



tupperware university

Education and development that takes you by the hand!

Habit #4 Build the People

Introductions



- Name
- Length of time in Tupperware
- How you felt as a new Consultant and why you have remained in the business

Learning Objectives



Recognize responsibilities in the development of a new Consultant.



Conduct productive Weekly Connect Calls providing support and guidance.



List the elements of proper kit issue, Grand Opening and Training Parties.



Plan and conduct monthly Team Meetings.



Recognize the importance and goals of maintaining weekly contact with team members.



Once you got 'em – keep 'em!

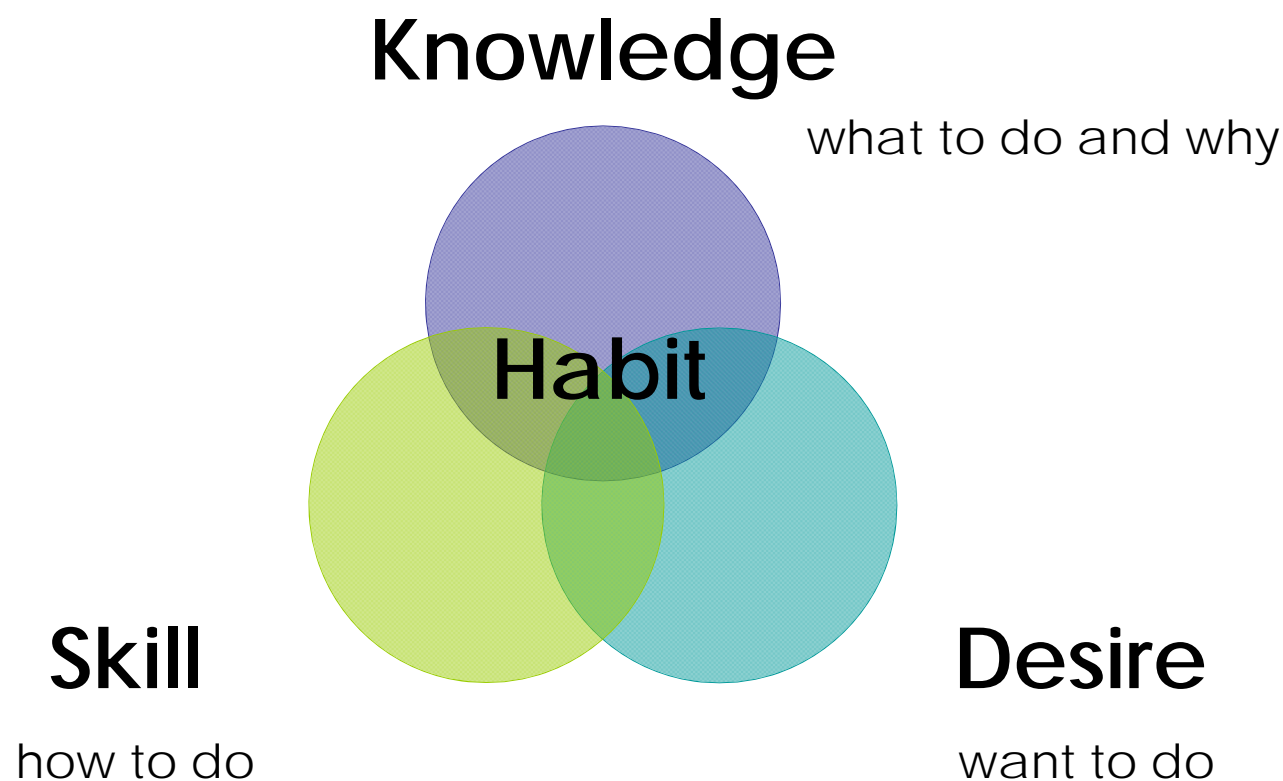


**Brainstorm all the ways
Not to keep a new
Consultant**



**Brainstorm all the ways to
keep a new Consultant**

How Habits are Formed



8 Ways to Train a New Consultant



- Welcome Training**
- Kit Issue**
- Grand Opening**
- Training Parties**
- NCO & Success Classes**
- Team Meetings**
- Team Contact Calls**
- Field Activities**

