



## Leader's Guide: Share the Opportunity

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### The goal of this lesson is to:

Provide the Manager with the ability to be a purposeful recruiter by reviewing the knowledge required to improve upon and become proficient at recruiting and to pass that knowledge and skill onto Consultants on her/his team.

### The objectives of this lesson are to provide Managers with the ability to ...

- Recognize the importance of personal and team recruiting to the continued success of her/his Tupperware business.
- Recognize the correlation between personal/team party line-up and recruiting.
- Assess personal recruiting results and determine areas of opportunity to increase recruiting success.
- Apply the 5-Step Sales Process during the Opportunity Interview and overcome objections by applying LEAP and Feel, Felt, Found.
- Encourage the reporting of recruit leads by team Consultants and provide opportunities for Consultants to learn about the benefits of and steps to recruiting.

### Materials:

- Name Tags (1 per participant)
- Share the Opportunity Workbook (1 per participant)
- Table-top flip chart (or easel with flip chart paper) and markers (optional)
- Chocolate Kisses (1 per participant)
- Recruiting Role-play Scenarios (printed and cut before class)
- Opportunity Cards (for role-play) (Sales Aid #76670) or have participants bring theirs from the kit
- Share the Opportunity PowerPoint (optional)
- Welcome Pack materials (1 per participant) *printed from My.Tupperware > Recruiting Resources* (optional)
- Welcome Pack folder (1 per participant) (*Sales Aid #76106 – pack of 5*) (optional)
- Stocked Feedback Bowl (optional)
- Certificate of Achievement (1 per participant) *printed on cardstock*



### Key Points

- The Share the Opportunity lesson can be used solely or in conjunction with the other lessons from the New Manager Success System. The lesson can also be used in a Manager Workshop as well as be incorporated into Conference Calls, Webinars and Leadership Meetings.
- The Lesson is designed for a small group of 3 to 5 new Managers and 1½-hour delivery time. However, if your group is larger, you will need to adjust the time in order to provide ample time to teach and discuss the objectives.
- If you choose to go into more depth with any one of the topics in this lesson, you might want to consider breaking this lesson into two parts. The recommended break would be after reviewing the Opportunity Interview. You can then start the next part of this lesson with "After the Yes." Additionally, you may want to reinforce recruiting fundamentals by providing a review from the Recruiting At and the Recruiting Away Lessons of the New Consultant Success System.



**Lesson At-a-Glance**

As the Learning Facilitator, once you're familiar with the details of the lesson plan, you can refer to this overview (which includes workbook and slide references) and the workbook as your reference when you facilitate the training. The slides and flip charts are optional but can reinforce the learning points. Suggested duration times for each major topic are noted on this at-a-glance; refer to the Lesson Outline for detailed timing.

**Reference Key:** workbook    handout    slide    flip chart    props/support

Step	Topic	Description	Duration	Visuals/Handouts
1	<b>Opening</b>	Welcome attendees Conduct Introductions Review Lesson objectives	10 minutes	Share the Opportunity Workbook pg. 1 slide 1 - 3
2	<b>Importance of Personal Recruiting</b>	Introduce Recruiting – a Manager’s Responsibility Activity: Brainstorm the Benefits of Recruiting Activity: Recruiting Self-Assessment Review the Relationship between Party Line-up and Recruiting Review Recruiting and Attitude Review Recruiting Tips for Team Growth	25 minutes	pgs. 2 - 4 slide 4 – 9 Recruiting Benefits Chocolate Kisses
3	<b>5 Steps for Recruiting Success</b>	Introduce the Steps Review Step 1: Set the Stage with Recruiting Bids Activity: Why the Host is a good prospect Review Step 2: Identifying Recruit Leads Activity: Party Recruit Leads-Who & Why Activity: Brainstorm Word Choices at the Conclusion of the Party Identify Recruit Leads Away from the Party Review Step 3: Offer to Share the Opportunity Story Step 4: Set a Date for the Interview Step 5: Conduct the Interview Introduce the 4 Step Opportunity Interview Review Step 1: Build Rapport Review Step 2: Discover the Need Review Step 3: Tailor the Story Role-play How to Use the Opportunity Cards Review Step 4: Close Activity: Role-play – Conduct the Interview Review steps to a Successful Start	72 minutes	pgs. 5-19 slide 10 – 24 Why Recruit the Host? Recruiting Role-play Scenarios



