



Workbook: Inspire New Leaders

Activity: Manager Introductions

- Name
- Length of time in Tupperware
- who inspired you to become a Manager and what did they do or say that inspired you to reach higher

The goal of this lesson is to:

Review the final Habit of Highly Successful Managers: Habit #5: Inspire New Leaders. We'll review the benefits and process of stepping up new Managers, as well as discuss your role and responsibilities. Our ultimate goal is to inspire you to take the next step in your success – that of becoming a Director.

By the end of this lesson, you will be able to:

- List the benefits of becoming a Director.
- Recognize the importance of stepping Consultants up to Manager to the growth of your team and business.
- Understand the benefits of promoting for you and the Consultant.
- Understand your role as you partner with your Director to inspire, identify and support the Managers-in-Training.
- List and apply and 6 Steps of Promoting.
- Understand the steps you take to qualify for the Director-in-Qualification Program.



How do Managers Inspire the Dream in Consultants?

As a Tupperware Manager, you have the ability to inspire the dream of what the Tupperware Manager Opportunity can bring by “planting seeds.” You are the one with the closest relationship to your Consultant. You can plant those seeds when you:


- believe that they can be their best
- tell others what you see as their strengths
- offer words of encouragement
- praise them in front of others
- guide them with your knowledge and experience
- paint the vision of the benefits of the Manager Opportunity
- tell them you see them as a Manager

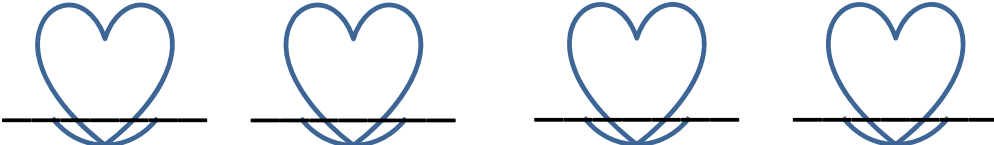
Why would Managers Want to Step Up?

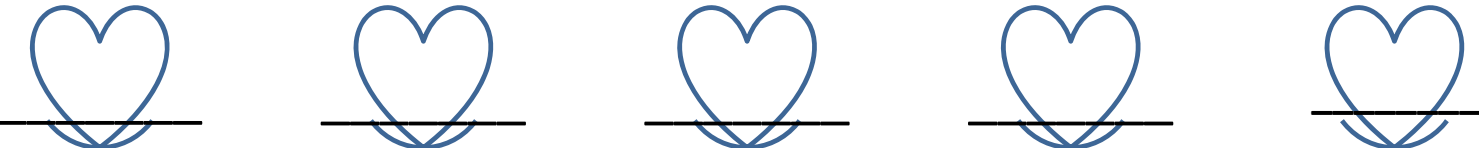
List all of the reasons why a Manager would want to step up higher in the career path.

Benefits of Stepping Up to Director

My Dream Team Family Tree







My Sales \$ _____

My Recruits' Sales \$ _____

My Recruits' Recruits' Sales \$ _____

My Dream Team Sales \$ _____



Why would Managers Want to Promote Managers?

List all of the reasons why you would want to help a Manager step up higher in the career path.



10 Reasons Why Consultants Want to Step Up!

1. Title and prestige
2. Dream Drivers' Cash
3. Management-level income
4. Recognition and rewards
5. Sense of belonging to a special group
6. Opportunity to help others
7. Wants to be a Director
8. Chance to travel to special events
9. Wants a career
10. Please their promoting Manager/Director



5 Steps to a New Manager

Step 1: Identify the Manager Prospects

Step 2: Offer to share the Manager Opportunity Story

Step 3: Close by setting a date for the interview

Step 4: Conduct the Dream Interview

Step 5: Build the new Manager's skills



Step 1: Identifying Future Managers

Activity: Qualities of a Prospective Manager

The Tupperware Manager position is an entry-level, “earn while you learn” opportunity – so don’t wait for Consultants to “know it all” before offering them the chance to learn more about the Manager opportunity and to advance!



Successful Managers are always on the lookout for 1–2 potential Managers. Who on your team has one or more of the following qualities? Write their name(s) next to the quality you’ve observed and then extend them the invitation to hear more.

Potential Manager Quality	My Team Member	Why I think my team member would be a great Manager
Attends team meeting/rally regularly		
Attends training classes		
Holds parties weekly		
Asks you about being a Manager (either directly or indirectly)		
Has recruited a new Consultant		
Has achieved STAR Program awards		
Has a learning/sharing attitude		
Is super excited about Tupperware		
Could really use extra income		
Is currently in a management position		
Would make a great Manager		






Step 2: Offer to Share the Manager Opportunity

Here are 10 chances you have to create a desire to hear more about the Manager Opportunity.

