about you.

And probably part of the reason why you're part of PE. You may not see yourself as a spiritual person. And for some people in this room, they may already be tuning out.

They may be thinking this ain't for me. This is hippie, clippy, whippy, woo. And this is not what I signed up for.

Well, I'm telling you that it's not. It's not woo woo. It is a little bit woo woo.

But it's probably part of the reason why you're here. Because I think this is a representation of our values. And I think that's probably why we're here.

As Rachel said, it's not just about making money and completing your financial fortress and scorecards. And it is about that, but it isn't just about that. And life is a lot more than that.

And this is just one of those content sessions that is probably 20% business and actually 80% personal development. So we don't have a lot of these, but we do have them. And this is what makes us a little bit different, I think.

So yeah, so I actually think, and so does Dan, obviously, that this is the secret to success. But being a good person and having good karma, okay? Having good karma, good energy is what the Buddhists believe is what we carry with us.

The fact that if you were Buddhist, you would believe that because we are here in human form, we have good karma. All right? If you had bad karma, you would be here as an insect.

So you already have, the good news is everyone in here already has really good karma. All right? We're just making it slightly better.

So if you're on your phones or anything right now, please take, please tell me that. I don't mind if you video me. That's absolutely fine.

You can get an autograph later. But so yeah, so I'm just going to, I just want to take you through karma credits and basically how to become a better person. Like Rachel said, most people just think, and this was me, like, how can I get the most out of every deal?

Like, I want to win in this transaction, which means someone else loses, doesn't it? And for a lot of my life, that's what I did. And actually, that leaves you pretty lonely.

You're like the Scrooge, you know, with all the money but no friends. And actually, so that really isn't a road to happiness at all. I think the heaven of this, like where you want to be, is to actually inspire people to want to work with you, to want to bring you deals, to want to be nice to you, just because you're such a nice person.

Like people will, you'll be different to everyone else. You'll go about business in a different way. You won't have a hidden agenda.

And they'll sense it. They'll sense it, and they'll relax. And their guard will come down, and there won't be any feeling they're being sold to, or like, it just changes the conversation.

And it takes confidence to do that. But yeah, like Rachel said, my transformation is from where it was like me versus the world. And now it's like I have conversations, even difficult conversations, and I'm just honest and authentic, and they go a lot easier.

They just go a lot easier because I'm just trying to be a good person. And I learned this from some of these veteran board members. You know, I realized that the secret to success is just being a good person.

Like these guys, Ian and Mark, you know, they've been on the board for like eight years, and they just show me the way it's done. They've always got time for you. They want to help you out.

They're always friendly. They always say hello. You know, these are very successful men who always are happy, positive, want to help you, super kind.

You know, they're not dressed up. They're not, there's no pretense. There's no outward signs of wealth yet.

These are some of the wealthiest and most successful people that I know. And so this is what I think we want to be like. So this is karma.

I think you all have got a good estimation of what it is now. And because it's a karma session, I just want to do a little short meditation, okay? So I'm going to ask you all to put your, so I'll ask you to put your phones down.

Just put your pens down, put your phones down. Get comfortable in your seats. So get comfortable, get nice and square on your seats.

And like we did in the autumn, I just want you to fully commit. We can turn the lights down. Yeah, just fully commit for the next five minutes.

Just let go of all the worry, what you think someone next to you is thinking or doing, or whether they've got their eyes open or not. I just want you to relax. And I just want you to take a deep breath in for now.

And a deep breath out. You don't have to close your eyes right now if you don't want to. We just, and then another deep breath in.

And then out. And then just keep breathing deeply. If you haven't closed your eyes already, just slowly allow your eyes to close.

So I just want you to settle into your breath. So I just want you to keep breathing in and breathing out. Make sure you feel comfortable.

Just drop into your body. Just take three more deep breaths. And every breath you take, you just feel more centred.

If you feel any worry or anxiety, just breathe into it. Just keep the breaths going.

[Speaker 15] (15:09:11 - 15:09:14)

So nice and relaxed. Just connecting to your breath.

[Speaker 1] (15:09:22 - 15:12:31)

And while you're breathing, I now want you to start thinking about things that you can be grateful for. First of all, we're going to start off with gratitude for being born. The gift of life.

We're alive. We're grateful. When you were born, someone cared for you.

Someone clothed you. Someone fed you. I want you to express gratitude to those people.

They took care of you when you were vulnerable. I want you to be grateful for the gift of hearing. And while you're breathing, can you feel your heart beating?

You can put your hand on your heart if you want. Your heart pumping. Your heart pumps every second of every day.

You don't ask it to do it, but it does it. You should be grateful. It's keeping you alive.

So we have these beautiful bodies and they're taking care of us and we just take it for granted. Just be grateful for these basic things we have. Keep connecting with your breath.

And then moving away from our bodies, we can be grateful for all the people in our life that make things easier for us. The fact that we can turn the light switch on and the electricity comes on. The fact that we can turn on the tap and we've got drinkable water.

All these people that you've never met, making your life easier. Can you be grateful for them? What about all your friends and your family and your colleagues, the people that cheer you on?

Can you think of them? Can you be grateful for them? And what about your grandparents and your great-grandparents and your ancestors that work so hard just so you could live this life that you're living?

Could you be grateful for them? And now we're in this sense of gratitude and we realize how lucky we are. Let's just sit in this for a moment and let that feeling of gratitude lift your spirit.

Just breathe on that for another five breaths. Just let that sense of gratitude move through your whole body.

[Speaker 15] (15:12:49 - 15:12:51)

Okay, we're gonna come out of the meditation in a second.

[Speaker 1] (15:12:51 - 15:13:01)

So just slowly start bringing yourself back. Wiggle your fingers. Get yourself back into the room, back into your body.

Slowly just bring it back.

[Speaker 15] (15:13:05 - 15:13:10)

Whenever you're ready, you can open your eyes and breathe.

[Speaker 1] (15:13:20 - 15:25:38)

Feeling good? Great. Good.

Okay, so we'll get the lights back on. I think it's so easy with us rushing around, with us being so busy, just to remember how lucky we are for such simple things. And talking about the Filipino family who were desperate for pencils to send their kids to school.

And you just think, oh my God, I'm so stressed. And all of the things I'm stressed about are completely insignificant when it comes to getting a child's education, for example. So yeah, I just think that's really nice.

And whenever I'm feeling stressed, I like to go back to gratitude. And I think that doing a gratitude journal for a number of years is part of what changed my perspective on life. I did it for about three or four years and it changed my perspective of life from this narcissist, win, win, win, you know, it's all about me, to actually, no, it's okay.

You know, I'm actually pretty good. I'm actually pretty happy. Okay, let's talk about karma credits.

This is really great. You're really going to enjoy this one. So first and foremost, what is karma?

Well, I explained that karma is your energy and that the Buddhists think we've got good karma. But we've all heard of Newton's law of physics about every action has an equal and opposite reaction. And this is how karma works.

So if we show up in the world and we're negative and we're unhappy and it's me, me, me, then actually that's the world we see back. That is the reality that we see back. So if you think of scarcity, you're going to get scarcity.

If you think of abundance and you think of win-wins and you think of happiness, then you will start to get that back. The universe is very malleable. It's very flexible in my opinion.

And your reality is determined by your outlook in lots of ways. So your karma is really just the sum of all your actions. If your actions have consequences like Newton's law of physics says, then really your karma is just the sum of your own actions.

If you're going around cutting people up in traffic, short-cutting people, being rude to people, being snappy, then guess what you're going to get. If you're opening doors, you're being pleasant, you're being nice, you're being patient, you're being understanding, guess what you're going to get. And this is kind of the sort of scorecard, internal scorecard, that we can start to hold ourselves to.

Karma is also known as the universal law of justice. And this is really what I was saying about if you put good things out there, good things will happen. If you put bad things out there, bad things will happen.

In other words, you've heard about a thing like karma will get you in the end, or karma's a bee or whatever. It's going to come get you. It's going to come get you.

And the older I get, the more I see this actually. Because I think age has something to do with this because I don't think you can be born with wisdom and you have to get wisdom as you get older. So maybe as we get a little bit older, we start to understand these things a little bit more.

So these things that we do, they're external. So external actions have an internal impact. So you do an action, and actually the reality is it actually makes you feel good.

If you do something good for someone else, it might be an external thing, but internally, you feel good. It's like giving a gift. And the gift of giving is so much better than receiving, in my opinion.

I love to give a gift. It's amazing, isn't it? And it's the same thing with charity, right?

We raise money for charity, and we will feel, on that get up and give back finale, we'll all be buzzing. We'll be buzzing. We'll be high.

Be high on happiness. And it's because we've done loads of things for other people, not for ourselves. And this is what it's all about.

And as Rachel said, good is about being selfless. So it's about putting other people first and, you know, leaders eat last kind of answer that Josh was talking about. And so that would be good karma.

And bad karma is selfish. This is like me first, me, me, me, rather than focusing on other people like your family, like your friends, stuff like that. And this is kind of, this will be new to some people in this room.

Some people in this room will already know this. This will be a nice refresher. Some people, this is all new stuff.

But in the East, this is part of their culture. You know, in the East, this is a picture of, this is Ubud in Bali. I took this.

It's a beautiful photo. Thank you very much. I know I'm going to probably win some photography award.

But I think this is why I love Bali so much. Because they just have this, like, it's like inherently just in them. You know, they just, they grew up with it.

They understand it. They understand karma. It's just, it's part of their culture.

You know, it's not something that they have to teach and work at like Rachel and I. They just, they just get it. I mean, they actually believe that God, the planet and people should be in harmony.