Reference Key: workbook    handout    slide    flip chart    props/support

Step	Topic	Description	Duration	Visuals/Handouts
4	<b>Growing Your Team by Team Recruiting</b>	Discuss the Benefits of Team Recruiting Activity: Benefits of Team Recruiting Review strategies that encourage Team Recruiting Discuss ways to build team recruiting	15 minutes	pgs. 20-22 slide 25 - 27
5	<b>Lesson Review and Feedback</b>	Review the key points and ask for feedback	5 minutes	slide 28
6	<b>Challenge / Action Plan</b>	Review Challenge Activity: Write personal recruiting / team recruiting goal Activity: Write 3 actions to increase personal / team recruiting	5 minutes	pgs. 23-25 slide 29 Certificate



## Lesson Outline

### Reference Topic

### My Notes

#### 1. Opening

##### Slide 1 Welcome the attendees (1 min.)

- Start by welcoming the participants to the Share the Opportunity Manager Success Class.
- Congratulate the Managers for continuing to invest their time in their ongoing development as a Tupperware Manager and leader in our business.

#### Conduct Introductions (6 min.)

##### pg. 1

- Refer the Managers to **WB page 1** and explain the introductions by asking each Manager to share their

##### Slide 2

- name,
- length of time in Tupperware,
- Part 1: whether or not you successfully recruited in your first few weeks  
Part 2: if so, what you attributed that success to; if not, what could have helped you to begin successfully sharing the opportunity with others
- Call for volunteers to begin the introductions. The introductions should be about 2 minutes each. Thank everyone for sharing.

#### Lesson Objectives (2 min.)

- Introduce the lesson objectives by sharing that the goal for today's class is to review in depth Manager Success Habit #4: Share the Opportunity, with a focus on personal recruiting, by providing you with the knowledge required to improve upon and become proficient and consistent as a purposeful recruiter. The next session will discuss your role in team recruiting and how to pass that knowledge, skill and passion onto Consultants on her/his team.

##### Slide 3

- By the end of the class, New Managers will be able to:
  - Recognize the importance of personal and team recruiting to their continued success and growth of their Tupperware business.
  - Understand that there's a direct correlation between personal / team party line-up and recruiting.
  - Assess their personal recruiting results and determine their areas of opportunity to increase recruiting success.
  - List and apply the 5-step process to recruit a New Consultant including the 4-step Opportunity Interview.



Reference	Topic	My Notes
	<ul style="list-style-type: none"><li>- Encourage the reporting of recruit leads by team Consultants and provide opportunities for Consultants to learn about the benefits of and steps to recruiting.</li></ul>	
	<b>2. Importance of Personal Recruiting</b>	
	<b>Introduce Recruiting – a Manager’s Responsibility (2 min.)</b>	
	<ul style="list-style-type: none"><li>• Emphasize that recruiting is the second cornerstone in their business, equal in importance to holding parties. That’s why success Habit #4: Share the Opportunity is critical to their continued success as a Manager.</li><li>• Reinforce that recruiting begins with their personal party line-up. No matter how many Consultants they have on their team and how many provide the Manager with recruit leads, they should always rely on their personal efforts bring in new people and help them be successful, especially in their first 30 days. This ensures they maximize their team royalties.</li></ul>	
	<b>Activity: Brainstorm the Benefits of Recruiting (5 min.)</b>	
pg. 2	<ul style="list-style-type: none"><li>• Lead a brainstorm by introducing the next activity - the benefits of recruiting for the Manager and for their team.</li><li>• Refer the Managers to <b>WB page 2</b> as you lead the discussion first for the Manager and then for their team. Record their answers on the flip chart.</li><li>• Debrief the activity; adding any you felt were missed. Then ask the Managers what, if anything, surprised them about the list they came up with.</li></ul>	
Slide 4 and 5		
Recruiting Benefits		
	<b>Activity: Recruiting – A Self-Assessment (5 min.)</b>	
pg. 3	<ul style="list-style-type: none"><li>• Reinforce that a Manager leads the team by their personal example. The Managers should always be encouraging their Consultants to recruit. However, it’s important to remember to always ask after every party of their own, “Who are my recruit leads?”</li><li>• Refer the Managers to <b>WB page 3</b> to take the Recruiting Self-Assessment. Explain that once completed, the assessment will provide them with insight into their recruiting activities and systems.</li><li>• Debrief the activity and ask participants if they had any insights they’d like to share.</li><li>• Encourage the Managers by reminding them that the goal of this activity was to provide them with an awareness of their recruiting strengths as well as areas they may need to place a greater focus on for better results.</li></ul>	
Slide 6		



