THE 5 SYSTEMS OF SCALABLE COMPANIES

Build a Business That Runs Itself

BIG IDEA Growth does not fix broken businesses. Growth magnifies whatever already exists. Systems are the prerequisite for scale.	**Founder Shift** From: 'I do. I decide. I solve.' To: 'I build systems. I develop people. I create accountability.'

1. CULTURE SYSTEM Culture is what you tolerate. Define values as observable behaviors. Reward culture carriers. Remove culture destroyers.
2. REMOVE THE BOTTLENECK Every business is capped by the founder's capacity. Ask: 'Who do I need to become?'
3. PEOPLE FLYWHEEL Functions + People + Operations. Train employees from task executors into owners.
4. TALENT ENGINE Treat recruiting like sales. A■players are recruited, developed, and retained intentionally.
5. OPERATING SYSTEM Expectations + Accountability + Communication + Cadence = Scalable execution.

ACCOUNTABILITY LADDER

Level 1 Needs Instructions	Level 2 Executes Tasks	Level 3 Recommends Solutions	Level 4 Decides & Reports	Level 5 Owns Outcomes

APPLY TOMORROW

✓ Define observable culture behaviors
✓ List decisions only you can currently make
✓ Identify each employee's accountability level
✓ Build a recruiting funnel, not just job postings
✓ Create weekly KPI reviews and 1■on■1s

THE LESSON: Scale systems first. Then scale the business.