

2023 9 14 Programs Committee meeting

October 12 is next program

Instead of employee culture, we want to have a meeting that will include sole proprietors.

- Hasset Hardware: Bette Asbra to reach out to Larry Hasset about possible panel conversation with him and his son(s)
  - What makes them so positive in terms of how they make such a great team.
  - Everyone is so helpful.
  - 20 minute interview session
- Tom: how to address the issue for sole proprietors. Focus on good service.
- What is ratio of sole proprietors in PEA.
- Instead have a program called **“Going Above and Beyond”**. Include Hasset Hardware
- Sole Proprietors: Michael Aronson, Neal Coogler, Kristen Chew
- Format:
  - Panel Discussion/Interview
  - Break up into groups
  - Share what we learn.
- Questions for Panel Discussion:
  - What are the top three things you do to go above and beyond
  - How do you keep yourself accountable?
  - How do you motivate your employees to go above and beyond.
  - Where do you get inspiration?
  - For Larry: How did the culture get started? What do they do to maintain the culture?
- Plan B if Larry and sons can't do it, invite a combination of owners with employees and sole proprietors to do panel discussion.