**TBP 271 Year Of Edited\_Transcription**

[Daniel Hill] (0:00 - 21:08)

2025, the year of retirement. For the third time, I'm going to attempt a semi-retirement. However, from the last two times that went completely wrong, this is my third time lucky.

In this podcast episode, I'm going to take you through my 2025 strategy day presentation, which includes my year of, my objectives, my headline strategies, and my targets. This is basically the result of three months' work on Property Entrepreneur through October, November, December, deciding what I want for the year ahead. And this is what I'm doing for 2025 personally, professionally, and how the year ahead is going to play out for me.

This is attempted retirement, third time lucky. Let's jump in and I'll take you through it. Welcome to the Blueprint Podcast.

In these episodes, I'm going to share with you my life's work boiled down into simple blueprints that I used to build a £10 million portfolio and retire with financial independence at the age of 35. You can listen to these podcasts in any order, and I guarantee you that when you execute them in practice, you will see that success and failure are both very predictable. Let's get into the next blueprint.

So as many of you will know from listening to this podcast over the years, every year we do our strategy day presentations in January, which pitches the work that we've done over the last three months through October, November, December, deciding our headline strategy for our business, our year of for our personal life. And this is basically intentional living. If you want to know how this works, go back through the previous Blueprint Podcast episodes and search for year of.

And what it does is it explain what a headline strategy is, what a year of, and this is living intentionally about your life. And it means that every year you're progressing, you're growing, you're being deliberate and intentional about how you live your life and how you build your business, and really that every year is a new chapter. And what you want at the end of your life is that your book is a page turner.

This enables you to make sure every chapter is your best year on record every single year. And this is what we teach on Property to Entrepreneur. And this is what mine is for 2025.

So my year of, which is my personal objectives, this is basically my chapter of my book. My year of is living the dream. So 2025 for me is the year of living the dream.

I've worked hard for the last 20 years. Over the last four years, I've been quite lost and quite disappointed with where I've been. I've been hitting a glass ceiling and I haven't really got to where I wanted to get to.

I finally now, touch wood, got through to where I wanted to, chairman level, still active in business and doing deals, but not caught up in the day-to-day. And really now I want to have a year of enjoying the fruits of my labor by living the dream, doing what I've always dreamed about, because I didn't actually know that it could ever exist. I'm there.

I started to taste the fruits of my labor. I now want to enjoy that for the whole year ahead. And the subtitle is easy life, easy money.

Easy life is just anything that makes my life easier. Whether that's getting shopping delivered rather than going to the shops, whether it's paying extra for a luxury transfer to the airport, rather than just getting a taxi when I get off the plane. Anything that makes my life easy, easy life, and then easy money.

Anything that's easy money. Earlier this year, or sorry, last year, I was looking at building about 80 odd properties. I got a few months into it and got quite seduced by the fact that I could go and build 80 affordable housing.

It'd be great fun. It'd take like three years to build, be a fantastic, basically build my own little village. And then I realized, Sav, my partner, actually said to me, this sounds like, do you actually want to go back to work?

Well, this sounds like quite hard work. Is it actually going to be enjoyable? And I thought, do you know what?

The ego, the sex appeal, the buzz of doing something new and exciting and doing something that big. Yes. Is it actually easy money?

And is it going to be a smooth ride? And is it going to be fun? Absolutely not.

It's going to be drain surveys and bat surveys and construction and groundworks and utilities and all this sort of stuff. There's a nightmare that comes with development. I don't actually want to do that.

I do want to do deals. So easy life. And I want to do easy money.

If it's easy money, asset management on a few blocks of flats, which is what I'm doing at the minute. That's easy money. Buy it, asset manage it, refinance it.

Fantastic. Don't have to build it. Don't have to develop it.

Don't even really have to refurb it. It's like a paper exercise, but it's fun. It's exciting.

It's lucrative, but it doesn't involve loads of risk, loads of stress and loads of downsides. Whereas going to build 80 odd houses would be very noisy and not easy life. So living the dream, easy life, easy money.

Three personal objectives. The first is fit for 40, rolling back the years. So I've got two years until I'm 40.