And they're only happy when those three things are in harmony, which means they have to take care of the planet. They have to take care of each other. They have to, you know, look after God or worship God.

And they do sacrifices to their gods all the time. And that's how they believe the world is in harmony. And so they genuinely will go out their way to help you.

And when I first moved to Bali, you know, I was renting pretty ropey scooters, as you do. And my scooter would often break down. And it would break down and I'd be like, God, I really don't know what I'm going to do here.

Because I'm in the middle of no, you know, I'm in the middle of a random town or whatever. And people would come up to me and try and help me. And my initial reaction was like, no, no, no, no, I don't need help.

Because in my head, what am I thinking? They want money, yeah? It's just like typical, like, bule.

They call them, you know, white, you know, basically white. Foreigner, effectively. And I was just like, I can't, like, I was like, no, please, I'm good, I'm good.

You know, I'm good. Because all I'm thinking is they just want to, they just want, they want money off me. And actually, they didn't want, they would, in the end, they would help me.

And then they wouldn't even ask for anything, you know? And I was like, that's so weird. Like, this is the weirdest thing to happen.

And it happened three times. Three times. And it happened three times for me to clock it that they just wanted to help.

I was like, this can't be right. You know, living in London for so many years, it just didn't, it just didn't work. And so they really believe in this.

And they live by that. And it makes being in Bali such a great place. And for me, I talked about my spiritual journey a little bit.

It started when I read a book called The Untethered Soul, for those people that want to read anything on spirituality, by Michael Singer. It's a really good baseline book on spirituality. And I read this book, and I started to go on a couple of meditation retreats.

And this is me in Thailand in 2018. I mean, I said, Rachel's known me from, bless you, since about then. And this is when I started to be less in my own head and less about me and more grateful.

And I found some peace, you know? Like, I wouldn't say I was in a bad place or anything like that. I was just curious, you know?

I was searching. I'm always searching for a better life and more meaning and all that type of stuff. And I went on this retreat in Thailand where we did these cool walking meditations.

And, you know, going away and doing intense things like this really helped shift my pattern from the Western way of doing things to more the Eastern way of doing things. And I started to want to take care of my family more. I started to take them on trips.

I was giving gifts. I was doing thank you cards. And I just started to become happier.

You know, this was me taking my family away back in 2018. And I'm still doing it. You know, we went to Dubai for my birthday last month.

And it genuinely is... Obviously, I don't have a family. So lots of people are going, duh, this is what we all do.

You know, this is why I've got kids. But when you don't have kids, you don't realize. And so I sort of realized, and as Rachel said, helping the people closest to you is, you know, the grass is greenest where you want water at most.

And for me, that was my immediate family. And I was getting just so much pleasure out of taking them away and giving them gifts and doing things for them and being a big brother and being a good son and ringing my dad and my mom every weekend. And all these little things just made me so happy.

And, yeah, I'd really encourage all of you to invest in those relations. And I went back. You know, this Christmas, I went back.

I just had to go back to this place in Thailand where it all started. This monk, the abbot, was still there. He's like the classic, fat, happy monk.

He's like, just laughs. He does little sermons. He's just laughing.

You know, he's talking about delicious Thai food. And he's just rabbiting on. He's still the same guy.

And I went back and I was like, oh, I'm so happy you're still here. And I had to go speak to him. And he, you know, he blessed me and all that type of stuff.

And it was just really nice. And yeah, he's a classic, happy, fat monk. He was really great.

And these guys are so happy. They meditate eight hours a day. They've got nothing, but they're just so happy.

They're just the happiest people. And they're very inspiring. So I'd really encourage anyone who wants to learn a bit more about calm and meditation retreats, things like that.

Absolutely fantastic. But for those people that don't want to do that and they just want to be a better person, I think this is a really nice quote. It's like, why don't you just try and be someone that you can be proud of?

Like, forget saying like, I'm proud of you. Well done. I'm proud of you.

Well done. Like, why don't you just aspire to be someone that you are proud of? That you look back at the end of the year and you think, I am proud of myself.

Who was on the blueprint when someone asked the question, what are you most proud of? I remember this. I thought I'd never live it down, but I seem to have lived it down, but I'm going to bring it up anyway.

Josh loves it because someone asked the question on the last blueprint this year. It's like, so what are you most proud of? And basically my answer was, I'm really most proud of myself.

And it kind of obviously went down like that. Yeah. But anyway, so I think we want to work hard on ourselves and we want to be someone that we inspire other people and we are genuinely proud of ourselves.

So how do you become a noble person? How do you become that person you're proud of? Well, you should have some fine personal qualities.

Hold yourself to a high standard. For me, I'm always on time. I always give everything my all.

Never see Adam half-arse anything. I'm fully committed to everything that I do. That's just who I am.

It's what I am. I'm really loud, but I am fully committed. And I'm hopefully always pretty friendly.

You know, I do have my grumpy moments, but for the most part, I'm friendly. And these are things that I pride myself on. So what do you pride yourself on as your qualities?

And do you have high moral values? You know, integrity is what you do when no one else is looking, right? So are you really an honest person or do you just tell everyone you're an honest person?

You know, do you give to charity so you can tell everyone on social media you've given to charity? Or do you give to charity because you want to give to charity? It's like, what is it?

And for me, like this is something you do a lot of self-searching on. For me, I'm really big on equality. Like I really hate people getting a bad deal or things not being fair.

And I am a lot more than I was generous now. You know, like generosity is something I'm leaning into more and more. And these are like values that I try and live by.

Obviously, honesty as well is a huge one for me. And really your goal is to, rather than think about yourself, is think, how can I add value to other people? So rather like what's in it for me, it's like what's in it for them?

How can I help? For example, in our business, rather than thinking, I don't know, well, I don't need to even really say it, but it's like, if I can help 100 people become financially independent and live off the steam, do you think that helps me as well? Yeah, of course.

But if my focus is on what can I get, that's not going to work. If my focus is how can I, if I can help everyone in here achieve that, then I haven't got to worry about the, you know, the rest of it takes care of itself. You know, so it's just trying to like focus on what you can do for other people.

And then the good comes back to you. You know, it's not for nothing. It does come back to you, either in feeling or in karma or in other things that I'll share with you later.

One thing that, a little hack, I'm going to give you some hacks through this and some things that you can take into this month to try and start becoming a better person. And one of them is asking this open-ended question about how's your day going? You know, some people say, or a lot of people say, hey, how are you?

I'm good, yeah. And in Birmingham, they say, what do they say, they say? What do they say in Birmingham?

[Speaker 17] (15:25:42 - 15:25:43)

They say, how am you?

[Speaker 1] (15:25:44 - 15:25:48)

How am you? Maybe if you're from the black country, what do they say? What do they say?

[Speaker 20] (15:25:49 - 15:25:50)

You all right, Bob?

[Speaker 1] (15:25:52 - 15:29:37)

It's like, you're all right. I think they say, you're all right. Yeah, every region has its own sort of thing that they say.

And no one really expects an answer. It's more just like a greeting, isn't it? If people say, well, I'm actually really good, you know, because I'm super busy and now I've sorted everything out.

Yeah, I just asked you how you were doing. I didn't actually want an answer, right? Yeah.

So like, anyway, so here I noticed they do it a lot. But if you actually ask this question, how's your day going? That now is a different question.

They haven't heard it. And you might get a longer answer. And if by doing that, like a checkout or with a waiter or your taxi driver, they might say, they might start opening up.

You know, they might say, oh, you know, I've had a really bad day and my mum's sick and blah, blah. And you actually, you're then letting them vent. And actually, one of the things you're doing is you're not putting the focus on you, you're putting the focus on them.

And people feel good when they talk about themselves. So you're allowing them to like vent and they actually feel like you're connecting with them. You know, that checkout lady that's spoken, that's had 100 people say, how you doing?

Yeah, all right, good. And you've actually said, how is your day going? Well, I'm off in half an hour and I'm gonna go and, you know, see my grandkid.

And like, you're having a real conversation. So that's a nice little tip. That's something that actually Dan taught me that I do quite a lot.

And actually, when you do that, you realise that, again, all your problems are way, you know, people have got some pretty bad problems, you know. And you feel grateful, actually, that you don't have, in some ways, I know that sounds like a horrible thing to say, but you start to realise how lucky you are in your life when some people have some really bad things that they're dealing with and perhaps opening up with you on. And these are some other things you can do.

You know, you can make a habit of opening the door for people. You can, this month, start letting people out in traffic, you know. I don't know how this goes down.

Do you drive in Spain, Adam? You're a driver in Spain? Do people let each other out or is it just every bullfighter for themselves?

Yeah, I mean, the Spanish are bullfighters. It's like, me, macho, me first. You know, like, you could be the guy that sits there for 10 minutes and just lets everyone out.

I think this guy's bloody nuts. Yeah, yeah, he'll be beeping, getting out of the way, yeah. You know, but, like, letting people out, you know, not being in a rush, just, like, doing that nice thing, having someone smile at you, it's just really nice.

Picking things up for people when they drop things, like, go and help them, like. It's really nice when someone helps you pick something up, like, genuinely nice. And smiling.

Smiling is totally free. People smile back. In London, they're going to think you're weird.

But Matt Dolman, who's on my mastermind, I don't know if anyone follows him on social, he did a video about it, didn't he? He was saying, he's just started saying hello to people when he's out jogging, and he says 60% of people think he's a complete paedophile. You know, and 20% of people say hello back.

And he just says, I have to just not care, because I just don't care. And how are you going to change the world? If no one ever says hello, how are you going to change the world?

You know, you are the change you want to see in the world. So start saying hello. I thought that was really nice.