<p>1.  During party planning with a Host</p>	<p>"I make it a point, Sheila, to let all my Hosts know about the wonderful management opportunity available in Tupperware. Have you ever heard the full story of the Tupperware Manager Opportunity?"</p>
<p>2.  At your parties</p>	<p>"My Tupperware business has been a lifesaver for me! I can own my own business, make a management-level income, and still be home with my kids when they need me. If you'd be interested in hearing more about the Tupperware Manager Opportunity, I'd love to share it with you!"</p>
<p>3.  At every opportunity interview</p>	<p>"You have three sources of income as a Consultant: 25% profit on your sales, up to 10% volume bonus on qualifying sales, and gifts received for special achievements. As a Tupperware Manager, you add a fourth source and that is royalties as well as the opportunity to qualify for additional monthly cash bonuses. Why limit your income to just these three sources? Let me tell you the full story of the Tupperware Manager Opportunity."</p>
<p>4.  On your way to training parties</p>	<p>"One of the most important things we'll be doing tonight is looking for people to join us in Tupperware. By identifying recruit leads, you're on your way to earning extra income and special recognition. By the way, have you ever heard the full story of the Tupperware Manager Opportunity?"</p>
<p>5.  At each Grand Opening</p>	<p>"We're here tonight to help Marie celebrate the Grand Opening of her Tupperware business. Marie is joining us as a Consultant but I'll share a secret with you – I see management potential written all over her – don't you? I'll be sharing the full story of the Tupperware Manager Opportunity with Marie after our party tonight. You are all welcome to listen."</p>
<p>6.  When a new Consultant has achieved a STAR award</p>	<p>"You have a knack for this business, Cheryl! Why don't we plan your next step in Tupperware – have you ever heard about the Manager Opportunity?"</p>
<p>7.  When you recognize a Consultant</p>	<p>"You know, you look and act just like a Tupperware Manager! Would you like to hear about how you can increase your income? I'd like to share with you the full story of the Tupperware Opportunity."</p>



Step 2: Offer to Share the Manager Opportunity (continued)

8.  During a Weekly Connect Call	"Three parties this week! WOW 3-5 parties a week is a Manager's schedule! Have you ever heard the full story of the Manager Opportunity?"
9.  When a Consultant has a big sales week	"Did you know that that if you were a Manager, you'd be making additional income on your \$1,000 week? I'd love to tell you more about the benefits of being a Manager."
10.  When you meet someone you like	"Tupperware is offering an 'earn while you learn' management opportunity I think would be perfect for you. Have you ever heard the full story of the Manager Opportunity?"

Step 3: Close by setting a date for the interview

After you've created a desire to know more, you'll want to set a date for the Dream Interview. If your Director is conducting a Dream Interview Session for multiple prospective Managers, communicate that date if it is convenient.

"I'd like you to meet my Director as soon as possible to hear the details about the Manager Opportunity. The meeting is being held Monday at 7:00pm. Can I come by to pick you up so we can ride together or would you prefer to go directly to the meeting from work?"

or

"I'd like to sit down with you as soon as possible to share the details. Would Thursday evening or Saturday afternoon be better for you?"

Step 4: Conduct the Interview

Having experienced the Dream Interview firsthand, you'll easily recognize the 6 key elements of the Dream Interview. During the interview, the Director:

1. Builds rapport
2. Asks questions about the prospect's dream and their "why"
3. Tells the Manager Opportunity Story with benefits and expectations
4. Closes and gains commitment
5. Sets a target date
6. Develops an action plan



Step 5: Build the New Manager-in-Training's Skills

Congratulations! You have a new Manager in Training! You and your Director will work in partnership to ensure your future Manager quickly develops the skills she'll need to be successful as a Tupperware Manager.

- Set the date your Manager-in-Training would like to become a Manager and determine what team name she would like to have reserved.
- Help the Manager-in-Training build her schedule to 3 or more personal parties weekly by doing 3-way dating calls.
- Hold your Manager-in-Training accountable for making 5 phone calls each day to set up opportunity interviews by doing 3-way calls so she can hear your word choices.
- Conduct opportunity interviews with your Manager-in-Training's prospective recruits.
- Take the Manager-in-Training on 2 opportunity interviews with you so she can observe your technique and hear your word choices. Then, observe her conducting 2 opportunity interviews herself and provide feedback.
- Help the Manager-in-Training identify leads so she can quickly recruit 3 or more new Consultants.
- If you have a Grand Opening scheduled, ask the Manager-in-Training to accompany you.
- Teach the Manager-in-Training the steps for training new Consultants.
- Ask the Manager-in-Training to have a Weekly Connect Call with any Consultant she recruits and to pass the information on to you.
- Have the Manager-in-Training assist you in preparing for and conducting your Manager Team Meeting.