Reference Topic

My Notes

- Segue to the relationship between party line-up and recruiting by stating that there are 5 areas to examine/ pinpoint if their recruiting is not where they would like it to be.

Slide 7

- Recruiting Checkup - the five key areas are:
  - party line-up
  - attitude
  - leads
  - approach
  - the interview

**Review the Relationship between Party Line-up and Recruiting (3 min.)**

- Set up the next discussion by stating that many top leaders will say that if a Manager isn't recruiting, the first place to look is their datebook.
- Ask the participants to reflect on how having a weak party line-up affects recruiting. Get responses from the group. Possible answers may include:
  - Not seeing enough people.
  - Can't talk about the benefits if you're not experiencing them.
  - Losing confidence in your own dating ability erodes your ability to date for others.

**Review Attitude and Recruiting (5 min.)**

- Explain that one thing that affects both dating and recruiting is attitude. "It's simple - if you think you can't recruit, you won't. If you think you can, you will!"
- Ask Managers to write down their overall attitude about recruiting in their datebook. Explain that they won't have to share it with anyone.
- Encourage the Managers by saying everyone experiences ups and downs with regard to recruiting, and if they aren't aware of how that impacts their attitude, then it could impact their recruiting success.
- Give each person a candy chocolate kiss, and ask them not to eat the candy while you explain the story.



Chocolate Kisses



Reference	Topic	My Notes
	<ul style="list-style-type: none"><li>• <i>What if I invited you to a party to share one of my favorite things with my guests - chocolate. I knew all the benefits and knew my guests would too! If you were me, what would you do with the chocolate kisses? You'd offer it - right? But what if someone says, "No!" You would move on and ask the next person - right? What if you didn't offer it to anyone or, worse yet, passed up one person and offered it to the next person. How would you feel? How would they feel?</i></li></ul>	
Slide 8 pg. 4	<ul style="list-style-type: none"><li>• Explain that offering the Tupperware Opportunity is like offering someone a gift. It's not the Manager's decision if the person accepts it or not. It is the Manager's decision to offer or not offer the opportunity. The choice is the Manager's.</li><li>• Reinforce that the power of a positive attitude will increase their recruiting success because they are now recruiting with purpose and passion when they offer the gift to everyone.</li></ul>	
	<b>Review Recruiting Tips for Team Growth (2 min.)</b>	
pg. 4 Slide 9	<ul style="list-style-type: none"><li>• Introduce the next section by referring the Managers to <b>WB page 4</b> as you review the Recruiting Tips for Team Growth:<ul style="list-style-type: none"><li>- Always look for two or more people at every party and immediately offer them the chance to hear more about the opportunity.</li><li>- Train and re-train new Consultants from day one to always give you two leads from every party they hold</li><li>- Schedule time for recruiting every week to make phone calls to set up appointments and conduct interviews.</li><li>- Hold a minimum of five interviews every week in order to get at least three personal recruits and two team recruits monthly.</li><li>- Ask everyone for referrals</li><li>- Practice the opportunity interview and overcoming objections.</li><li>- Avoid prejudging who will or won't be interested.</li></ul></li></ul>	
	<b>3. 5 Steps for Recruiting Success</b>	
	<b>Introduce the Steps (1 min.)</b>	
pg. 5 Slide 10	<ul style="list-style-type: none"><li>• Explain the importance of developing a recruiting routine to follow that the Managers can adapt and make their own.</li><li>• Refer the Managers to <b>WB page 5</b> as you introduce the Easy Steps for Recruiting Success which have proven successful.</li></ul>	