And, you know, this just kind of sums us up. We obviously come here all the time, and we're their biggest client, and blah, blah, blah. But I hope that we're actually their nicest client they have at the Belfry.

Like, I don't always have as much time for everyone as I'd like. But I know all of the restaurant team's names. You know, I know Jason and Phil and John on concierge.

And I haven't just learned it now because I've been coming in four years. I knew it after like four weeks. You know, and like these little things, they just make everyone happier.

You know, they just make everyone happier. Why wouldn't you just go to the effort of learning? You guys are coming every month.

Why not learn Jason's name on concierge? You know, it's good. Or like Sam, you know, bless Sam.

You know, Sam, you know, he does the lunch. And Maureen, who comes for breakfast, Maureen with the purple hair, you know. Maureen used to hate me at the start.

She, I was like, I was like the naughty kid, man. I had to wait in the queue. And it was like, you're lucky if you get in, you know, for breakfast.

[Speaker 9] (15:29:40 - 15:29:58)

Now, bless her. She's, now, you know what it's like now? Oh, Adam, you don't have to queue, just go.

Just, you know, I'm like, hi Maureen. She's like, hey Adam, I'm like, see you later. There's a queue of 20 people.

I walk straight through, you know. I can't tell you how much she's changed. I didn't learn her name for that.

But like my experience of life has genuinely changed.

[Speaker 1] (15:29:58 - 15:30:05)

Just because like I say hello and I'm hopefully nice, as nice as I can be. Yeah, go on. Yeah, yeah, go on, go on, go on.

It's kind of.

[Speaker 2] (15:30:05 - 15:30:20)

This morning, she's been a bit frustrated with me, but I've done a lot done. But this morning I said to her, I've got my socks on. And I complimented her on her hair.

Oh my God. She had this smile. You know she looks quite beautiful sometimes.

[Speaker 3] (15:30:20 - 15:30:21)

Very.

[Speaker 2] (15:30:22 - 15:30:26)

I just said, do you know what? I love your hair. And I actually meant it.

[Speaker 9] (15:30:26 - 15:30:27)

Yeah, genuine.

[Speaker 2] (15:30:28 - 15:30:34)

I've always looked at her, but it was amazing. And she just said, this is great. She looked really stern at me.

And then she had this smile. It was so cute.

[Speaker 1] (15:30:36 - 15:33:05)

She's definitely like a Ferrero Rocher, isn't she? She's like crispy on the outside and soft on the inside. Yeah, it's just like breaking those barriers down.

You know, it's like, it's funny, isn't it? Because it's true. But she's lovely.

She's lovely. You know, but she's got a tough job. You know, she is the boss.

And she's got to let people in. And she's got a queue. And she's 83, for God's sake.

You know, it's like, this is a lot. I don't know. Fair play to her.

So that's something that we do. That we do, because that's just part of our culture. And we're all the same.

Josh, Dan, I, Rachel. Now she's getting the memo. And another thing that you can do, which is leave them a Google review.

Who's seen the Alex or Moses thing? Like the best thing you can get an entrepreneur for Christmas is buy their products, pay full price, and leave them a review. Has anyone seen that?

Oh, I thought that was brilliant. Anyway, like just leaving people a review. Like mentioning them by name.

If they're a business owner. I mean, imagine how much a review means to you. A lot.

If you're an employee and you get mentioned on Google, like Jack did when Josh and I went to Hickory's. Like, that's cool. You know, like, you're going to get something.

Something good's going to happen to Jack. But he didn't ask for the review. He just did a bloody good job.

And I was like, oh, he just got a review. And it's just like good little karma. I found out at the Belfry.

I found out they got a £20 bonus every time they get mentioned in a review. So there is a review, if you go on Google, of me at the Belfry. And I think I mentioned like 12 different names.

So I was like, right, Sam, get me everyone's name. And I did a review. Dan did a review.

I was like, yes. You know, why not? Just go your way.

It doesn't cost anything, does it? It doesn't cost anything. But they all made some money.

Everyone's happy. I just, I think Google reviews is a great way to show gratitude and karma without being, I hate when people ask me to do it. Like, I hate it.

It really irritates me. But anyway, yeah. When you do do it, it's really nice.

Picking up litter. Okay, picking up litter. Like, I am not perfect.

Sometimes I do it, sometimes I don't. But when I do it, guess what? I feel great.

Anyone ever done that? Just think, I'm going to pick that up. I'm going to pick that up.

That's like, shouldn't be there, you know? In nature, you're in a park. There's a coffee cup.

Everyone's walked past it. And you go, I'm going to pick it up. Like, come on, guys.

Like, and I just, for me, that is, for me, that's about leaving the world in a better place than we found it, you know? So for me, that's quite a big thing. So these are little things.

I've given you some, take some of those. Like, you know, be a better person this month. You know, some of you are pretty miserable.

So, you know, do something good for the world for once. Yeah, some of you, please.

[Speaker 9] (15:33:07 - 15:33:08)

These things, they make the world a better place.

[Speaker 1] (15:33:08 - 15:35:56)

No one's going to leave today. Because everyone's going to open the door like, no, you go. No, you go.

No, you go. Gabby and I did. Gabby and I did this at lunch with the coffee.

It was like, no, you go. No, you go. No, you go already.

I was like, oh, he knows. He knows. OK, so yeah, your experience of, like, your experience.

So life, your experience. I've already touched on this, but this will affect your experience of life. This is going to make you happier.

Trust me. Like, we're already laughing and joking about it now. Some of us are feeling good.

We're feeling happy. Because where you are today is a result of the thousand thoughts and actions of yesterday. You know, we are where we are because of what we did.

That's basically what this is saying. Like, we are, we're exactly where we're supposed to be. We got here, and whether we're in the place we want to be, not in the place we want to be, in the state of mind we want to be, not state of mind we want to be, whether we've got people that think we're really friendly, or whether we've got people that think we're narcissistic, that's on us.

That's because of us. That's because of our actions. And so the sooner we can start taking different thoughts and different actions, we'll get to a different place.

So I would really encourage people to go out of their way and start performing some random acts of kindness. And this is going to be one of our homeworks for this month, okay? Random acts of kindness, collecting karma credits, the 28-day challenge.

Rachel will set you up with it in a second. Go out of your way and do something nice for no other reason than just, you just want to do something nice. You just want to collect some karma credits.

This is your opportunity to put some positive vibrations into the world. You've heard that thing like good vibes only, good vibes, positive vibes, man. It's like, this is it.

This is what it is, like your energy. You're putting out good energy. You're going to get good energy back.

These random acts of kindness need to be selfless acts. Selfless. That means you're not doing, you're not buying, you know, I'm not getting Rachel a thank you card because I want one back.

Okay? Yeah, yeah. It's a good thing I didn't hold my breath.

I don't think I'd ever get one from you, now would you? So it's like, you know, I don't buy Josh a Christmas present because I want the Christmas present back. But that, if you're doing that, you need to, yeah, you need to change your frame.

All right? That's like, that's not the point of this. The point is to do it with no obligation or no expectation.

And that's why they can either be like, there can be things you do personally, but they can also be things you do like privately or even anonymously. Okay? So if you really want to like check your, like check your ego, do things to people you're never going to meet.

You know, what does, is it Warren Buffett who said, like, someone sat under a tree today that someone else planted that they would never have the benefit of under? Who said that? Was it, what's the quote?

[Speaker 6] (15:35:56 - 15:35:59)

Warren Buffett. Yeah.

[Speaker 1] (15:36:03 - 15:36:41)

Someone sat in shade today because someone took the effort to plant a tree 20 years ago and maybe they would never get the chance to sit under it, you know. Felix Dennis, the guy who wrote How to Get Rich, he was worth hundreds of millions of pounds. His whole legacy was leaving a forest.

Because he was like, I'm never going to get to sit under them, but someone else will. So whether you do these one-to-one or whether you do them anonymously, you know, good examples of anonymous would be, well, let's talk about it. So random acts of kindness.

If you're on a plane, you know, short haul where you have to buy drinks, offer the person next to you, you know, a Coke Zero.

[Speaker 9] (15:36:42 - 15:36:50)

Like offer them to buy them. If you're on the train on the way home today and the coffee guy comes around, turn to the person next to you, say, can I get you a tea? You know, why not?

[Speaker 1] (15:36:50 - 15:38:06)

Like just, it's totally random. Why would anyone ever do it? There's no other reason just to be nice.

You can do it on a plane. You can do it on a train. You know, get up, give up your chair for someone.

Give up your chair for someone. Like be the first to stand up. Give up your chair.

Or this is a good one. Maybe some of you have heard this before. Why don't you buy the person behind you in the queue or the next person to come into the coffee shop a coffee?

So this is laughing because she's cringing. Like, yeah, yeah, yeah. Like, this is weird.

This is weird. And it's really weird in London because there's always a queue. So I've learned, like, don't, you know, for me, I like, I can't buy, you know, pretty girls' coffees.

It's weird. You know, it's like, it looks like it's a vested interest. So I try and stand next to an old guy.

I'll be like, I'll go buy you coffee. There's no like connotations. You know, it's just like, it's genuine.

You know, it's like, but I like to do it when there's not someone behind me in the queue. So a coffee shop or something, I'll do it. And I'll be like, look, here's another fiver.

The next person that comes in, can you just buy them a coffee? I've done it in Hong Kong quite a lot. Because then there really is, you don't even know them.

You know, it's completely anonymous. And it avoids that cringe that you're getting right now. Did you want to share?

It's quite funny though. Has anyone ever done this? Has anyone ever bought the coffee?

