

**Papillon Business Group** is a peer advisory group of eight to ten non-competing individuals who each own and operate a child care program. The Business Group meets once a month for three hours using a format that focuses on each member, both as an individual and as a small business owner, to improve business performance as well as the quality of personal and family life.

**Papillon Business Group** is a good fit for those owners who realize they can learn not only from classwork and personal experience, but also from the experience and knowledge of others. They realize they don't have all the answers. More importantly, they realize they need the insights, truthfulness, and energy of other child care professionals.

The **Papillon Business Group** is comprised of all levels of business maturity from the very new entrepreneur to the seasoned program owner, providing a range of perspectives and insights that are difficult to achieve elsewhere. Members commit to actively and candidly participate each month and maintain confidentiality so as to ensure the best possible results for all members. Using a specific format at each **Papillon Business Group** meeting, you will be challenged and you will challenge each Group member.

Members hold each other accountable for stated goals and encourage each other through business cycles, program difficulties, and personal concerns.



*Papillon Business Group*

As a **Papillon Business Group** member, you will~

*Transform yourself by*

- joining an organization that focuses intently on *you*, not just your business.
- talking “shop” in the company of a private, safe group that respects you both as an individual and as a small business owner.
- putting an end to isolation.
- tasting the thrill of personal triumphs, continually adding to your growing confidence.
- becoming a stronger leader.

- learning from others.
- supporting others and receiving support from members.
- finding your strengths.

*Transform your business by*

- discussing your business and program challenges with other business owners who understand you and your challenges.
- utilizing the expertise and support of facilitators, educators, and mentors, as well as your own personal board of directors (your fellow Business Group members).
- making better business decisions resulting from the feedback of members, the facilitators, or guest educators.
- improving your business practices and building on those results to bolster the overall success of your business.
- appreciating there is *no* competition in the Business Group. Privacy is paramount to the success of the Group and therefore your business goals.
- feeling less pressure from your business because you feel more confident as an owner.

### *Transform your children by*

- enjoying your children even more because you are more knowledgeable and confident as a business owner, leader, and educator.
- learning tips and strategies from other members and guest educators.
- modeling strengths-based leadership skills.
- instilling confidence, responsibility, and accountability in your children.

### **What's in this for me?**

- Regular conversation with and support from peers in the field.
- Three hours of pertinent education each month.
- Dinner out with supportive colleagues with no menu planning or dishes to clean up.
- Access to experts in your field, including fellow Group members.
- The motivation provided by Group members – your personal and professional mentors – who hold you accountable to your goals and action plans.

### **What do I do now?**

- Call 651.464.8777 or email [Deb@pla-inc.org](mailto:Deb@pla-inc.org) for more information and to locate a Business Group.
- Commit to at least one year – 12 months of your time – to transform your business, your personal and family life, and the children and families you serve.
- Actively participate in the visible transformation of your business and your life.



*Papillon Business Group*

### *Papillon (Pronounced pä-pē-'yō<sup>n</sup>)*

*Butterflies begin as slow-moving caterpillars, clinging to their familiar twigs and leaves. They evolve into amazingly beautiful butterflies that soar effortlessly through the sky. Raise the bar. Raise your standards; raise your abilities and your confidence. Journey through a continuing transformation into a better self... for yourself, for your business, and for your children.*

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