Reference Topic

My Notes

- Step 1: Set the stage with recruiting bids.
- Step 2: Identify recruit leads.
- Step 3: Offer to share the Tupperware Opportunity Story.
- Step 4: Set a date for the interview.
- Step 5: Conduct the opportunity interview.

**Review Step 1: Set the stage with recruiting bids**

📖 pg. 5

📄 Slide 11

☐ Why Recruit the Host?

- Refer the Managers to **WB page 5**: Set the stage with recruiting bids. Reinforce that the first person the Manager should offer the opportunity to is the Host.

**Activity: Why the Host is a Good Prospect (3 min.)**

- Ask participants why the Host is a good recruit lead. (Get responses from the group and flip chart the answers.) Possible answers may include:
  - S/he's already interested in Tupperware.
  - S/he's having a party that could be converted to the Grand Opening.
  - You have a week or two to plant recruiting seeds during party planning, while at and after the party.
- Debrief the discussion by making the following point:
  - The first checkpoint is during party planning while talking about the Host Gift with the Host. If the Host declines, then review the other Host choices. If the Host says "yes," then the party becomes the Grand Opening.
- Review other methods of incorporating recruiting bids into the party by making the following points:
  - Create recruiting visuals at the party to pique interest to want to hear more. Provide examples.
  - Talk about the benefits of being a Consultant in the party by incorporating the "Dream Container" activity. Role-play this activity if time permits.
  - Lastly, refer guests to the check boxes on the order form. The opportunity benefits can be tailored at order-taking time at the end of the party.

**Review Step 2: Identifying Recruit Leads at the Party (1 min.)**

- Step 2: Identify Recruit Leads is the next step to a New Consultant.
- Reinforce that successful Managers consistently identify at least 2 recruit leads at every party. One of those leads could be the Host.



Reference	Topic	My Notes
pg. 6 Slide 12	<p><b>Activity: Party Recruit Leads -Who &amp; Why (3 min.)</b></p> <ul style="list-style-type: none"><li>Refer the Managers to <b>WB page 6</b> Recruiting Party Guests - Who &amp; Why as you explain that the list contains potential new Consultants identified at the party. Ask the Managers to review the list and write why they feel that person would make a great new team member.</li></ul> <p>Depending on the size of your group, you may want to split the list into groups of 2 to 3 and take 1 to 2 answers from each group during the debrief.</p> <ul style="list-style-type: none"><li>Thank everyone for participating in making the point that each and every Guest at a party is a recruit lead, and if they offer the opportunity to each person at the party the same way they offer the dating opportunity, they will find their team growing like wildfire!</li></ul> <p><b>Identifying Recruit Leads Away from the Party (1 min.)</b></p> <ul style="list-style-type: none"><li>Ask the Managers if any of them have approached a lead outside of the party and, if so, could they share their experience.</li></ul>	
pg. 7	<ul style="list-style-type: none"><li>Refer the Managers to <b>WB page 7</b> for a list of potential recruit leads.</li><li>You may also want to review the Recruiting Away from the Party lesson from the New Consultant Success System on how to build rapport and how to craft a 30 second commercial.</li></ul> <p><b>Review Step 3: Offer to Share the Tupperware Opportunity (3 min.)</b></p> <ul style="list-style-type: none"><li>Lead a brainstorm of word choices they would use at the conclusion of the party to offer to share the opportunity. Refer participants to <b>WB page 8</b> to record their answers and offer examples of word choices you have used successfully.</li></ul> <p><b>Review Step 4: Set a date for the Opportunity Interview (5 min.)</b></p> <ul style="list-style-type: none"><li>Explain that when a Manager asks for a meeting to share the benefits of the opportunity, there are three potential answers:<ul style="list-style-type: none"><li>- Yes</li><li>- No</li><li>- Maybe</li></ul></li></ul>	
pg. 8 Slide 13		
Slide 14		
pg. 9	<ul style="list-style-type: none"><li>Refer participants to <b>WB page 9</b> as you discuss Step 4: Set a Date for the Opportunity Interview, and make the following points.</li></ul>	