Show of hands, show of hands, just out of interest. All right, yeah, you're not too bad as I thought, though. Oh, yeah, yeah.

[Speaker 4] (15:38:06 - 15:38:33)

So it's just a quick one. It's similar to the coffee. I'd seen on a podcast or something.

It's if you're going for a drive where you can pay for the person behind you. And I did it. Unluckily, it's a family of five.

But it was worth it because it started a cycle. So she then paid for the person behind her. And then I don't know what happened after that.

But it meant that two people ended up with the person in front of them paying for them. So it was really nice that it carried on.

[Speaker 1] (15:38:33 - 15:39:05)

That's amazing. And that is what this is all about. This is literally it.

Because it goes around the world, doesn't it? It's like a smile goes around. People say a smile travels around.

This is what it's all about. And that's really touched me. That's really awesome.

And this is just a good reminder, even to me now. I'm like, I should be doing this more often. We all need these cues.

So yeah, so some little random acts of kindness. All right, so we all think we can do some of these this month?

[Speaker 18] (15:39:05 - 15:39:05)

Yeah.

[Speaker 1] (15:39:05 - 15:44:27)

They don't cost anything, a bit of effort. They're going to make you feel good. You're going to do some good in the world.

I love that one on the drive. That's really cool. Story.

I remember this story one of the board members told me. He said, this was before Karma Credits was a thing. We hadn't written the book.

Just out of interest, who's actually read the book? All right, cool. Everyone's pretty much read it.

OK, good. That's good. So anyway, this board member was telling the story.

He was like, look, it was bank holiday weekend. I think it was around actually May bank holiday. Barbecue season.

I think barbecue season. But the shops close, don't they? Like that weird time on bank holiday.

You have to get your food in before the shop shuts. Anyway, he was behind this guy at the checkout in Brighton. Guy with a huge trolley.

Obviously bought a lot of beers, a lot of food for his whole family. He was obviously having some sort of party. And this guy's waiting very patiently.

This guy goes to the checkout, does all this stuff. Gets to the end. Bills like 250 quid.

But the guy's, oh my god, I've left my wallet like at home. Like, oh my god, I'm like, oh no. And the shop's shutting.

And I've got this barbecue, blah, blah. And this guy that I know, he is a board member, was a board member. Just said, no, it's fine, I'll get it.

And it's like, wow, that's pretty cool. This guy's like, no way, no way I can let you go. He's like, no, it's fine, I've just got it.

And he's just paid. And like, really cool story. Absolutely no, he's like, just, you know, just, you're sending the money back.

And when I heard that story, this was still, you know, this. That shocks me, that story. I don't know if that shocks anyone else.

Like, maybe the world's become a better place. But when I heard that a couple years ago, I was just like, oh my god, I just can't believe someone did that. Anyway, this guy is just one of those people that I mentioned at the start.

You know, those successful entrepreneurs. And it's like, this is how they live. This is how they are.

It doesn't matter. Like, Josh lending that money, 350 quid. I've since sent him a message, by the way, to see if I can borrow some money as well.

So we'll see. And then he'll get a thank you card, yeah. Exactly.

And exactly. I'll give him a thank you card when he gives me the money. You know, it's like, it's tit for tat.

So I think it's just like this. And anyway, and something I think in the end weirdly did come out of this. Like, the guy that he'd lent the money to then paid him back.

I said, well, I need to meet you for a coffee. And then he had an HMO in Brighton that he wanted this guy to manage. I think they ended up doing business together.

It's weird. But it was, there was no intention. It was just nice.

This for me, like, makes, you know, warms my heart. Another thing you can do as well, random acts of kindness, is actually, when you stay in a hotel, is actually make your bed. When you leave, you can tidy your room up, make your bed, and leave a tip.

How about that? Because being a hotel housekeeper has got to be the most thankless task in the world. And you must see some pretty minging stuff.

I'm not being funny. Yeah, well, you strip the sheets. I have actually done that before.

Yeah, yeah, yeah, maybe. Yeah, yeah, yeah, you're probably right. Well, you know, you're an SA.

You're like, strip the bed, put the keys in the lockbox, please. And yeah, you know, but leave a tip as well. You know, little things like this.

It's anonymous. You're going to cheer someone's day up. They might even go home and, you know, tell their partner about it.

It's like, you can have an impact for a fiver, all right? So if you're a cheapskate like me, if you're not, you've chipped 20 quid. Okay, so that's like us.

That's stuff we can do. These things will improve our experience of life, the experience of other people's lives. But also, when you talk about other people, it's like recognising other people.

You know, like recognising the good in them. Jim Rohn says, you know, for example, if you're going to be invited to someone's house, never, ever, ever arrive without a gift. If they're going to go through all the effort of inviting you, of hosting you, of welcoming you into their home, the very least you can do is turn up with some flowers or a card, excuse me, a bottle of wine.

You just want every opportunity to give, like any excuse to give. When we teach, like, leadership a bit more in advance, we literally talk about, like, saying sorry. And, like, when you're a leader, you love to say sorry.

Like, you want a chance to say sorry. Like, you literally live for that moment where you mess up. Like, you give the wrong piece a bit of feedback and your team member goes, I'm sorry, this feedback's not right.

And you go, well, I'd really like to apologise. Because it's just an opportunity for you to show that you're just, you know, you're just a nice person. You've got it wrong.

And it's the same thing with this. Like, any excuse to give someone a thank you card, to give them a gift, why not? So, yeah, this comes down to the joy of giving.

You know, whether it's a compliment, it's a gift. As long as it's genuine, it will make you feel better and it will land, like Rachel with Maureen's hair. I always, I'm a big one for this, I think I really like my please and thank yous.

And this isn't the same in every country, by the way. But I always say please and thank you. And actually, when I was having some difficult, challenging conversations with my EA back at Christmas, she said to me, you know, I can't fault you.

Like, you've never said a bad word to me. You always say please and thank you for everything you've ever asked me for in three years. She was like, you're a dream client.

And I was like, wow, well, that was good feedback. But yeah, don't say thanks. You know, for me, thanks is thanks.

But thank you is meaningful. Yeah, same with WhatsApps and stuff like that. Do you agree?

Do you want to say something? Do you want to say something?

[Speaker 18] (15:44:27 - 15:44:29)

I was going to say the you.

[Speaker 1] (15:44:30 - 15:50:23)

Ah, the you. Thank you. Yeah, absolutely.

Yeah, it's just a small form, which means something more to me anyway. Obviously, like, recognising other people, you know, a little card, you know, it turns out I timed that really well with giving Rachel a thank you card. It's really served me well today, you know.

Bless you, you know. Here you go, saying bless you. There you go, that's a nice thing to do, isn't it?

Saying bless you, right? These small things go a very long way. This is not about giving people £1,000 bonuses or buying them holidays.

And for those people that think they have to do this huge thing, you know, for their team, like some of us have that. Or like, you know, when you have, like, a partner and you're like, I've got to get them a big birthday present or a huge bouquet of flowers. I don't really think it is about the size.

Like, it is the sentiment. It really is. And so it's the meaning that counts.

So if it's genuine, it's a handwritten card, it's much more meaningful than, you know, than meaningful anyway than money. I'm not saying money is not important, but this is where you're getting the connection and the meaning. And as I said earlier, you really want to give these things without expectation or obligation.

And yeah, they should genuinely be just gifts. And, you know, you can say thank you in loads of ways. You can give people cakes, you can give them cards, like obviously I've done.

You can just send them a nice WhatsApp. You can just send them a nice voice note. Saying, you know what?

I haven't said thank you to Rachel in a while. You know, she works bloody hard and I need to say thank you. I'd like to.

I'd like to say thank you. And it's just a little gift. It costs nothing.

Josh gave his example of the voice note. It doesn't cost anything. It just takes a bit of time.

But that effort and that thought means a lot to someone. And so this is how we become better leaders, better people. Tips is another good one as well.

Tipping. I'll talk more about tipping in a second. Thank you cards.

I think we've covered a lot of this. But yes, when I'm the best version of myself, I am giving thank you cards. Like that's when I'm not, it's because I'm not on my A game.

And people have given me thank you cards. Given me loads of thank you cards over the years. Normally they start off like roses are red, violets are blue, you know, that kind of thing.

There's messages. And they're very thoughtful. They were very thoughtful, you know, and they mean a lot to me.

Talking about sentiment and size, this reminds me of one of my key employees I had at Capital Living. And yeah, she was an A player. Like she started off, she was bottom of the pile, high performer, always smashed it out of the park, always went above and beyond, always killed it.

My top lettings person ended up running the business, basically, like my GM. And, you know, she's a very sweet girl. Like she's a teacher now and done really well, sort of changed direction.

Anyway, the point was, is that when she was like killing it for me in the business, she would always joke and she'd say like, you know, Adam, one day, by the way, I want a Moldeby handbag for all this, yeah? All this work I'm doing, just so that you know, I want the Moldeby. It was just a joke, you know, I want a Moldeby handbag.

Just to be clear, like, she's like, oh, I've just done another sale. It's like, yes. And she'd be like, that's the M of Moldeby.

You know, and then we'd have like a really big year and she'd be like, that's the U. And then it'd be like, we're on the L. It was great.

It was a really fun little game that she saw. It was a joke, you know, it was a joke. And she sort of, it didn't get to the Y, like she wasn't really sort of serious, you know, made a GM, was paying her well, et cetera.

But when it came to me, like when it came to her leaving and she was like, you know, I want to be a teacher, blah, blah, I was like, what do you want to support? I was like, there's only one gift that I can get her. And I was like, it's pretty obvious.

