
Newbie Business Ideas For 2017 How To Make Your First Few Hundred Bucks Via Ebay Dropshipping Or Amazon Publishing

Business Ideas You Can Turn Into Cash

Business Ideas for Young Entrepreneurs: Start a Business & Gain Financial Freedom

Never Lose a Customer Again

Starting Your Own Business

Getting Everything You Can Out of All You've Got

Pop-Up Business For Dummies

The Young Entrepreneur's Guide to Starting and Running a Business

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New Business Beginners' Guide

Specialty Food Business

How To Start a Business without Any Money

5 Crucial Ingredients of the Perfect Business Idea

How to Start a Business

How to Start a Small Business for Beginners

Self-Employment - The Secret to Success, Essential Tips for Business Start-Ups

Starting A Business For Beginners & Dummies

Small Business Startup 2022

Starting Your Own Business

Business for Beginners

Start a Business

The Practical Guide to Starting a Business The Easy to Follow Beginners Guide to

Launching an Ultra Successful Small Business and Making Your Entrepreneurial

Dreams a Reality (Small Business Guides)

Shark Tank Jump Start Your Business

Entrepreneur Magazine's Start Your Own Business

Starting A Business

47 Profitable Small Business Ideas You Can Start with \$1000 Or Less
Start Your Own Business
Starting Your Own Business
Book Blueprint
2017 Most Profitable Small Businesses in the United States
Entrepreneur
Starting a Business
How to Start Your Business with or without Money
101 Small Business Ideas for Under \$5000
The Young Entrepreneur's Guide to Starting and Running a Business
Vault Guide to Starting Your Own Business
Idiot's Guide: Starting a Food Truck Business

*Newbie Business Ideas
For 2017 How To Make
Your First Few Hundred
Bucks Via Ebay
Dropshipping Or
Amazon Publishing*

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AUGUST REID

Business Ideas You Can Turn Into Cash

OrangeBooks Publication

- Everything readers need to know to start up and operate a wildly popular mobile food business - Includes crucial marketing expertise from a successful food truck entrepreneur

Business Ideas for Young Entrepreneurs:

Start a Business & Gain Financial Freedom Penguin

In this annual series, Barnes Reports ranks the most popular small business industries to help entrepreneurs decide which type of company they should start today. This book asks the question: which is a better choice - starting a small business based on your abilities and passion or based on the industries' average performance and profitability over time? The answer is that entrepreneurs too often choose businesses based on their work experience and dreams rather than financial factors such as profitability and sales growth. These financial factors will ultimately provide business owners with the means to achieve the end goals they desire - flexible schedules, preferred

lifestyle choices, immediate financial returns, and successful retirement plans.

◆ Barnes Reports benchmarks over 700 small businesses, including: ◆-Retailers (clothing stores, convenience stores, pharmacies, etc.) ◆-Manufacturers (breweries, snack food mfg., printing, furniture mfg., etc.) ◆-Professional Services (law firms, consulting services, veterinary offices, etc.) ◆-Health Care (physicians' offices, dentists' offices, medical laboratories, etc.) ◆-Accommodations & Food Services (hotels, restaurants, catering, etc.) ◆-Construction & Real Estate (plumbing, carpentry, realtors' offices, etc.) ◆-Education (professional training, technical schools, tutoring, etc.) ◆ The 100 Most Profitable Small Businesses in the United States is an essential tool for

any entrepreneur who is ready to start down the road toward self-determination, independence and financial success.

Never Lose a Customer Again

Createspace Independent Publishing Platform

The easy way to help your kid start a business Do you have a budding entrepreneur on your hands who's anxious to bring the next great business idea to life? Make their dream come true with the accessible, expert help in *Starting Your Own Business*. Written with young learners in mind, this book walks your child through the steps that turn a bright idea into a profitable business. An extension of the trusted For Dummies brand, *Starting Your Own Business* speaks to juniors in a language they can

understand, offering guidance and actionable plans to turn their business idea into a reality. From setting goals to putting together a plan that encourages others to help them get their idea off the ground, it offers everything kids need to get their business started and make it grow. The book features a design that is heavy on eye-popping graphics that hold children's attention The content focuses on the steps to completing a project A small, full-color, non-intimidating package instills confidence in the reader Basic projects set the reader on the road to further exploration Children are notorious for their huge imaginations. Now, their ideas can live in the real world—and translate to real profit—with the help of *Starting Your Own Business*. *Starting Your Own Business* Walter Grant

From the ABC hit show "Shark Tank," this book-filled with practical advice and introductions from the Sharks themselves-will be the ultimate resource for anyone thinking about starting a business or growing the one they have. Full of tips for navigating the confusing world of entrepreneurship, the book will intersperse words of wisdom with inspirational stories from the show. Throughout the book, readers will learn how to: Determine whether they're compatible with the life of a small business owner, shape a marketable idea and craft a business model around it, plan for a launch, run a business without breaking the bank (or burning themselves out), create a growth plan that will help them handle and harness success, and pitch an idea or business

plan like a pro. Responding to the fans' curiosity about past show contestants, readers will also find approximately 10 "Where Are They Now" boxes in which they learn what happened to some of the most asked-about and/or most popular guests ever to try their luck in front of the Sharks-and what they learned in the process.

