

BXD First Meeting

Meeting minutes by Pedro Correa.

Massive Transformative Purpose - MTP

- Loosely couples leadership/mgt approach
- MTP → Changing lives of millions of people

1 - Alignment Enables Autonomy

- Alignment
- The word “purpose” should show

2 - Community > structure (=mindset we need to share)

3 - Trust > Control

- A problematic process has a lot of control tasks
- No trust is bad for business (affects process)

4- Lean Startup Approach

- Idea/problem ← prototype ← MVP ← Release ← Analyze Data
- Gart's been thinking in this global for 1 yr

5 - Hack Time (we want to try)

- Brake/disconstruct your business as a test of product/mgt
- Do it in your own business

6 - Health Culture Heals Broken Process

- Intangible

7 - Growth Pain

- Became the biggest ABPMP Chapter in the World
- We have 5-6X more profs than the 2nd

8. - Culture focused Roles:

- Agile
- Bureaucracy
- Chaos
- Culture is in the middle
- Balance between the pairs
- Agility as a way to go
- No believe in traditional hierarchical mgt strx
- We're creating a culture-led, purposeful, motivational
- Much bigger than the market place
- We should have culture-focus roles

9. - We are the culture

- a. We have to model the desirable behavior
- b. Not only talk about.

Deeper Challenges:

1 - Constantly Increasing Awareness

- Learning constantly
 - Brain modes prevalence in daily

2 - Attract and connect with Right People

- Positive thinks
- Make up the core leadership (more than the 9 of us)
- We create the environment

3 - We need resonance

- Vibrate in the same frequency
- Our target is the human kind, not only to ourselves

>> Non negotiable things for BXD IA

Brazilian context suggest that the dark forces are very active.

Discredit to those who do, those who don't talk a lot.

Mastermind Group

= Gart is creating 2 or so different MMG

- Share common goals
- Key objective of the group is make each achieve its professional goal
- All are accountable for what is being done
- We're responsible to keep the purity of the group
- Sole Leadership is lonely.
- The group creates a powerful synergy
- Most great leaders had mastermind grps
- Valuable support
- Achieve individual goals with help of others

Leadership Council

FoG (Founders Group)

>> We've got to share interests and objectives

- To think about:
 - Founders \$ investment (seed money)
 - Legal registration

- Fiscal Responsibility
 - Putting \$ makes people more committed
- 2 yrs
 - Each founder chairs at least one board/council
 - After 2 yrs - council assessment
 - Chair stays for 2 more yrs OR new one from the Founders Grp
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Discussion about where and how to process/register the Alliance

- Which country is better
- Kurt suggested Holland, lawyer, processing the \$
- Ireland is expensive

Closing... people leaving at 11:50 (Dallas time)

Gart showing a preview of all the slides he wanted to show... next meeting.

All agreed to continue on the BXD Foundation Journey.

Steve and Frits couldn't make it.

They will be invited for the next meeting.