She hasn't mentioned it for like a year or so. But like, there's only one gift I can get her. And I didn't realize how much Moldeby bags were when I went to the shop.

No wonder she sort of fizzled it out. I was like, look, I just don't have a choice. You know, this is just supposed to be, like, I'll just go with it.

So I bought this Moldeby handbag. I was feeling a bit nervous about it. You know, I didn't know what I was doing.

Never bought a handbag for all my life, obviously, right? And I sort of took her out for lunch. So I just want to say thanks so much.

Sophie, you've been fantastic. And I couldn't, I literally couldn't have done this without you. And I just got you a small token of my appreciation and gave you this Moldeby handbag.

I mean, obviously the reaction was intense. You know, she was overwhelmed and it was, it was a beautiful, beautiful moment. And I did it in private and it was just supposed to be between me and her.

And then, obviously, she went back to the office and told everyone. And I was like, oh God. I was like, what have I done?

But no, but she was, you know, she was the A player and no one was jealous. We didn't have that type of environment. But then I did end up doing lots of, I did lots of individual nice things for each one of my team because they helped me get, you know, that business went from from 15 houses to 50 houses and I achieved my vision and they'd been well paid.

But I did these little things to them. I took, I paid for a Michelin star dinner for one of the girls and her boyfriend because I know they like food. One of them was a bit of a party girl and she was in New York and I got them a day bed at a beach club, you know, for the day and said, take your friends and, you know, whatever.

And then the other guy loved the tennis and I got him tickets to the ATP tennis, you know, and I did these little gifts for people and it made me feel super happy. You know, this is when I started to realise that there was happiness in giving. So yeah, that was really cool and hopefully she remembers that forever.

You know, she's still got the bag. Tipping. So remember, remember one of my objectives this year is abundance, not scarcity.

Does anyone remember that? This abundance mindset, burn what you earn. Like I need to burn like at least six or seven grand a month just on living because like that's my financial fortune.

And I don't want to think about like, but I've always been frugal and saved and I want to just, you know, that's post-tax, just spend everything, like spend it all. I spend a lot more than that when you add on flights and stuff. But I've really, I've really, I've really struggled with this.

This is one thing I journal about quite a lot every week. It's like I either do it, I either pay for stuff and then I find myself like, like mentioning the price. Like, like I don't know if anyone does that.

So I'll be like, I paid, but then I'll be like, oh, that was, you know, I might say to her, well, that was expensive. I think, why did you do that?

[Speaker 20] (15:50:23 - 15:50:24)

You don't have to say that.

[Speaker 1] (15:50:25 - 15:51:45)

You know, like, why am I saying that? And tipping, tipping was another one that I just never used to do as much. But now I like basically like forcing myself to do.

Tipping and negotiating. So in Bali, obviously, people do negotiate a little bit. It's a bit more than here.

And now I've just stopped. I've just stopped. But rather than say, what's the price?

I just get in the taxi and I get to the end and I'm like, how much do I owe you? And it might be like 50% more than I'm supposed to pay or 30% more and I just, there you go, you know, and give them a tip. And it's just like, it's changed my whole mindset, to be honest.

And life's a lot easier. I'm not stressing about the money anymore. But I just, it really is small beer, to be honest.

And like massages, giving tips, you know, like in Bali, a massage is 10 or 15 pounds. But I'll happily give a five pound tip and they almost fall over, you know, every time. But what's five quid?

But when you're there, you think, oh, it's only 15 pounds, I shouldn't give a fiver. And you get into this kind of scarcity mindset. And so anyway, this is something I've, this is a challenge that I've been trying to overcome.

But why not give a tip? You know, why not make someone's day? Why not give a taxi driver a tenner?

You know, like do something nice for someone else. Like just, it's abundance. I believe it's coming back to me already.

So, so yeah. We'll go, Mike. We'll go, Mike.

Yep, yep.

[Speaker 11] (15:51:57 - 15:51:58)

This is it, Liam.

[Speaker 21] (15:51:58 - 15:51:59)

But that's what I had today.

[Speaker 11] (15:52:00 - 15:52:24)

I had a mentor called James Meltzer in the U.S. He was a CEO for the biggest sports agency in the U.S. And he lost over 100 in the latitude. And he said that he had to totally change his ways. So when he first made all his money back, he'd give it all away.

Really? And then two months later, he made double back. And he just said that was just me giving back to the universe, and the universe came back.

[Speaker 1] (15:52:24 - 16:10:44)

And he said that was just me giving back I believe it. I'm 100% with it. And I'm seeing it already.

And it's like, I'm like, I'm like forcing myself to do it because I know, and yeah, I guess it's not selfless because I'm not doing it to get it back. But I know that I'm doing good. I'm fighting against my natural tendency to be frugal or whatever it is.

Because I know I'm doing good and it's going to come back and everything's going to be fine. You know, it's losing that fear that everything's not going to be fine, I think. For me anyway, like we've all got our own traumas.

But for me, it's like, I won't have enough at some point. I've got to hold on to it and actually know everything's going to be fine. Yeah, give us gain.

Yeah, it's very nice of you. Thanks for sharing that, yeah. So anyway, so let's talk about guilt now.

So how, like we're all human. We all do things wrong. How do we deal with guilt?

Okay, so we have this saying and it's don't leave crumbs. And it basically means that where you've made mistakes, we've got unfinished business or, you know, it's weird being in the same room as someone. It's awkward.

They're crumbs. They're like, you've left crumbs. You know, you haven't tied it up after yourself.

And these are like loose ends, you could call them, or crumbs. And I think they're going to catch, I think like, you know, they could catch you out. And what we want to try and do is actually clear up these crumbs.

And this will be one of your pieces of homework. Has anyone ever heard the Tony Robbins thing about like, think of three people you need to say sorry to or reconnect with and go and do it. That's a great exercise.

I don't know, it's pretty good. Yeah, so good, isn't it? It's really good.

And this is kind of that, that's similar. When I heard that, I thought, yeah, that's exactly what we do with the crumbs. So this is about guilt and like letting ourselves off the hook.

Okay, so life's all about mistakes. You may have made some mistakes. You may have called me a nasty word behind my back at some point.

You know what, that's fine. If you have, that's okay. I forgive you.

That's fine. Life's about making mistakes. Don't get yourself too stressed about it.

Just roll with it and realise you can be a better person tomorrow than you were today. Like, it's fine. Like, we're human.

We're allowed. It's all right. Thoughts become things.

So if you start focusing on negatives, on guilt, then you will bring that into your life and you'll become a negative, guilty, pessimistic, cynical person. So you've got to try and get these things off your plate as quick as possible. You don't want to carry this negative energy with you.

Like, you want to have a process of getting, like, unloading it quickly. And this comes down to, like, forgiving yourself and letting things go and saying sorry and just clearing things up. Because, like, unsaid things and stress and animosity, you know, for example, between family members can manifest for decades.

You can, like, fall out with your brother, not speak to him for 30 years. Like, what's that going to achieve? Like, it's ridiculous.

You say, yeah, but he's a prick. Yeah, but, you know, these things, they're like, you're carrying them with you. The saying about the hot coal in the hand.

Has everyone heard the saying of the hot coal in the hand? You know, is it anger? Is it a hot coal we hold in our hand?

It's ready to throw at someone else. It's like, we're doing ourselves damage with these things and we've got to let go of them. I'll come to you in a second.

So what we want to try and do is, when we do things wrong and we make mistakes and we say something silly, and sometimes I'll say something silly on stage or I'll do something and I'll upset someone and I haven't meant to, but I will. And I'll go and say sorry. Like, sometimes in the feedback, but there'll be something specifically that I've done and I'll go and I'll, you know, I'm just human.

I maybe made a mistake, you know, and I'll go and I'll apologize. And it's just understanding that the sooner you address it, the easier it is. And so, like, even though you don't really want to do it, actually it's good for you and you should.

That's about limiting this damage. And as I said already, I already kind of explained this point. You can take pride and apology.

Like, you can actually see it as a point of pride. Rather than a point of pride that you don't apologize and you're the last to apologize in your relationship, for example, why don't you be the first to say sorry? You're like, well, it's their fault.

Yeah, it might be, but you get to be a better person. And leaders go first, right? So you can say sorry first.

You can be the first. You can just take pride in issuing an apology or saying an apology and absolutely meaning it or making a mistake and saying sorry. One of the steps of Alcoholics Anonymous is to go around apologizing to everyone that you've upset on your journey.

That's part of making amends. That's part of not leaving crumbs. Never write things on WhatsApp about people you wouldn't want them to see.

Hopefully we've all learned that lesson by now. Some of us have written things about people and then sent it to them, haven't we? Who's done that?

Yeah, awkward. Couple of people, yeah. They're in your head.

You've sent them a message. You're like, uh-oh. But then they invented delete, didn't they?

Which I suppose is quite a good thing. Yeah, yeah, we've all done it, yeah? Not good, not good.

That's like, that's leaving crumbs. So yeah, don't leave crumbs. Have a quick think now.

Just write down in your notes even on the homework page if you want. Are there, name one to three people that you think you may have left crumbs with that you might need to go and make amends, make an apology, reconnect with. I'm gonna get Dex to put some music on.

Just have a think about that now. Someone you could apologize to. A friend of you lost touch with or a business partner you'd like.

Maybe you still owe 50 quid to and you haven't given it to them. Or who can you say sorry to in your life? Make amends, reconnect.

Maybe you've just fallen out of touch with them. Maybe they're just friends. You haven't spoke to them in a while and for whatever reason, you just stopped texting.

Okay, cool. We'll come out of that now. So lastly, then we're gonna wrap up for the day.