Reference	Topic	My Notes
	<ul style="list-style-type: none"><li>• Explain that not every call or approach will result in an interview. But, just as in dating, the more calls or approaches, the greater the success will be. Top Managers average 1 “yes” for every 7 calls/approaches.</li><li>• So ask: “How can a Manager increase the number of yeses?” (rhetorical question)</li></ul>	
☐ Slide 15	<ul style="list-style-type: none"><li>• Review the 3 types of “No” by explaining many times the first reaction may be: “No, I’m not interested.” This type of reaction is really more a conditioned response than anything else. The prospect really has no idea what they’re saying “no” to! It’s easier to say “no” than get involved. It’s that kind of “no” you want to bypass.</li><li>• Ask the Managers, if the person says, “No, I’m not interested,” how can they handle the objection? (Get responses from the group.) <i>Possible answers:</i><ul style="list-style-type: none"><li>- “I wouldn’t expect you to be interested without knowing all of the facts. I’m going to be in your neighborhood tomorrow afternoon. Would it be okay to stop by?”</li><li>- “You may not be interested now, but I’d like to provide you the facts in case your situation changes in the future or you have a friend who could benefit from Tupperware. There’s no obligation to you and will only take a few minutes.”</li></ul></li><li>• Explain sometimes the prospect will follow “no” with a specific objection like, “I have two small children.”</li><li>• Reinforce the Feel, Felt, Found method of overcoming objections by providing the following example: “I understand how you feel. Many Consultants have felt they couldn’t work their business with small children. What we found is that Tupperware can fit perfectly around your family’s schedule. That’s exactly why I want to give you the facts.</li><li>• Ask the group what they would do to close on a positive note if – through the tone, words or abruptness – the lead conveys “no” means “no” (Get responses from the group.)</li></ul>	
☐ pg. 9		
☐ Slide 16	<ul style="list-style-type: none"><li>• Refer the Managers to <b>WB page 9</b> as you review the Mountain of Success Recruiting with word choices if this is not one of the responses.</li></ul>	



Reference	Topic	My Notes
	<p><b>Review Step 5: Conduct the Interview (2 min.)</b></p> <ul style="list-style-type: none"><li>Emphasize the importance of tailoring and personalizing the opportunity to meet the needs and address the concerns of the recruit lead by making the following points.<ul style="list-style-type: none"><li>There's a big risk of delivering the exact same message to each person because the one benefit that is truly important to each individual may get missed.</li><li>By concentrating on the benefits most important to that person, their needs and concerns are addressed.</li></ul></li></ul>	
<p>pg. 10 Slide 17</p>	<p><b>Introduce the 4-Step Opportunity Interview (2 min.)</b></p> <ul style="list-style-type: none"><li>Refer the Managers to <b>WB page 10</b> as you review the 5-Step Sales Process Overview and introduce the 4-Step Opportunity Interview, making the following points:<ul style="list-style-type: none"><li>Opportunity interview takes about 20-30 minutes.</li><li>Every interview will be different because the Manager will tailor the opportunity benefits based on the needs expressed.</li><li>The 4-Step Opportunity Interview includes the following steps:<ul style="list-style-type: none"><li>Step 1: Build rapport;</li><li>Step 2: Discover the need by asking the 7 questions;</li><li>Step 3: Tailor the Tupperware Story</li><li>Step 4: Close</li></ul></li></ul></li></ul>	
<p>pg. 11 Slide 18</p>	<p><b>Review Step 1: Interview – Build Rapport (1 minute)</b></p> <ul style="list-style-type: none"><li>Reinforce the importance of building rapport by making the following points for Step 1: Build Rapport:<ul style="list-style-type: none"><li>Extend a warm greeting, pay a sincere compliment, find common ground to start the conversation and put the person at ease by creating a comfortable environment.</li><li>Using the responses during this step will help to personalize the benefits later on.</li></ul></li></ul>	