And whether it's aesthetically or internally, so health, fitness, everything from metabolic age to moisturiser. What can I do between now and getting to 40 to actually go backwards and make sure that from 40 to 50 and 60, actually I'm looking or feeling younger and I'm winding the clock backwards rather than putting more miles on it. The second is make a house a home, a home full of love, support, family and fun.

And this is, I bought the hall and we've started developing it, but just to keep doing that. And I didn't want to say we'll get it done in a year or finish in a year because I don't want to rush it, but I want to make the house a home. I want to develop it.

I want to enjoy the grounds, the hall, the various sort of areas of the property and the grounds. And I want to actually make it into a home, but I want to enjoy the process. I want to be reasonably actively involved in it.

And I want to carry on doing that. And also focusing on making sure that I have a house that's full of love and support and family and fun. And it's not a stressful place to be.

It's a place where Nevada Ralphicans says, if you want to have a house full of love, it's easy because all you need to do is pour love into it and you'll get love out of that. And it's just creating that really magical place to bring up a young family, to enjoy each other's relationships and move into being a family man, having our first child and going on that journey and intentionally making sure it takes our experience, relationship, life to the next level, not knocks it down a level. And then third is life first and living my life and raising my standards.

And this is about really starting to prioritize, like carpe diem, prioritize my enjoyment of life over my work ethic and really start to bed in the challenges that I had last year, breaking through to the chairman level, which was shaking off my work ethic, trying to get rid of my addictive tendencies with growth and deals and working and actually really now try and prioritize my life. Like my life comes first, whether that's going out for steps or it's going to the gym or it's playing squash, poker, snooker, spending time with the family, spending time with Harper, spending time traveling trips that rather than it's work first and then everything else second is actually living the dream is my life comes first. Now, I don't neglect work.

I don't have any negative impacts in work. And in fact, the aim is actually the less that I work, the more that I earn, because what I'm doing is bringing in the team below me to take it to the next level, which is very effective, but it also requires a different level of investment. But personally, I'm raising my standards on how I allocate capital, the people I bring into the businesses.

And personally, I just raised my standards as to the quality of life that I want to leave and lead and where previously, my growth had been driven by perhaps self esteem. Now my personal life, and the decisions I make and the things I do are driven more by my development of my self worth, and actually prioritizing myself, my family, my enjoyment, rather than slip into bad habits of being a workaholic essentially. Jumping in quickly if you want to kick off 2025 in the right shape and learn more about wealth creation and management, join us at the wealth summit on the 18th and 19th of January.

This is a brand new event, we've never shared this before. And it's going to be the wealth blueprint start to finish is going to be everything from property, finance and all styles of investments is the 18th and 19th of January is online. The link is in the show notes, have a click now see if it's for you.

And I look forward to seeing you when I'm speaking at this event. Back to the podcast. That's personal, they're my personal objectives for next year.

My professional objectives, which are more my business ones are the chairman, which is no stress and off the grid. So basically, the first professional objective is the chairman, no stress and off the grid. So not being on the end of WhatsApp all day every day, not being reactive to messages, I have the work that I need to do, I have the meetings I need to attend, and I have the time that I need to do it.

But outside of that, I'm off the grid. It's no stress. It's a clear calendar.

I have nothing in my calendar apart from board meetings. And it's just really bedding into this lifestyle of being a chairman, which is proactive rather than reactive, which is high value rather than high volume. And it's having a clear calendar that with the exception of board meetings has nothing in.

So I have complete freedom of choice, complete freedom of location, and don't fall into all the old traps I used to have in my executive roles. The second is be the boss and where the worth and what this is about. This is, as I alluded to earlier, this is about my self-worth and actually developing my self-worth because as a man of service and a leader and in the trench team member, I've grown myself for the last 20 years based on what I do and what I do for the team and leading from the back and supporting other people and prioritising everybody else ahead of myself.

And that's really great. As a leader, you want to be selfless and you want to be a person of service. The problem is now that I've got the fruits of my labour and it's done well, and actually I'm rewarding people now with how much I pay them.