So last point. So bringing this all to life. Success and failure are very predictable.

So going out there, we wanna make it your mission to actively seek karma credits. Sarah Lloyd won advanced last year because she set a target of collecting, I think 100 karma credits. She had a jar.

Every time she did one, she put it in the jar. It was amazing. It was really cool.

And it just, it was epic. And look at her now. She's, I don't think anyone knows her, but she's living her life.

She's changed her life. She's living, she's happy. And I think it's because of all the karma credits she did last year, to be honest.

I genuinely see her happy. And I think you deserve that because you spent a year just collecting karma credits. Good for you.

So go out there, actively seek some. Think of this, if you're being a bit cynical, think of this as your insurance policy. If it all does fall apart and you really are left with nothing, at least you'll have 10 sofas to sleep on, right?

Like just, or if you get to the pearly gates, there really is someone there, like seeing if your name's on the list. Yeah, you did some good, you know? Like why not just see it as your insurance policy?

Like why wouldn't you do that? I think these things compound, you know? So yeah, opening the door for someone is just one little thing or picking up a bit of litter or saying hello to Jason on the way out in the concierge or saying thank you.

They're small things, but they compound over time. They grow, they grow, they grow. And very soon you've put so much good vibes out into the universe, good things will start happening to you.

So isolated, they seem small and they seem insignificant, but actually compounded over months and years and decades and a lifetime, you're actually having a hell of a lot, you're doing a hell of a lot of good. One rule that we all live by on PE is just do the right thing. Like whatever it is, just always do the right thing.

When you're in like a bind and you've maybe made a mistake or something's not right. I remember once we had a board member and he'd invited his partner onto the board retreat, but partners weren't invited, it was just board members. It was like, oh, this is a bit awkward because his partner's coming and it was like, she can't really come because it's board members only.

And it was like, what do we do? We're in this situation for whatever reason it's happened. And we just said, look, obviously she can't come, but don't worry, any costs you've had, we'll just refund you.

So it's like, it's disappointing enough for her she can't come, the last thing is disappointing plus she loses like a grand on the flights. So we just said, yeah, look, we'll just pay, it's fine. That's an example of doing the right thing.

I didn't share that with you to show off. I just shared that with you because that inspired me when I saw Dan do that. I was like, wow, that's really cool.

That's being a, you know, that's good karma. That's being a person of like a noble person, a person of good moral standing. That type of attitude is playing the long game.

And guess what? That board member's still a board member, right? So playing the long game.

You know, Rachel said it in her talk. It's like so many people in the world are all about now, now, now, me, me, me. And Dan says this repeatedly.

He's like, you know what? I could have made so much more money than I've made, probably a lot quicker than I have. But I've always put other people first and I believe it's going to serve me in the long term.

And I think it probably is. I think he's probably living manifestation of that. He's like, wherever there's been a difficult conversation, I've let it go.

You know, or a client that's upset, you know, whatever. It's like, I've always played the long game and his reputation obviously is everything and reputation is everything. And look, it is serving him and serving us well.

So I would suggest you do the same. You take a long term view, okay? Law of attraction.

All right, we're going to finish up in just a second. Law of attraction. So I talked about this at the Blueprint and I gave you loads of examples.

Do you remember like Chris's moss example of the boat in Dubai? Oh my God, right? It goes on and on and on.

I mean, these things are always happening. And I had to add, I added this bit in this year because I just had something happen to me recently where I was like, this is too weird, right? This is, this happens all the time.

And I believe it happens to people that are in flow and in good energy and they're following their, you know, they're good people basically. Good things happen to good people. So yeah, like I share with you me selling my company, etc.

Anyway, when it comes to the law of attraction, so Niraj sent me this. I can't remember, it was a few months ago, a few months ago and I was talking about my Bali villa and he made this on AI and I was like, that is so cool. And anyone that's been WhatsAppping me knows that's my work WhatsApp like picture.

I was like, I was like, that guy is a cool guy. I was like, I want to be a bit like him. You know, and he sat there in his Bali villa and I was like, this is super cool.

And then anyway, I got my villa last week and I was, I sat down to work and I looked at it and I went, oh God, I said, that's weird. That's where I've been working for the last three weeks. And I sent it to Niraj and I said, I think I've got you to thank for this place.

I said, I love my villa. It's absolutely fantastic. And like, this is literally me, like I'm sat there looking over the pool.

We've got the Balinese, you know, the Balinese builder. I was just like, this is amazing. So there you go.

There's just another example of the law of attraction absolutely working. Yeah, so that was really, really cool. Last story and then we'll just do some tips, top tips and we'll get Rachel on, is I was flying out last month and I completely messed up.

Like I got, I was with a different airline. I didn't have the business class baggage allowance for whatever reason. Anyway, long story.

I got to the thing. I was 10 minutes before checking closed and they said, oh, you're really over, you're over the limit. And I said, okay, that's weird.

And they went, okay, so you're gonna have to pay them. I said, that's fine, whatever it is. 800 pounds, 800 pounds.

I was like, I was like, right, okay, wow. I was like, so I ran my dad. I said, dad, you got to come back to the airport.

I said, I need to give you one of my bags. I said, I can't pay 100 pounds to put a bag on a plane. It's ridiculous.

Anyway, he couldn't get back. And I was like, so rather than get angry at my dad for not coming back, I was really angry at myself. I was like, dad, it's fine.

I'm just gonna, you know, I've literally got to go now. They're about to close the check-in. So I went back to check-in.

I said, look, I'm just gonna pay. She just looked at me. She was kind of shocked.

And I said, you know, before I pay, I was like, is there anything you can do? You know, please. This was a genuine mistake.

She goes, because before she was real hard-nosed, you know, like management. Management's hard, culture's soft. She was like, this is the price.

Anyway, she goes to get her manager. The manager comes over and I said, listen, I'm just so sorry. I, it's a genuine mistake.

I normally get this big allowance. And I just, I've really messed up. You know, I'll be honest with you.

And he just looked at me and he went, just book it on, don't worry. And I was like, what? And he went, just book it on.

And I said, oh my God, I could get it. I could just give him this big hug. And it was weird because on the plane, my plan was to prep karma credits, you know?

Like I was literally, I had it loaded up to prep and I opened my laptop and I just thought, oh my God, you know, so I don't know. Like, I don't know, but serves me pretty well. And I think, I think you put good things out, good things happen, so.

So yeah, so some, look, some top tips and then we'll send, we'll get Rachel up and we'll finish the day on a nice note. Is everyone feeling good? It's a good session, isn't it?

Good. So a bit like Smitta, you know, buying people in London coffee is going to be awkward. But trust me, it becomes addictive.

It's a bit awkward when you say bless you for the first like 10 times, but then it becomes addictive and you can't stop saying it because you just want to say it because you want to be a good person. And what I want you to do this month is to try and collect karma credits and it not be awkward. And it might be awkward when you get a karma credit and you say to yourself or out loud, cha-ching.

Yeah, that might be a bit awkward, but why not? Okay, why not? What this is your challenge for the month is to literally walk around the house, do something nice to someone and say, cha-ching.

All right, and record the karma credit. Like I want you to write it down in your head, out loud, say cha-ching. If you've got kids, why not make it a game and get the kids involved, doing nice things for people, getting them saying cha-ching, like collecting karma credits.

This is the 28-day challenge. This is going to be a lot of fun. It's going to serve us well.

And I'm looking forward already to seeing everybody, what they get up to and the things that they do because kids are really good with this sort of stuff. Yeah, this is, as I said at the beginning, this is an internal scorecard. So even though you might want to keep a scorecard of karma credits you do this month, that would be absolutely cool because it's a 28-day challenge.

It's not, and Sarah did it because it makes it tangible. But this isn't, this is like easy to do, easy not to do, because unless you make a scorecard, no one can tell if you've done nice things for people that day. You don't get a badge.

You know, no one knows. So it's really easy to not do it. So this is one of those things where it's an internal scorecard.

It's a bit like practicing yoga. No one knows if you practice yoga, but the people who practice, practice. And the people who don't, don't.

This will help you achieve a feeling of oneness. I promise you, you'll feel happier and more fulfilled by doing this. Like this is guaranteed.

I've told you about going from scarcity to abundance, feeling gratitude, love. All of these things will come out of doing other things for other people, things for other people this month. One tip with this is rather than just doing one huge gesture a year because it's on your to-do list, I need to do something good for karma because Adam told me to.

Yeah, like a ticket off, some big gesture, giving £1,000 to someone to get up and give back. I'm done, next. You know, that's not the point of this.

But the point is like little small things regularly. Like, well, bad norms say, well, actually, if you want to give £1,000, like you could. Dan's like, I've got a Revolut machine at the back.

Anyone who wants to, you know, get an insurance policy to heaven right now. How much are they? How much are you selling them for?

You decide is the answer. You know, as much as you think you can afford. So, yeah, so I'd say this is more about consistency.

This is not necessarily just about this is not something we do. This is something we be. OK, that's why I was referring to the yoga practice.

And this comment says, the grass is greenest on where you water it most. So take care of yourself. You know, go on your own spiritual journey, make yourself feel better, do things for other people, do things for people close to you, people you love, people that have helped you, people that we talked about in the gratitude meditation, the people that brought you into this world, that clothed you, that bathed you, that supported you, that took you to school, that took you to band practice, that took you to rugby, you know, that brought you your first pair of trainers. Like these are the people that you owe something to, you know.

And if you if you really feel like you've satisfied them, then you maybe go out into your community and you do things for other people like Rachel's doing at the church, et cetera, et cetera. But my advice would be start, start close to home and then, you know, work your way out. As I said, a great example, you know, I've already put it in the slides.

