

SELF-LEADING TEAMS



2025

AUTHOR: SAŠA MIRKOVIĆ, CFP®, BFA®, MBA

Founder & Legacy Coach



INSPIRE
-----network

We Facilitate Change

IN APRIL 2023

I was in a lounge at Hartsfield International Airport headed home to Albany. I didn't feel well. Colleagues on my video call told me I looked green. I thought it was a bad case of food poisoning. I flew home and went straight to bed. After two days of pain, I was on my way to the emergency room. My appendix had ruptured. I had a severe infection and was now in a life-threatening situation. I am pleased to report that I survived.

Not only did I survive, the multi-generational organization that I co-founded moved forward without a bump. That would not have been possible without the transformation we began years earlier. A client asked me, "What happens if you are not around?" A lightbulb went on for me. I needed to create a team that was not dependent on my physical presence to fulfill our purpose and delight clients.

Part of this transformation is that our financial success is no longer primarily dependent on the founders' grit and hustle. Instead, it is the product of a purpose-driven team working in harmony to develop a shared future. Equally important, our transformation hasn't been just about the numbers. Though harder to quantify, it is undeniable that the level of leadership throughout the team has increased exponentially over the last several years.

That quality of leadership is the foundation of our growth.

AS AN OWNER OR FOUNDER

No matter what age you are, or what stage your business is in, you need to consider what would happen if you were hit by a blueberry truck. Take a moment now to think about these questions:

- What would happen if I weren't around or able to continue to run my business?
- What would happen with my team? Who would lead it?
- What would happen with our clients? How would they transition to new ownership?

If you're like many owners, your answer to these questions might be "I don't know" or "I'm not sure." You might try to reassure yourself by thinking, "Well, I have a good team." But even the best teams won't be prepared for your departure unless the business is deliberately structured to facilitate a transition at some point in time.

IT'S ALSO IMPORTANT TO REALIZE

That you aren't the only person wondering about the future of the business. The next generation ("G2s") are grappling with their own set of questions:

- What happens to me if the founders are no longer around?
- If I want to buy the business, how will I pay for it?
- If I became an owner, how would I handle the extra workload and provide continuity of relationships with clients?

If you're a business owner, you'll need to take an all-inclusive view of generational transitions, one that addresses not just your needs, but those skills that can be developed over time, and those are the skills of your team.

WHERE TO BEGIN?

One of the first and most important questions founders struggle to answer is: **"Who will be the next generation?"** Many founders leave that question to chance, consciously or unconsciously assuming that the next generation leaders will magically appear. That's wishful thinking. Your first step on the road to a successful transition is to deliberately develop your G2s, starting today.

AT INSPIRE NETWORK

We've identified five essential characteristics of effective next generation owners:

1. They are good people. By good people, we mean they are representative of the character of your business, possess a strong work ethic consistent with the culture of your team, and have an "attitude of servitude," that is, they care about serving others.
2. They have a transformational growth mindset. That means they actively pursue opportunities for personal, professional, and business growth.
3. They have mastered creating delightful client experiences.
4. They are highly effective leaders.
5. They are highly proficient in business acumen.



Prospective next generation owners don't come pre-wired with all five attributes. When deciding which team members you want to develop for next generation leadership, it's critical that candidates excel in the first two. They must be good people, and they need a strong growth mindset. Those qualities are hard to develop from scratch. If you've hired well, however, you'll have a reasonable number of candidates to choose from.

YOUR NEXT GENERATION

At INSPIRE Network, we recognize that building a self-leading, multi-generational elite team takes time and intentionality. Our coaching is directed towards that purpose. We work with founders to help them recognize their own place in the future of their businesses and teams.

In my own case, I went from the practitioner, technician, advisor, and leader, to people developer. As founders advance through their life stages, their ability and commitment to mentoring and developing young talent is the holy grail of multi-generational elite teams.

Our coaches were on that journey as founders and we will help you develop the next generation of owners. This takes time, persistence and intentionality.

At INSPIRE Network and Inspire Confidence Group, we have developed many G2 leaders that can help your next generation team members express themselves as true rock stars.



What the Heck is the Roundup?

At Inspire Network, we help facilitate meaningful change. Think of our coaches and leaders as tugboats, guiding big ships toward their destination. In the maritime industry, this process is called a roundup.

Similarly, we hold Roundups twice a month—focused specifically on developing your next-generation leaders.

SECOND CHAIR ACADEMY

Second Chair Academy is designed for anyone who wants to be a rockstar advisor, or to learn how to be a rockstar from a master advisor.

Second Chair Academy is designed to be a one-to-many coaching supplement to regular day-to-day work related to your team. It is a community that helps each other and becomes an additional resource.

Alumni graduate by completing the BFA and CFP designations and performing 5,000 hours in client visits. They move on to Leadership Mastermind.

LEADERSHIP MASTERMIND

Leadership Mastermind is designed to support aspiring leaders on their journey to express themselves in their genius and increase their leadership capacity.

AS STEPHANIE BURNS EXPLAINS IN A FORTUNE ARTICLE:

Mastermind groups are relatively new to most people, even though Napoleon Hill created the concept around 75 years ago with his book, *Think and Grow Rich*. A mastermind group is designed to help you navigate through challenges using the collective intelligence of others.

How does a mastermind work? A group of smart people meet weekly, monthly, or even daily if it makes sense, to tackle challenges and problems together. They lean on each other, give advice, share connections and do business with each other when appropriate. It's very much peer-to-peer mentoring and if you are lucky enough to get invited to one, you will most likely see a marked change in yourself and your business.

THIS IS NOT ABOUT SKILLS.

This is about the whole person becoming a leader and expressing themselves as a leader.

Let us help.

At INSPIRE Network we don't consult you.

We coach you.

Let's Talk

Contact us today for a consultation and discover strategies to transform your business, whether you're aiming for rapid growth or positioning it for a successful generational transition.



Saša Mirkovic

Founder & Legacy Coach

Saša is the founder of Inspire Confidence Group, a Private Wealth Advisory Practice of Ameriprise Financial, and CEO of Inspire Network, helping businesses achieve transformational growth and successful multigenerational transitions.



**BOOK TIME
WITH ME HERE**



CONTACT US

team@wefacilitatechange.com
www.inspirenetworkllc.com

Want to connect in real time? Book a meeting here!



WE FACILITATE CHANGE