I'm giving them my money. They can have my money or they can have my time. And what I need to do is I'm now paying people money rather than giving them my time because they're doing what I used to do and they're taking the business to the next level and they're getting remunerated really well for it.

I need to now increase my self-worth so I don't then end up paying the money and putting the time in. I don't want to fall into the trap of feeling like I need to be visible. I need to be active.

I need to be engaged. All of my peer group who are chairman, they're just completely off the grid. They might go to a meeting once a month, but they don't talk to the teams day to day.

They don't get involved in the nitty gritty. They have directors, they have senior management teams that run those businesses for them. I now have all of that in those businesses and I've started to experience the benefit of what that works like.

I really need to make sure that I don't fall into bad habits because I could so easily start wanting to tinker and be reactive. And with time, empty hands are the devil's playground. I could easily start tinkering and getting involved and just doing it for excitement and fun.

I need to make sure that I'm just doing that chairman role, being the boss, and actually wearing the self-worth and being happy that I'm a business owner now, not an operator. I invest money in recruiting teams for our directors and senior team members. I don't get in there and do the job for them.

So that's one that I'm definitely on the way with, but I need to make sure that I don't fall back on. And then finally is, I don't know what I'm going to call it, but it's basically maxing the tax. And what I mean by this is I need to max the tax strategy and structure.

Over the last 10 years, I've paid very little tax because I've constantly grown the business. I've had lots of tax incentives like SEIS, EIS, capital allowances, property developments. And every year I've had losses in the groups.

I've had capital allowances to offset. I've had expenses in developments, which has been really good because I can basically allocate the losses, offset the profits. And as a group, although some of the businesses are profitable and others are on the growth curve and investing, I've not actually paid much tax.

The problem is as I started to slow down and I've sold lots of businesses and I've used all of my capital allowances up that I've been gaining since 2015, I'm now in a position where unless I do something like either go offshore or come up with a new strategy or structure, I'm going to be paying £300,000 to £500,000 a year in corporation tax. And that's not where I want to be. So I've got two options.

One is to go offshore, which is something I've looked at and I'm exploring, but it's not my natural go-to. I don't have any incentive to live in another country. I like the UK.

I like a bit of international travel, but I don't want to go offshore. I don't have a genuine intention to live offshore. Granted, there's some other opportunities that you can explore.

But also in the UK, I've always worked with a tax system. I pay a fair amount of tax. I'm happy to pay a fair amount of tax, but there's things that I can do that I'm no longer doing or things that I can do that I'm not doing.

And I'm actually going to look as a primary port of call, what strategy and structure can I do in the UK to max those efficiencies, to pay basically less tax. That's my third one for my professional. My think big, I was chatting to a really good friend of mine the other day and he said, what do you want?

What's on your wishlist? I said, you know what? I don't actually want for anything.

I've got my house. I've got my car. I've got a really good lifestyle.

I've got low stress. I've got low workload. I've got a fantastic team.

What do I actually want? I thought, you know what? I don't actually want for anything.

And I thought there's only one thing that would significantly change slash increase my quality of living. And that would be to start flying private. I thought, you know what?

I'm going to set that as my think big target. So I'm a proper entrepreneur. I have a thing called think big, which means how do you break through to the next level?

Think big means it's in sight, but it's out of reach. So flying private, I've got friends who fly private. So I know it's realistic.

I know it's in reach. The general sort of threshold is if you're making over a million pound a year, then flying private should be affordable for you. I've been in that category for quite some time now.

In theory, I should be there. But mentally spending 30 or 60,000 pounds flying private for what is normally a 10,000 pound holiday requires a huge another level of thinking. It requires certain investment strategies to be able to afford it.

And that's my think big target for this year is how do I need to think? What do I need to do? And what investments do I need to make in order to start flying private for short haul flights?

That's my think big. My adventure is trips, travel, trips and travel with my partner and my daughter, because we enjoy going away. We like the UK, but going away for long weekends or going away for a week, get a bit of winter sun or go see countries we haven't seen.

