

# **SOUTH TEXAS MIT PROGRAM**

**\*Updated 2-4-2020**

**This document details the policies, requirements, and procedures for the South Texas Managers in Training Team. It includes standards, team rules, tiers and procedures for participating.**

**The MIT Team is separated into three groups: 1<sup>st</sup> year, 2<sup>nd</sup> year, and Veteran.**

**Objective: To continue growing South Texas division through new business sales, MIT development and fulfilling the potential of our current division**

**Page 2: Becoming an MIT Team Member**

**Page 2: Team Standards & Consequences**

**Page 3-4: Tier Standards**

- **1<sup>st</sup> Year**
- **2<sup>nd</sup> Year**
- **Veteran**

**Page 4: Disclaimers**

## **Becoming a MIT Team Member**

- A. Training
  - a. Must be at 10k “true career” sales
  - b. Attend official Management In Training Seminar
  - c. Read fully Rich Dad Poor Dad, have detailed notes.
  - d. Finish Tinyurl.com/AssistantManagerTNS fully and notes on each video
  - e. Finish Tinyurl.com/PersonalDevelopmentTNS fully and notes on each video
  - f. Review Tinyurl.com/WhatIsDM with District/Branch Manager
- B. Sales Requirements
  - a. Must be at 10k “true career” to be considered a BMC
  - b. Must tab \$2,500 each campaign during MIT cycle (Usually 2 minimum)

## **Team Member Standards & Consequences**

- A. Punctuality
  - a. 15 minutes early before meetings
  - b. 1 hour early before interviews / trainings / PCs
  - c. 15 mins early Phone Jams
- B. Professionalism, Positivity & Respect of Others
  - a. Do not tear down others
  - b. Any issues can't resolve, bring to DVM
  - c. Maintain clean attire when representing STX Management
  - d. Follow up with customers when promised
  - e. No undercutting other reps
  - f. No negative influence on the team or division (stay sober)
  - g. Proper language when in office. No Profanity in interviews/trainings.
- C. Being Late or Unprofessional
  - a. Late to Show 1st offense = warning, 2nd = \$50, 3rd = \$100 etc.
  - b. Late to Managers In Training Meeting = loss of shift pick in Territories
  - c. Name Calling other reps with complaint
    - 1st offense = warning, 2nd = \$50, 3rd = \$100 etc.
  - d. Dressing unprofessional
    - 1st offense = warning, 2nd = \$50, 3rd = \$100 etc.
- D. Major Manager Complaints
  - 1st offense = warning, 2nd = \$50, 3rd = \$100 etc

## Team Tier Standards

### A. Veteran

- a. Attendance
  - i. Physical attendance to MIT Meetings unless excused by DVM
  - ii. Summer Campaign, attend SC1 or SC2
  - iii. Must teach at a traditional team meeting once per campaign
  - iv. Must attend Year End Banquet
- b. Personal Sales
  - i. \$75,000 "true career" sales
  - ii. 18 Months active consecutively with Vector/Cutco
- c. Booth Ownership
  - i. Own a complete booth to the key events standard
- d. National Training
  - i. Attend 1 national training through Vector, approved by DVM
- e. Past Office Standard
  - i. Previous Branch/District Office tabbed \$125,000+
- f. Savings
  - i. Must provide proof in Vector With holdings of \$5,000 Saved
  - ii. Premium Territories require savings
- g. Territory Picking
  - i. Territory Picking is reserved to our Veterans before any other tier of Managers in Training.
  - ii. 2<sup>nd</sup> year or more branch/district managers will be given extra AM % Pay from corporate once lease is signed and open.
- h. Lose Veteran Qualification
  - i. If missed the meeting, won't be able to pick with the Veteran team for the current summer launch
  - ii. If didn't attend a national training or other approved event by the end of the year, rep will not qualify starting in campaign 1

B. Second Year

a. Attendance

- i. Team Meetings (weekly) unless working an event (F&Show)
- ii. MIT Meetings (monthly)
- iii. SC1, SC2 and events training
- iv. NET Meeting (January)
- v. Must attend Year End Banquet

b. Sales

- i. Must be at 30k “true career” sales to be considered Second Year
- ii. Been Working with Vector/Cutco consecutive 12 months

c. Past Office Standard

- i. Previous Branch/District Office tabbed \$75,000+

d. Territory Picking + benefits

- i. 2<sup>nd</sup> year or more branch/district managers will be given extra AM % Pay from corporate once lease is signed and open.
- ii. 2<sup>nd</sup> Year Tier Managers in Training will get to pick territories after Veterans.

**Program Standards & Policy Disclaimers**

***South Texas rules and Manager in Training procedures are at the DVM's discretion.***