Remember, a promoting Manager takes advantage of every opportunity to train her people! Have the Manager-in-Training observe you in action as much as possible. Also, keep in touch daily by phone to plan activities, check results and provide coaching.



Business-Building Activities

- Reinforce the STAR Program challenges if your Manager-in-Training is in her first 13 weeks.
- Take the Manager-in-Training on “refresher” training parties to discuss how to have a simple, duplicable, value-added party.
- Model opportunity interviews with your Manager-in-Training’s prospective recruits and then attend the Manager-in-Training opportunity interviews to observe and provide feedback.
- Teach lead generation at parties by role-playing.
- Communicate 2–3 times per week with your Manager-in-Training to support, motivate and follow-up.
- Recognize your Manager-in-Training at your Manager Team Meeting.
- Attend, and recognize your Manager-in-Training at, every Director meeting and event.
- Expect your Manager-in-Training to attend every Director and Organization event and meeting with you.
- Update your Director weekly on your Manager-in-Training’s party lineup, opportunity interviews and level of enthusiasm.
- Encourage the Manager-in-Training to attend the New Manager Orientation and Manager Success Classes.



How to A.C.E. DiQ

Don't gamble with your success of achieving Directorship. You will need a full house on your team to achieve your goal. You'll need



- three kinds of Consultants: new Consultants (recruits), active Consultants holding parties, and Consultants who want to step up, and
 - your two Aces (Managers), and
- **Attitude** – your positive attitude and belief that you and your team can achieve your goal of Director.
 - **Commitment** – your commitment, and that of your Consultants, to put forth the effort necessary to achieve it.
 - **Execution** – your game plan to develop 2 Managers on your Dream Team and your “Game Plan for Success” and to go for it!

DiQ Game Plan for Success	Month 1	Month 2	Month 3
Dream Team Parties / Parties Stretch Goal (\$450 pty/avg.)	24 / 35 16+ parties (DiQ) 8+ parties (new Mgr.)	36 / 45 16+ parties (DiQ) 12+ parties (Mgr.) 8+ parties (New Manager)	48 / 55 16+ parties (DiQ) 24+ parties (2 Mgrs.) 8+ parties (New Manager)
Dream Team Recruits	6 3 PQRs (by DiQ) 3 PQRs (by New Manager)	12 3 PQRs (by DiQ) 3 PQRs (by Manager) 3 PQRs (by New Manager)	18 3 PQRs (by DiQ) 6 PQRs (by Managers) 3 PQRs (by New Manager)
Dream Team New Managers	1	1	2
Dream Team Sales	\$10,800	\$16,200	\$21,600






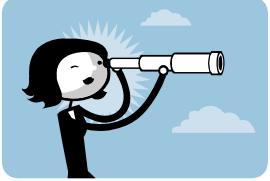





Steppin' Up to Star Manager Action Plan & Dream Paycheck

My Target Date: _____

Your Action	Details	Profit
Hold Parties	3+ parties/week = 12/month 12 parties x \$450 party average = \$5400 \$5400 x 25% retained profit = \$1350 \$3600 X 10% PSV Bonus = \$360	\$1350 \$360
Share the Opportunity	Share the gift of the Tupperware Opportunity with six others: 1) _____ 4) _____ 2) _____ 5) _____ 3) _____ 6) _____	
Build to Royalty	Personally sell at least \$500, have Team Sales of \$4000 or more and have 6 active team members during any one sales month: Receive team royalties up to 9% Your personal sales = \$5400 Recruit 1's sales = \$450 Recruit 2's sales = \$450 Recruit 3's sales = \$450 Recruit 4's sales = \$450 Recruit 5's sales = \$450 Recruit 6's sales = \$450 <hr/> Total Team Sales = \$8100 \$8100 x 75% = \$6075 \$6075 x 9% = \$546.75	\$546.75
Receive Profit / Bonuses/ Royalties		\$2256.75
Write Your Check		My Paycheck will pay for: _____ _____ _____ _____

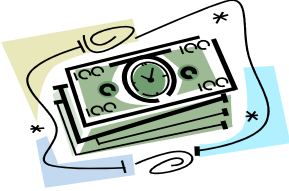

Star Manager Tic-Tac-Toe

<p>I observed my Director conduct a Dream Interview</p> 	<p>My team sold \$4000 this month</p> 	<p>I challenged my team to share the \$1000 hotline with 3 people</p> 
<p>I held my first team meeting this month</p> 	<p>I qualified 3 recruits this month</p> 	<p>I identified 1 Consultant to move into the Royalty Plan</p> 
<p>I have 6 Consultants active on my team</p> 	<p>I met with my upline for a business planning meeting</p> 	<p>I'm on pace to qualify for Dream Driver Cash this month</p> 