We're enjoying doing that at the moment. So I want to make the most of that whilst I can. My experience for the year is going to be more about my relationship with my partner.

And that's more about weekly date nights, monthly experiences, quarterly trips. We've pretty much done that consistently, even through pregnancy and having a newborn. But in recent months, that sort of, in fact, it hasn't reduced.

That's not fair. There's a couple of things we need to bring back into the fold. But it's been really valuable.

It's what I want to do or what I enjoy doing. So actually, that's my core focus for next year. My challenge is over the last couple of years, I've spent more time.

In fact, over the last 10 years, I've spent a lot of time in Spain, Canary Islands, Tenerife. And I started picking up a bit of Spanish. My Spanish is getting reasonable enough now that I can use it, but probably a little bit too far gone.

Now that I speak to people in Spanish, they actually start speaking back to me. And I have no idea what they're talking about. So my challenge for this year is to do 365 days streak on Duolingo, learning Spanish.

And then my reward is probably going to be flying private. So I achieve my targets, fly private. Also Carpe Diem is every day I enjoy it.

I seize the day. I'm doing what I want because I can. I'm doing what I want to do, not what I have to do.

And then finally is potentially doing Date of Destiny because I booked to do it before the pandemic and it got cancelled because of the pandemic. Thinking about potentially doing that as my reward because a lot of friends have done that recently. Everybody obviously raves about it and I fully intended to do it, but it fell off the list.

So I've got a few rewards there. And then one other point to note is my models. What I've done is double down.

At one point I was sitting on 10 different boards, boards of companies that I owned, boards of companies that I invested in and boards of companies that just paid me to be a non-exec on their board. I've doubled down now and stripped that right back. I only now sit on three boards and all of them are companies that I own.

So my strategy is double down and it's million pound models only. It's not to be involved in any businesses unless they're already making or have the model that will enable them to make within 12 to 24 months, a minimum of a million pounds. I'd much rather have a handful of businesses that are all doing multiple seven figure profits and equity ads rather than having, it's basically the whole, I'd rather fly a rocket to Mars or a rocket to the moon than fly five kites around my garden.

And to have five rockets is a very privileged position. So I've stepped down from 15 odd roles, taking it down to five and I'm just doubling down on those for the year ahead. One of them's charity, the other four are companies that I own.

So that's my year off for 2025. It's not exactly retirement, it's more of a sort of chairman, it's more of a lifestyle. People say, how was your holiday?

And they sort of say to me every month I've been away, I went to Tenerife, then I went to Spain, then I went back to Tenerife last month. People say, oh yeah, how was your holiday? And in my head I'm thinking, well, it's not actually a holiday now, it's just like lifestyle.

Go somewhere, get up in the morning, do two or three hours work, close laptop for the day, go to the gym, go to the beach, go and eat some nice food, do anything really. It's just more like a lifestyle. So although I'm calling it, I'm not calling it retirement.

Although people jokingly say, how's retirement? It's more now, just life to me. It's like, this is what it's like as a chairman.

This is the life I want to lead. I love doing deals. I love making money.

I enjoy having businesses, but also I have a house I want to develop and enjoy spending time in. I have places around the world that I want to see. I have my family that I want to be very present with and go through that journey with.

And I have friends and family that I'd like to see and spend time with. So that's the plan. This is the year of, I'll keep you posted as it progresses, but this is the year of for 2025.

If you want to know where you're going with your personal life and your business, go to the year of blueprint podcast episode. Just search it wherever you're watching this or listening to this episode on your device. And the second is if you've not already rated your business, go to www.ratemybusinessnow.co.uk and on there from answering 25 questions, you'll get a full bespoke report with a full tailored rating of how valuable your business is for sale and how viable it is to actually scale. And once you've done that, you'll know exactly what to focus on, where your strengths are, where your weaknesses are, and it'll set you up perfectly for the year ahead. So wish you the very best of luck, success and failure are both very predictable. I look forward to seeing you on the next episode.

I hope you enjoyed this blueprint podcast episode. If you're not already subscribed, sharing these, this is my lifetime's work. And every Tuesday I'm giving you one blueprint away for free.

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