Reference	Topic	My Notes
pg. 12 Slide 20	<p><b>Review Step 2: Discover the need with FORM and the 7 Discovery Questions (3 min.)</b></p> <ul style="list-style-type: none"><li>• Refer the Managers to <b>WB page 12</b> as you review FORM and provide examples of your word choices.</li><li>• Reinforce the importance of asking questions and listening by making the following points:<ul style="list-style-type: none"><li>- Main goal is to develop a give-and-take discussion by asking questions and listening for responses to discover which benefits are the most important.</li><li>- Put the prospect at ease by asking questions and listening for responses. Talk 10% / listen 90% and take notes.</li><li>- Begin this portion of the interview by saying something like: "I'm excited to talk to you about a Tupperware business. I want to first ask you a few questions; then I want to share some information and answer any questions you may have so you will be able to make an informed decision."</li></ul></li></ul>	
pg. 12 Slide 21	<ul style="list-style-type: none"><li>• Refer the Managers to <b>WB page 12</b> as you introduce the 7 Discovery Questions.<ul style="list-style-type: none"><li>- Why did you agree to see me?</li><li>- Have you ever done anything like this before?</li><li>- What other work experience have you had?</li><li>- What are your outside interests?</li><li>- What should I know about your family?</li><li>- How much time do you want to commit?</li><li>- How much money do you want to earn?</li></ul></li><li>• Emphasize the importance of actively listening by nodding head, looking into their eyes, taking notes, etc.</li></ul>	



Reference	Topic	My Notes
	<b>Review Step 3: Tailor the Tupperware Story</b> <ul style="list-style-type: none"><li>Introduce Step 3: Tailor the Tupperware Story by reinforcing the importance of presenting the benefits to address the prospective Consultant's need</li></ul>	
Slide 22	<b>Role-play How to Use the Opportunity Cards (5 min.)</b> <ul style="list-style-type: none"><li><i>Depending on your Manager's success with recruiting you may want to role-play how to use the Opportunity Cards emphasizing that using the cards as their guide will help them to personalize the message based on what they've learned about the person.</i></li><li>Ask the Managers what are the most common questions prospective Consultants ask. <i>(Get responses from group.)</i></li></ul>	
pg. 12		
Slide 23	<ul style="list-style-type: none"><li>Refer the Managers to <b>WB page 12</b> as you emphasize the importance of providing answers to the four basic questions most prospects want to know:<ul style="list-style-type: none"><li>How much money can I make?</li><li>How much time will it take?</li><li>How will I learn what to do?</li><li>How much does it cost? Or, how do I get started?</li></ul></li></ul>	
	<b>Review Step 4: Close (5 min.)</b> <ul style="list-style-type: none"><li>Introduce Step 4: Close by making the following points:<ul style="list-style-type: none"><li>The close is the Manager's opportunity to repaint the benefit picture from the prospective Consultant's point of view, summarizing what's been discussed.</li><li>People rarely argue with themselves. If the Manager has presented the benefits to match the prospect's needs, asked broad, open-ended questions, addressed any concerns that were important and answered the 4 basic questions then the process of closing becomes much easier and the chances of gaining commitment are far greater.</li></ul></li></ul>	
pg. 13		
Slide 24	<ul style="list-style-type: none"><li>Review the sample closes on <b>WB page 13</b> and provide any word choices you have found effective.<ul style="list-style-type: none"><li><u>The Assumed Close:</u> "So, (prospect), let's go ahead and book your Grand Opening and get that income coming in so you can (prospect's need)."</li></ul></li></ul>	



Reference Topic

My Notes

"Let's get you signed up and registered right now. We can hold your Grand Opening next week."

