



Happy Thanksgiving

Rippee Recap

Welcome to the Thanksgiving edition of the Rippee Recap.
Before you gather at your own table, we're sharing what's on ours: practical EOS tools, Live & Lead by Design insights, and a crowd-pleasing recipe from Deeann's Kitchen.
We are so grateful you're here.

Issue #3



EOS® Practice

The Golden Rule of Rocks

Rocks work when they're clear, owned, and reviewed. Set them as outcomes not activities, e.g "Launch v2 website," not "Work on site." Give each Rock one owner, a plain-language definition of done, a due date, and an early milestone so progress shows fast. In your weekly L10, mark on track when milestones are met and proof of progress exists; mark off track when a checkpoint is missed, scope is fuzzy, or a dependency stalls without an Issue logged. Off track isn't a verdict, tackle obstacles by aligning your Issues List with these priorities and using the IDS method. Keep the list tight (3 to 7). Execution becomes simple: done or not done.



Live & Lead by Design

A Room Where the Mask Can Come Off

Most leaders live with two versions of themselves: the one the team sees and the one that shows up when the door closes. We are designed for relationships where both versions can be the same person. When there is a safe room to be honest, you don't have to spend energy pretending you're okay.

This month, notice where you still feel the need to "keep the mask on." Who are the people with whom you can be fully yourself whether you are strong, tired, hopeful or unsure?

Find your circle of trust. Leaders were never meant to grow alone.



Deeann's Kitchen

Thanksgiving Calm (with Sausage Balls)

Happy Thanksgiving! I'm trying not to rush past it in the swirl of decking new halls. Let's pause, breathe and consider the things in your life we are thankful for. One thing on my list: make-ahead recipes I can pull from the freezer at a moment's notice. Our family favorite is cream cheese sausage balls.

Ground breakfast sausage, softened cream cheese, sharp cheddar, green onions, baking mix, and cracked pepper. Scoop and bake at 350°F for 20–25 minutes until browned. I always double, then freeze; reheat in the oven (or air fryer) for a few minutes. For a sweet-heat combo, whisk together peach and pineapple preserves, horseradish, Worcestershire, cider vinegar, and red pepper flakes for dipping. Wishing you a day full of gratitude and simple comforts.



EOS Client Testimonial

"Curtis doesn't just coach from theory, he leads with heart, wisdom, and experience. I'm deeply grateful for his influence on our company and my personal leadership journey."

The Table



This season brings our purpose into focus. We built The Table McKinney to blend home and business. A space where people feel known and work actually moves forward. We've watched teams arrive hurried and leave lighter, proving that a warm room, hot coffee, and honest conversation can feel a bit like family. Hosting alongside our daughter, Abigail, deepens that joy for us.

Whether you are solving big problems or just gathering your team, we hope you find clarity and community within these walls. We have Membership spots open if you need a regular home base, but mostly, we just want to say: pull up a chair. We are grateful you're here.

Thanksgiving reminds us that nothing works without people. Honor them, bless them, and keep building a life you're proud to live.

With Gratitude,

Curtis Rippee