You know, don't worry, I've already got a pitch in here for you. I was like, you know, this is a great opportunity to do something good. Not everyone in here is doing it, but everyone in here can donate, right?

Yes. Yeah. And there was a story a couple of years ago of this phantom donator that was going around donating, I think donated like a small amount of money to every single person.

No one knows who it was. You know, that's anonymous. Really cool.

So, you know, some karma credits there on the table for them. Huh? No, no.

It wasn't. I wish, you know, but no, it wasn't. You don't really do these things to talk about them on stage.

But yeah, I mean, I have done random donations before, but that wasn't me, that person. But yes, that is a really nice thing to do. So you might want to support a friend, a colleague on PE and someone who's struggling to get their target and you just, you know, you drop them a tenner or these things are really, really cool.

These things are really, really cool. Any questions about karma credits? Before we wrap up.

David's got a question. Yes.

[Speaker 6] (16:11:05 - 16:11:16)

So that last bit.

[Speaker 1] (16:11:36 - 16:12:28)

Yeah, that's a good question. I mean, it's funny, isn't it? Because it's like you've got tenants and you raise the rents on them.

Maybe that doesn't mean a lot to you. Maybe it hurts their pocket, but commercially, you've got to raise the rents, right? Yeah, I mean, I think like.

I think there's probably a line like we have this term like squeezing the pips. I think like you should leave a little bit on the table for someone else. You know, I think the old Adam would try and grab all the food and it's all mine and now I'm happy to leave something for someone else on the table.

And that's a win-win, isn't it? So as long as it's a win-win, I think you're good and morally you can sleep at night and you feel good about it. But if it's a win-lose, it's not good and it's not going to work.

And, you know, it is tricky.

[Speaker 6] (16:12:28 - 16:12:46)

It's harder because when you get to take on a top team, we then take all the risk, you know, slices, isn't it? To sort of walk away feeling like, you know.

[Speaker 1] (16:12:51 - 16:12:52)

Have I taken too much?

[Speaker 6] (16:12:52 - 16:12:53)

Exactly.

[Speaker 1] (16:12:53 - 16:14:04)

Yeah, I think generally, I mean, I think generally we underestimate the amount of risk and stress that we take on. And like what you did, what I'm not saying is that you just become such a nice guy that you're just happy to like give it all up. I'm actually not really saying that.

Like there is a commercial, like a business has to make money. For a business to be successful, it has to make money. And otherwise it can't employ people, pay tax.

So there might be a bit of guilt there. Sometimes there's a bit of guilt in making money from other people, but actually it's not, it's capitalism. So like if you buy a car, fix it up and sell it, you're entitled to the profit.

It's the same with land or development. So I wouldn't confuse, you know, being a person of good moral standing, looking for a win-win, making sure they understand with the commercial reality of making money in a deal. That's where you start to get the lines a bit blurred.

And even I have to catch myself sometimes like, no, no, I need, this is still a business. Like I like my tenants and I don't want to raise their rents, but you know, I have to raise their rents because my costs are going up and I think you have to remember that. Yeah, that's a good question.

Not always easy to navigate. Karthik.

[Speaker 8] (16:14:11 - 16:14:41)

One of the things I learned from having this course was you could think that solving other people's problems generally is fine, solve their problems and gain money because of that. So if you try to speak to the vendor and say, they're just, they said, so they're not paying. And so it still generally becomes like a win-win situation.

So you don't create a bag of commercial gain from the company. So that's one way of looking into it without pounding your tummy.

[Speaker 1] (16:14:42 - 16:15:49)

Nice. Good. If there's no more questions, we're going to wrap up.

I know we've got the brochures to give out. We're going to give them out now. Is Rachel going to give them out?

Yeah, so I'll let Rachel give out the, anyway, we're going to wrap up now. So that's it for today. From me anyway, not from Rachel.

Episode 70 on your action lists to inspire you to be a better person this month. Be someone worth remembering. Be someone worth remembering.

Episode 70. Yep. And if you haven't already read Karma Credits, this is the book club of the month.

Get yourself a copy. Do we have any copies here today? We have some copies.

If you haven't read this or you would like to buy it as a gift, if you buy it today, we will donate that money to Get Up and Give Back. Okay, so it might be a chance to get a Karma Credit. Yeah, for Dan and for Get Up and Give Back.

So there's some in the back of the room. So have we enjoyed that session? Yeah, we have.

Good. Let's give Rachel a big round of applause. You've been great today, guys.

Thank you so much.

[Speaker 7] (16:15:52 - 16:15:54)

Thank you. Thank you. Thank you, darling.

[Speaker 2] (16:15:55 - 16:17:28)

Wow. That was a really feel-good, inspiring session, wasn't it? Does everyone feel a bit warm and fuzzy now?

Happy? Good, good. That's what we wanted.

And it's all about the gift of giving and expecting nothing in return. Once you start getting into this, you're going to really find your groove. So you might start off feeling really awkward, as Adam said, but you need to build the muscle.

You need to practice, practice. And what you'll find, as I've gone on and over time doing this and thinking about Karma Credits, so sending kindness and goodness out into the world, what I've found is there's certain things that I think I do really well. So I think I'm a good complimenter.

Yeah, I think I'm really good at that. And I'm genuine. You know, I actually look at, you know, someone, I look at somebody, I think they look really nice.

I'll tell them. You might find that you're really good at smiling, saying, asking people how they are, you know, hoping, you know, telling them you hope they have a good day. There might be things you're really good at.

You know, I mean, I don't mean this, it's just something you feel really comfortable with. Because at the end of the day, if you're trying to do things that you don't feel comfortable about, you probably do them less. So find your groove.

Yeah, what works for you? Yeah, in terms of this, but it's all about making people feel good and spreading that kindness. And I think that's, that's really, really important.

And, you know, you'll start off feeling a bit awkward and a bit silly, especially when it's a stranger. But over time, you know, it'll just become second nature. And some of you might already do this now.

You know, I'm from the Northeast, so I say hello to everyone. It's just normal. Like, you know, especially in London, everyone thought I was really strange trying to talk to them at the bus stop when I was 25.

They're like, what are you speaking to me for? You know, but that's, you know, it was normal for me. So some things you might just do naturally anyway.

Got a question? Hang on. Oh, you've got it.

[Speaker 10] (16:17:31 - 16:17:32)

Just a word of warning on that.

[Speaker 2] (16:17:34 - 16:17:35)

If you're a man.

[Speaker 10] (16:17:37 - 16:17:40)

I went on this journey to try and compliment more.

[Speaker 2] (16:17:40 - 16:17:41)

Yeah.

[Speaker 10] (16:17:41 - 16:17:45)

And I use the phrase to a particular age of the video, you're looking well.

[Speaker 2] (16:17:46 - 16:17:47)

Or did you take a badling?

[Speaker 10] (16:17:47 - 16:17:57)

Well, apparently, you're looking well is actually not a good comment to receive. It means you put on weight.

[Speaker 2] (16:17:58 - 16:18:01)

Oh, not in my, not in my mind. But yeah, I think maybe.

[Speaker 10] (16:18:02 - 16:18:14)

Is that why you're looking well? I mean, yeah. So I was like, that's a compliment.

But they were receiving it not as a compliment. Also, choose carefully what you say.

[Speaker 2] (16:18:14 - 16:18:19)

Yeah. Yeah. And I think in that situation, you would just be, oh, I'm really sorry.

I didn't mean to upset you. Yeah.

[Speaker 20] (16:18:19 - 16:18:20)

I always tell you that. Yeah. Yeah.

[Speaker 2] (16:18:22 - 16:28:23)

I guess with, I guess, I guess sometimes you have to tread carefully. I just find that it works for me. Maybe I'm good at sensing when it's the right moment to say it.

Everyone's got different skills and abilities here. Haven't we? We all need to put them to good use.

In this spreading kindness and goodness. But no, fair point. Fair point, you know.

But you know, you tried. The effort was there. I think that's half a Karma credit in the bank.

Yeah, it's half a Karma credit in the bank. That's not what you meant, was it? And as Adam said, if you want to buy, I'll put, you know, there's some of you didn't put your hands up for purchasing Karma credits.

If you haven't read it already, then you can buy a copy here from, from Bianca. So you can do that as well. So let's just go through the homework.

I've actually, so what we want you to do for the homework, for that session, is we want you to give us, to read Karma credits. Did everyone write down a list of crumbs? Did everyone do that?

Did everyone think of something? Hopefully you did. So address them.

So if you've got one of them on the list, address that. Then we want you to collect some Karma credits on a weekly basis. So get that ka-ching going in your head.

You do not have to say it out loud. Your kids can. Just be careful when you say that.

And then one random act of kindness, and post it in the Facebook community. So this is an opportunity for you to share. We talked earlier about getting your accreditation, didn't we?

And it's about posting in the community. Well, this is an opportunity to tell us how you've got on and just spread the goodness. And that's what it's all about.

On mid-month mentoring, we have got Josh this month. He's going to be doing the 15th of May. We are over-subscribed on this at the minute, but there are four slots.

So if you have got something you want to talk to Adam or Josh about, you've got some challenges in your business, you want 15 minutes of complete focus on you, helping you solve a problem, this is a great place to do it. And a lot of you, as Adam said earlier, you ask a lot of questions. If you're asking a lot of questions, ah-fam, you need to go on mid-month mentoring.

And if you, you know, equally, if anyone's asked a question, they haven't got all of the answer that they wanted, this is the opportunity, right? So private mentoring is absolutely brilliant. And also it's worth tuning into these because somebody else's problem is often your problem, yeah?

