



Rippee Recap

Thanks for joining us for Issue 2 of the Rippee Recap.

We're keeping it practical: Live & Lead by Design insights, EOS tools you can use this week, what's new at The Table, and a quick lift from Deeann's Kitchen. Take a breath—let's refocus on what matters.

Issue #2



EOS® Practice

Visionary vs. Integrator: Clearing the Fog

Many teams struggle with a lack of focus, not a lack of skill. This is often because the Visionary (the person who sees the future) and the Integrator (the person who makes it happen) are either the same person or are stepping on each other's toes.

The solution is simply a clear division of labor. The Visionary owns the "why" and "where we're going," while the Integrator owns the "how" and "when." If you're doing both, you're creating the very problem you're trying to solve. Choose your strongest role and find a partner for the other. This role clarity lifts the fog, allowing your team to regain momentum.



Live & Lead by Design

Hero to Guide: Lead Your Team to New Heights

You can't read the label when you're inside the pickle jar. To truly scale as a leader, you must shift from being the hero who solves every problem to the guide who equips others.

Think of it like climbing a mountain: a guide doesn't carry everyone up the summit, but instead provides the wisdom, tools, and support for the group to succeed. You don't need to be the source of all the answers; you need to be a conduit for growth.

This month, practice this shift. Instead of giving solutions, ask your team: "What do you recommend?" Agree on clear outcomes and boundaries, then empower them to own the "how." By stepping beside your team instead of in front of them, you multiply your capacity and build resilience.



Deeann's Kitchen

Beckoning Fall (with Pumpkin Bread)

Texas rarely gives us sweater weather, but it does offer hope. I learned to love fall in north Georgia while our youngest played college golf, cool mornings, leaves, some golf on the side. That season has ended, so I'm beckoning fall at home: pumpkins on porch and something cozy in the oven (please keep pumpkin out of my drinks). My go to is pumpkin bread that makes two loaves. Whisk flour, sugars, baking soda, salt, cinnamon, nutmeg, and cloves; stir in oil, a 15-ounce can of pumpkin, and water. Pour into two greased glass or ceramic loaf pans, scatter oats on top, and bake at 350°F for 55–65 minutes until a toothpick shows moist crumbs. Cool, slice warm with butter, and freeze extra. Your home will smell like fall.



Resource Corner

This month's recommendation: *The Advantage* by Patrick Lencioni.

A clear case that organizational health beats everything else. If Visionary/Integrator clarity is your focus, this book shows how trust, clarity, and accountability turn into results.

The Table



We created The Table McKinney to blend home and business, a professional, welcoming venue where relationships grow and work moves forward. In 2024, our daughter Abigail became Director.

Expanding from father/mother/daughter to boss/employee stretched our communication and made us faster, closer, and clearer about what The Table is for: belonging and meaningful work.

That clarity led to something new: *Memberships*. If you've wished The Table could be your regular place to think, meet, and create, now it can. Choose a plan (Basic, Essential, or Premier) for monthly private workspace hours, hospitality perks, guest access, and room credits without long-term contracts. Make The Table your home base in Adriatica Village.

As you step into this month, remember: you are designing your life. Each choice matters, and each day is a fresh start. We're cheering you on.

With Gratitude,

Curtis Rippee