- The Preference Close:

"Would next Tuesday or Thursday be better for you to hold your Grand Opening? I have both evenings free."

"How would you like to pay for your business kit – check, cash, credit card?"

- The Open-Ended Close:

"Based on what you've learned so far, (prospect), how does it sound to you?"

"On a scale of 1 – 10, with one being 'I could NEVER do this' and 10 being 'I'm ready to start making money TODAY,' where are you....and you can't say 5! What would it take to get you to a 10?"

"If your family thought it was a good idea, how are you feeling about what I've shared?"





"How soon would you like to start making money?"

- The Conditional Close:

"If I could show you how you could earn your investment with the profit from your first party, would you be ready to start your business today?"

- If the prospect responds with a concern anytime during the interview, respond using the Feel, Felt, Found to guide your discussion and overcome objections.
- Facilitator Note: Depending on the recruiting skills of your Managers, you may want to refer to the training found in the Recruiting Classes which are part of the New Consultant Success System.
- If the prospect chooses not to become a Consultant at this time, be sure to ask: "After hearing the benefits of a Tupperware business, who do you know who might have an interest?"
- If the prospect agrees to become a new Consultant, there are a few steps you'll want to review at the interview to start the new Consultant's career quickly and successfully. These steps are covered in the New Consultant Welcome Pack available on the Sales Force website under the Activation Systems section on the My Learning tab.
- Refer Managers to **WB page 14** which provides word choices for overcoming objections using LEAP and sample closes.



Reference	Topic	My Notes
	<p><b>Activity: Conduct Recruiting Role-plays (15 min.)</b></p> <ul style="list-style-type: none"><li>• Set up the role-play activity by explaining that they will be doing an activity that will help them practice their approach to offering the opportunity and addressing objections.</li><li>• Ask participants to pick a partner and determine which person will be the Manager and which person will be the potential recruit. Explain that they will each receive a slip of paper that outlines their role and the scenario.</li><li>• Direct the participants to <b>WB page 9</b> to review the Mountain of Success.</li></ul>	
 Recruiting Role-play Scenarios	<ul style="list-style-type: none"><li>• Use the 11 Recruiting Scenario Pairs included. They are numbered 1A and 1B, 2A and 2B, etc. Be sure the "Potential Recruit" in a pair gets the A card and the "Manager" in a pair gets the B card. After a 5 minute role-play, ask each pair to trade their cards with another pair so they have different scenarios. Then, switch roles so the Manager is now the Guest/Customer. Role-play for another 5 minutes.</li><li>• Debrief the activity by asking how many Managers recruited a new Consultant.</li><li>• Keep in mind that some of the scenarios instructed the potential recruit to say "no" no matter how persuasive the Manager was in addressing the objections.</li><li>• Encourage the Managers to practice their word choices when they return home by using the scenarios found on <b>WB pages 15-17</b>.</li><li>• Review Explaining How to Pay for the Kit on <b>WB page 18</b>.</li></ul>	
 pgs. 15-17		
 pgs. 19-20	<p><b>Review Steps to a Successful Start (5 min.)</b></p> <ul style="list-style-type: none"><li>• Refer Managers to <b>WB pages 19 and 20</b> as you review the Steps to a Successful Start.</li></ul>	
 Slide 25	<ul style="list-style-type: none"><li>- Set Grand Opening party date within the first 7 days.</li><li>- Create the contact list.</li><li>- Schedule training parties.</li><li>- Invite to the New Consultant Orientation.</li><li>- Invite to the next Team Meeting.</li><li>- Introduce the Star Program.</li><li>- Set first goals.</li><li>- Help New Consultant think "recruiting" right from the start.</li><li>- Close by thanking her/him for time and provide your phone number and next contact time.</li><li>- Write a personal thank you note immediately.</li></ul>	