So please put those on your action lists. 15th of May, that's when Josh is doing mid-month mentoring. And then the championship season, the super events and the Woodland Suites on the 7th of June.

What time does it finish? 5.30. Bianca just got that wrong. You've lost a karma credit.

So, and then afterwards, we've got the Black Tie event. It starts from 6.30. It's going to be a three-course meal. We're going to do a silent auction, raise more money, and then we're going to hand over the cheques to the charities.

And I can't tell you, there is no better karma credit moment than handing over a cheque to a charity. I've got to tell you, it's absolutely phenomenal. So that's what we've got coming.

We have got so much to look forward to in June. And then just a note on PE parents. Who's a parent in the room?

We've got quite a few parents in the room, yeah? We have got the incredible Daniel Priestley tuning in with Claire Reid. She's not here at the minute.

She had to leave early because her daughter needed picking up early because her childcare fell through. These things actually happen. That's parenting in real life, isn't it?

But Daniel Priestley is going to be here on the 9th of May at 12. There you go. He's going to be here on the 9th of May at 12.

He's going to be talking you through his new, is it a new book? I don't know whether it's his new book, but he's going to be talking you through How to Raise Entrepreneurial Kids, which is one of the books he's recently written, yeah? So that's going to be one not to miss.

So if you are wanting to come on that, I think there's a QR code in the workbook so that you need to book onto. So it's not recorded. You won't be able to watch it afterwards.

So you need to log on to the QR code, book yourself a place on that Zoom call, okay? Homework. Let's just go back through the homework for high performance management.

We need to define our team structure. We need to formulize our KPIs. We need to do accountability, charts, organizational charts, accountability charts.

Book your annual check-ins, your AGMs, your QGMs, your monthlies, your weekly SCS. Remember how I talked about how important doing weekly SCSs are for success, you know, and then invite your team. That's what we've got to do for high performance management.

For Culture Club, we've got to define the culture, yeah? The rules, the values, the vocab, how we're speaking to each other. Book your strategy days, your summer parties, your Christmas parties.

We want you to set up prompts. How are you going to know whose birthday it is if it's not in the diary? Yeah, work anniversaries, birthdays, get them all in the diary for all of your team members and then draft your team rulebook so that it's something you can give.

It's another asset that you can give for your team members when they join, yeah? So another level up that you can give for new team members. And then finally on Karma Credits, we've got to just talk through this.

We're going to, you know, if you haven't read the book already, read the book, buy the book. There's that list of crumbs that you just wrote down. If you've got any, you want to, what we would like you to do is at least do one of them this month and tell us about it in the Facebook community and then start doing those random acts of kindness.

Kindness to your friends, kindness to your family. You can start at home, that's absolutely fine and then work your way out to random strangers and then I'm really looking forward to this. I'm really looking forward to seeing how you get on with it, yeah?

And then post your progress in the Facebook community. Talked about this already throughout the day, but this is the lineup. So we have got me doing the management model.

So that's leaning into the content that we started in workshop seven and we're going through how to become a good manager and therefore a good leader and that's what we'll be focused on. Bring your team challenges. You know, if you're trying to put SES in place and it's not working very well, you're getting pushback, then that's a place to talk to me in that midweek mentoring.

So tune into that one. Just mentioned Josh, he's doing the 15th of May on that one-to-one private mentoring for four lucky people. To get yourself on one of these, there's a QR code in the workbook for you to sign up.

And then as I mentioned earlier, Umesh is coming in. He's going to be on Zoom. He's going to be talking you through how he's gone from zero to six high-performing team members using an amazing culture club framework.

So he's put up in place all of the blueprints we've talked about today and he's getting some incredible success and he's really a high performer. His execution is incredible, so you're going to learn a lot from him. So that's all of the lineup for this month.

Tune in on a Wednesday at 12 noon, yeah? And then Sunday of sanity, we talk about this all of the time. As Adam said, if we didn't talk about it, it wouldn't be valued.

The 10 high-value tasks you can do each month, really, really important that you do the accountability, get them written up, do them every week. The execution is really, really important, but so is posting it in the community because that's part of the accountability. You're a property entrepreneur for this accountability.

Would you do it if we didn't tell you to do it? Yeah, this is really, it's really important, isn't it? It makes the accountability is really, really important.

So, and this also goes to that accreditation. So the ambers in the room, you need to be getting on top of your Sunday of sanity. Book Club is delivering happiness.

This is a fantastic book. Has anyone read it already? Oh yeah, yeah, it's absolutely fantastic.

This is by Tony Shea. He owns Zappos. Zappos then was taken over by Amazon.

It's about his journey to find happiness for himself in his life, for his clients and for his customers and for his team. And it's a really wonderful journey, isn't it? It's really, really lovely.

So it's a great book. You're going to really enjoy that one. So that's one to read as well as karma credits.

And then we've gone through the podcast. There's been quite a few mentions today, but can I just say, who listens to a podcast and then actions some of the work? Anyone?

Yeah, I mean, I had one where I was experiencing really strong overwhelm and Dan had done a podcast on hotspotting. I don't know if you've ever, this is another one that was recommended by me, dealing with overwhelm. I went through the podcast, followed his advice and it just really helps.

So these podcasts can help you with the content. They're really good learning opportunities to help cement everything that we talk to you about on the programme. They help make it all make sense.

So I highly recommend that you tune into these. Adam's told you about Speak My Language. This is all about, especially if you're going to do regular catch-ups with people on a weekly basis, learn to speak their language, learn to get through to them.

Everyone's got a different profile. Five Levels of Leadership is episode 66. And this is, I think there's a book related to this as well called Five Levels of Leadership.

And you will find out where you are on those levels and where you need to get to by listening to that podcast. That's an absolutely brilliant one to do. 66.

And then episode 70, Be Someone Worth Remembering. If you're on the fence about doing random acts of kindness to strangers, then I mean, you should listen to it anyway. But if you are on the fence, then definitely listen to this because Dan goes into a lot of detail on this podcast about what it's like for other people.

If you're nice to them, if you pay them attention, you listen to them, you have the power to make or break someone's day. And especially as all of you in this room are entrepreneurs and leaders, you definitely have the power to make or break someone's day. Be Someone Worth Remembering is all about just that concept.

Do you want to be remembered as someone who is a great leader, a good person, or are you going to be not remembered because you didn't make an impression? So that's one to listen to as well. The 28-day challenge, of course, is Karma Credit.

So guys, if you turn to page 55 in your books, we're not going to do this now but I just want you to have a look at the page. This is your opportunity when you leave here or just before we finish up to write in there what you think the random acts of kindness you can do. Anyone want to volunteer something right now?

We'll take a share. Anyone who knows what first random acts of kindness they might do? Anyone got any ideas?

Carol? Right, I'm not very good at throwing this so bear with me. Oh, God, that was amazing.

[Speaker 19] (16:28:24 - 16:28:28)

I've got three free Fridays so I'm going to invite three people out to lunch.

[Speaker 2] (16:28:28 - 16:28:58)

Oh, that's amazing. Give her a round of applause. That's brilliant.

Fabulous. Fantastic. So that one, get that written in your notebooks.

Natalie's writing away here. Great student. Yeah, so write some things down, get some ideas flowing.

Page 55, yeah? So what I want you to do is I want to share your journey and on the random acts of kindness you do to strangers, the acts of kindness you do to your friends and family, the things you might do for your community, whatever it might be, and then let us know about it. Oh, we've got a question.

Sorry, Ian.

[Speaker 13] (16:29:03 - 16:29:04)

Nice.

[Speaker 2] (16:29:11 - 16:33:59)

So basically, Ian's going to smile more because he's got a natural resting grumpy face. That's brilliant. Well, they're fantastic, aren't they?

Just really good starts. Well done to you guys. So get yourself in the spirit of it.

Fill in the notes on page 55 and start feeling good and helping others to feel good. That's the main thing. Has everyone checked in with their buddy?

What? So you need to see Bianca at the end. Yeah, so go see her.

If you haven't checked in, you need to. You need to get their phone number and let them know that you're buddies and that you ask the question, how shall we check in with each other this month? Yeah, so make sure you get that done.

Now it's time to get your phones out. Your phones are allowed. We take your feedback very seriously, as you already know.

You should have a text message from us. Fill in your please provide us with an NPS score. And also, can you do some qualitative feedback as well?

Because we do try and implement it as soon as possible. So if ever I'm going to put the music on for a couple of minutes now, two minutes. When you're finished, don't get sucked into WhatsApp, please, because I won't be able to tell that you finished.

You don't want to be here all night. So yeah, if you can do the feedback, that would be really good. Thank you very much, everybody.

It's really, really appreciated. Has everyone finished? Yeah.

Looks like we're done. Thank you so much for that. It's really appreciated.

And all of your feedback gets discussed. It gets implemented. You know, we take it really, really seriously.

So thank you. Thank you. We've talked about the power of community today, haven't we?

So everyone is here in this room, all the people that you need. Stay a bit longer. Coffees and teas available until five and spend time networking with your community.

What an inspiring day. You know, today we've talked you through this morning. We went through how to create and build world class, high performing teams using the management model blueprint.

We now have that in place. We also talked about how to create an amazing culture and great places to work, didn't we? And how you can use the set and forget frameworks to deliver on that.

And then at the end, we finished on not only thinking about becoming a better entrepreneur and leader and manager, but also becoming a better person. What a fantastic, fantastic session. So I want you to go out there this month.

I want you to go out there, level up your lives, level up your businesses, smash it out of the park. Show us how it's done. Throw out those karma credits into the world.

Let's finish on a massive round of applause. Thank you, everyone.