Steppin' Up to Dream Driver Star Manager Action Plan & Dream Paycheck

My Target Date: _____

Your Action	Details	Profit
Hold Parties	3+ parties/week = 12+/month 12+ parties x \$450 party average = \$5400 \$5400 x 25% retained profit = \$1350 \$5400 X 10% PSV Bonus = \$540	\$1350 \$540
Share the Opportunity	Share the gift of the Tupperware Opportunity with six others: 1) _____ 4) _____ 2) _____ 5) _____ 3) _____ 6) _____	
Build to Royalty	Personally sell at least \$500, have Team Sales of \$7000+ or more and have 6 active team members during for two consecutive months: Receive team royalties up to 9% Your personal sales = \$5400 Your personal team's sales = \$1600 Total Team Sales = \$7000 \$7000 x 75% = \$5250 \$5250 x 9% = \$472 Dream Driver Cash Bonus \$350	\$823
Receive Profit / Bonuses/ Royalties		\$2713
Write Your Check		My Paycheck will pay for: _____ _____ _____ _____

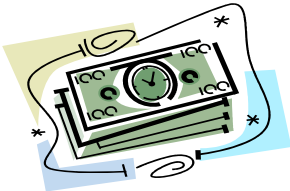

Dream Driver Star Manager Tic-Tac-Toe

<p>I observed my Director conduct a Dream Interview</p> 	<p>My team sold \$7000 this month</p> 	<p>I conducted a 3-way Opportunity Interview for my future Manager</p> 
<p>I dated two parties for every party held this month</p> 	<p>I qualified 3 recruits this month</p> 	<p>I moved up 1 Consultant to Manager this month</p> 
<p>I have 9 Consultants active on my team</p> 	<p>I met with my Director to better understand how to grow my business</p> 	<p>I qualified for Dream Driver Cash this month</p> 



Steppin' Into DIQ Action Plan & Dream Paycheck

My Target Date: _____

Your Action	Details	Profit
Hold Parties	4+ parties/week = 16+/month 16 parties x \$450 party average = \$7200 \$7200 x 25% retained profit = \$1800 \$7200 X 10% PSV Bonus = \$720	\$1800 \$720
Share the Opportunity	Share the gift of the Tupperware Opportunity with nine others: 1) _____ 6) _____ 2) _____ 7) _____ 3) _____ 8) _____ 4) _____ 9) _____ 5) _____	
Build to Royalty	Personally sell at least \$500, have Team Sales of \$2000 and Dream Team Sales of \$7000 or more and have 9 active team members during one month: Receive team royalties up to 10% Your Dream Team's sales = \$7000 \$7000 x 75% = \$5250 \$5250 x 10% = \$525 Dream Driver Cash Bonus \$350 When qualifications are met	\$875
Receive Profit / Bonuses/ Royalties		\$3395
Write Your Check		My Paycheck will pay for: _____ _____ _____ _____



Steppin' Into DIQ Tic-Tac-Toe

<p>My Dream Team held 20 parties this month</p> 	<p>I conducted my first Dream Interview while my Director observed</p> 	<p>I called everyone on My Dream Team to find out their "why"</p> <p>WELCOME</p>
<p>I moved up 1 new Manager this month</p> 	<p>I qualified 3 of my personal recruits</p> 	<p>My Dream Team sold \$10,000 this month</p> 
<p>I observed my Manager conduct an opportunity interview</p> 	<p>My Dream Team recruited 3 new Consultants this month</p> 	<p>I held an inspirational team meeting with My Dream Team this month</p> 

**I attended the
Inspire New Leaders
Workshop**

Please present me with my
Certificate of Achievement.

Manager's Signature

Director's Signature

**I held Weekly Connect calls
with each of my
Consultants.**

I would like to claim my reward.

Manager's Signature

Director's Signature

**I held 5 interviews this
week!**

I would like to claim my reward.

Manager's Signature

Director's Signature

**I recruited a new
Consultant for my Manager-
in-Training!**

I would like to claim my reward.

Manager's Signature

Director's Signature



My team has 20+ Parties dated into the next 2 weeks

I would like to claim my reward.

Manager's Signature

Director's Signature

I maximized my royalties with 3 PQRs this month

I would like to claim my reward.

Manager's Signature

Director's Signature

I did 3-way dating calls with my Manager-in-Training

I would like to claim my reward.

Manager's Signature

Director's Signature

I observed my Manager-in-Training conduct an interview & gave feedback

I would like to claim my reward.

Manager's Signature

Director's Signature