Reference	Topic	My Notes
	<p><b>Growing Your Team by Team Recruiting</b></p> <p><b>Discuss the Benefits of Team Recruiting (1 min.)</b></p> <ul style="list-style-type: none"><li>Reinforce that the Manager is the team's primary source of leads and recruiting but the Manager can also encourage team recruiting by having an understanding of the benefits to the Consultant.</li></ul>	
pg. 21		
Slide 26	<p><b>Activity: Benefits of Team Recruiting (3 min.)</b></p> <ul style="list-style-type: none"><li>Lead a brainstorm of all the benefits of Team Recruiting. Record their answers on the flip chart.</li><li>Refer Managers to <b>WB page 21</b> as you review the reasons why Consultants will recruit:<ul style="list-style-type: none"><li>the Manager sets the expectation right from the start.</li><li>the Consultant wants the recruiting cash offered in the STAR Program.</li><li>the Consultant wants to help you and the team.</li><li>the Consultant wants to be a Manager.</li></ul></li><li>Provide any other ways they are benefiting from recruiting.</li><li>When Consultants are new, they're more receptive to what you ask them to do.</li><li>If the Consultant is reluctant to recruit the Host, suggest they go on a training party with you and you will give them one of the datings in return.</li><li>Challenge them to get an outside date and you could then match it and that way you replace one Host with two.</li></ul>	
pg. 21		
Slide 27	<p><b>Review Strategies to Encourage Team Recruiting (3 min.)</b></p> <ul style="list-style-type: none"><li>Refer the Managers to <b>WB page 21</b> as you discuss how to encourage leads from Consultants making the following points:<ul style="list-style-type: none"><li>Help them stay active by building their dating skills. This provides consistent income and confidence in their own ability to date, and therefore they will have no problem turning over leads.</li><li>Provide opportunities for them to observe at the Grand Opening and training parties and by encouraging attendance at New Consultant Orientation, Team Meeting and training classes/calls.</li><li>Let a Consultant know in the first week of business why recruiting will benefit her/him, explaining the Star Program.</li><li>Explain what a recruit lead is during kit issue – reviewing</li></ul></li></ul>	



hot, warm and cold leads and what to look for in a prospect.

- Call a Consultant immediately before a party to give encouragement and direction on who at the party could be a lead.
- Call or visit Consultant recruit leads within 24 to 48 hours of receiving the lead, if possible. This way, you'll remember the little clues about the person that will help you tailor the opportunity to meet her needs.
- Ask the new Consultant to pick two people at her Grand Opening.
- Take Consultants with you on an interview and show the new Consultant how easy it is to talk about the Tupperware Opportunity using the Opportunity Cards that came with her kit.
- Ask the new Consultant for "hot" immediately after the party and "warm" leads during the weekly status call.
- Let the Managers know that **WB page 22** provides word choice examples they can use when following up on Consultant's leads to create the desire to hear more.

 pg. 22



Reference Topic

My Notes

- 📄 Slide 28
- 5. Lesson Review & Feedback (5 minutes)**
- Key points:
    - The key to their growth is a strong personal and team party line-up.
    - Managers should set aside time weekly for following up on recruit leads both personal and team and conducting interviews.
    - When offering the opportunity, it's important to tailor the message to meet the needs of the prospective Consultant and to identify and overcome objections.
    - Managers should set the expectation that Consultants identify recruit leads right from the beginning
    - Managers should explain the benefits of recruiting to the Consultant and how to identify leads.
    - Managers should help build their Consultants' confidence and keep them active by providing strong dating training.
    - Being a role model and leading by example should provide opportunities for their Consultants to observe them at parties and during interviews.
  - **Lesson Feedback**
    - Ask each participant to share one key idea they learned and how they are going to apply it in their business.
- 5. Challenge / Action Plan (5 minutes)**
- 📖 pg. 23
- 📄 Slide 29
- Ask the Managers to write a personal recruiting goal and a team recruiting goal as well as 3 actions they will take to reach those goals on the "My Dating Action Plan" on **WB page 23**.
  - Explain the Activity Reward Coupons (optional) on **WB pages 24 and 25** and what they will receive when they complete the activity and redeem the coupon.
- 👏 Certificate
- Hand out the completed Certificate of Achievement.