Track Their Development



New Consultant Training Tracker

Consultant Name	Welcome Pack	Kit Issue	Grand Opening	Training Parties	New Consultant Orientation	Dating Success Class	Benefit Selling Success Class	Recruiting at the Party Success Class	Recruiting Away from the Party Success Class	Team Meetings	Scheduled Contact Calls	Field Activities	Dream Interview



Welcome Training

When: Conclusion of interview

Purpose: Engage the new Consultant within the first 72 hours before kit arrives

Tools: Welcome Pack Materials
After the “Yes” Checklist



Why Kit Issue?

- Ensures Consultants are familiar with the contents of the kit.
- Continues to build the relationship between the Consultant and the Manager.
- Provides an opportunity for the Manager to address any questions or concerns.
- Reassures the new Consultant that they will receive the support and training needed to be successful.
- Provides an opportunity to discuss expectations and next steps.

Grand Opening Goals



- Date parties into the next 2-3 weeks.
- Identify recruit leads.
- Recruit one or more new Consultants.
- Model how to demonstrate the products in the kit and have a successful party.

Helping Hand Activity



Thank you for lending a Helping Hand

to _____ by hosting a Tupperware Party on
the following dates!



Goal of Weekly Connect Calls



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- Discuss accomplishments.
 - “Catch them doing something right!”
 - Reinforce attendance at upcoming meetings and training classes.
 - Determine individual strengths and weaknesses.
 - Evaluate progress toward goals.
 - Schedule field time if necessary.
 - Determine development areas.
 - Identify team training needs.

Common Challenges



<p><u>Few Parties Up</u></p> <ol style="list-style-type: none"> 1. How much money do you want to make this month? 2. What is your party goal for this month? 3. Who can you call and what can you say to add datings to your book? 4. What time do you have in the next two days to make dating calls? 	<p><u>Too Few Datings</u></p> <ol style="list-style-type: none"> 1. How long is your demonstration? 2. What dating bids are you giving during the demo? 3. What are you offering the Host for having a dating waiting? 4. What Host gifts are your carrying? 5. What are you saying in your one-on-one time with each guest about dating? 6. What objections are you hearing? 	<p><u>Low Attendance</u></p> <ol style="list-style-type: none"> 1. How many reminders did you send? 2. What are you offering your Host for a full guest list? 3. What gift are you offering for “bring a friend – get a free gift?”
<p><u>Low Party Average</u></p> <ol style="list-style-type: none"> 1. What sets are you demonstrating? 2. What is your Host’s gift goal? 3. How many people took advantage of the “purchase-with-purchase?” 	<p><u>No Recruit Leads</u></p> <ol style="list-style-type: none"> 1. What did your Host say when you invited her to sell Tupperware? 2. Who did you meet that you liked? 3. Who at your parties LOVES Tupperware? 4. Who did you meet that didn’t date a party? 	<p><u>Rearrangements</u></p> <ol style="list-style-type: none"> 1. What is your Host’s gift goal? 2. How often are you sending postcards or calling? 3. How far out are you scheduling your parties? 4. Did you have a DEFINITE date and time agreed to for the party?



Purpose of Team Meeting

- Create friendships.
- Create and foster team spirit.
- Conduct specialized training.
- Set team goals and inspire the team into action.
- Give recognition to the Consultants in front of their peers.
- Provide updates to the team.
- Give the Consultants an opportunity to see the Manager as a leader.



Power of Expectations


- Believe in yourself first! Sell yourself on your abilities, expectations and accomplishments.
- Meet with each Consultant one on one to explain expectations for them and to sell them on your belief of them.
- Believe in all of your Consultants.
- Inspect what you Expect!
- Expect success!



Truths of Motivation

- Motivation is internal.
- People do things for their own reasons – not yours.
- Money isn't everything!
- You create the environment that fosters personal motivation in others.

Review

- Key points 
- Feedback – what did you learn and how will you apply it to your business?

feedback



Challenge / Action Plan

- Write a “Well Done” Thank You Note
- Write your next career goal
- Achieve all activities on the Build the People Action Plan