Getting Everything You Can Out of All You've Got Entrepreneur Press
Startup Essentials: 50% OFF! (Now through Monday) About the Book It can be stressful to think about starting a business. There is so much that goes into it and finding a place to start can be very overwhelming. This simple guide goes through all the components you will need to know to start any business (online, retail, small business, home-

based). It was written by someone who was in your exact same position, only a couple of years ago. It breaks down difficult concepts into simple, actionable steps that you can apply today. It also provides credible links to free resources for additional information, webinars, and templates needed to start a business (not affiliated with author or book). Who Will Benefit from this Book? Anyone who: has dreams of owning a business but feels overwhelmed at the thought of starting one, who has an idea and wants to know the steps to turn it into a profitable business, who wants an exact breakdown of the steps needed to start a business. This book is intended for those without extensive business knowledge. It is meant for the lay person who wants to start a business but does not know how.

What You Will Learn You will learn: 1.) How to develop a profitable idea 2.) Reality of starting a business today 3.) Steps and resources to research business ideas and competition 4.) Business structures and which structure is right for you 5.) How to work with lawyers, accountants, employees and other professionals 6.) Simple tax breakdown 7.) Steps to financial planning 8.) Options to fund your business 9.) The right way to market and brand your business 10.) A simple guide to create a business plan. How This Book is Different Uses simple, concrete language and examples to break down hard concepts Gives an overview of all types of businesses and helps you figure out the right fit Gives reader actionable steps to succeed instead of simply

reciting facts Table of Contents Chapter 1: Developing Your Million Dollar Idea Chapter 2: Business Myths De-Bunked Chapter 3: Market Research and Competitive Analysis: Who, What, When, Where, How? Chapter 4: There's More Than One Way to Start a Business-What Right for YOU? Chapter 5: Nuts and Bolts of Business Structures Chapter 6: Professional Help - Lawyers, Accountants, Employees, Oh My! Chapter 7: Paying Uncle Sam Chapter 8: Get Your Money Right - Funding and Finances Chapter 9: Profits and Pricing Chapter 10: If You Build It They Will Come (Or They Won't) - Marketing Your Business Chapter 11: Why Branding is Much More Than Your Logo Chapter 12: Business Plans Made Simple Conclusion Download Your Copy Today and Good

Luck!

Pop-Up Business For Dummies FT Press

Do you hate your day job and find yourself staring relentlessly at the clock every day, counting down the minutes to when you can finally go home? Do you have a genius business idea that you are passionate about turning into a reality, yet don't know a single thing about owning a business, let alone start one?

[The Young Entrepreneur's Guide to Starting and Running a Business](#)

Createspace Independent Publishing Platform

Whether you're just thinking of starting a business, have taken the first few steps, or already have your own business, this comprehensive, easy-to-understand guide can help ensure your success.

So, You Want to Start a Business?

Mark Atwood via PublishDrive

If you want to create a successful business doing something you love and be your own boss or you have recently started a business and want to take it to the next level, then this book is especially for you. As you are making the challenging decision to start your own business, knowing that the direction towards success will be a bumpy road can be, an overwhelming thought. Knowing the rules, boundaries, limitations, abilities and where to stop will save you from many pitfalls, along the way. Here's the book to give you some important secrets, tips and step-by-step guidance on how to get started and provide you with an invaluable source of information for the initial stage

of your small business journey. This fantastic reader is crammed with high quality content, previously tested information, business strategies and concepts with colourful diagrams to help you understand the issues better, outlining the best practices in business. This book will ; Particularly help you to find out : • Whether self-employment is for you • How to set goals • How to measure your social media and website success • How to manage your business days And Answer questions such as : • What does it mean to be your own boss? • What if your business is new to the market? • What if you are frustrated and feel like giving up? • What pitfalls should you avoid while running your business? • How can you create and expand your own business? Initially, the path to

success might be a lonely one, and you can never assume that the road ahead is just like the road behind. But never give up on your dreams. 'Self-Employment - The Secret to Success' is for every business start-up/owner who aspires to succeed. Pick up your e-copy TODAY and give yourself the courage to finally prepare for your start-up emotionally and financially... GOOD LUCK!

25 Money-Making Businesses You Can Start in Your Spare Time Independently Published

Start a Specialty Food Business Today. We'll Show You How. The experts at Entrepreneur provide a two-part guide to success. First, find out what it takes to start, run, and grow a successful specialty food business fueled by a growing consumer demand for new

tastes, cleaner ingredients, health benefits, and more convenient ways to shop and eat. Then, master the fundamentals of business startup including defining your business structure, funding, staffing and more.

Starting A Business Sourcebooks (2nd Edition - Published July 30, 2018) - This practical small business guide is full of real-world tips, advice, and strategies for starting your own successful small business. Learn step-by-step from an experienced entrepreneur how to go from idea to profitable business for under \$250. Topics covered include: - What makes entrepreneurs successful - How to come up with a great business idea - How to use market research to assess your market and competition - Finding the funding you need - Business

planning and alternatives - Marketing your business on a budget - Harnessing social media to drive traffic and make sales Get the real-world advice, examples, and coaching you need to start your own successful business today!

The Art of Non-Conformity Penguin
A hands-on manual for business start-ups, this book offers a step by step strategic guide on getting your ideas off the ground with or without money.
25 Business Ideas For Smart Entrepreneurs Macmillan
Award-winning speaker and business consultant Joey Coleman teaches audiences and companies all over the world how to turn a one-time purchaser into a lifelong customer. Coleman's theory of building customer loyalty isn't

about focusing on marketing or closing the sale: It's about the First 100 Days® after the sale and the interactions the customer experiences. While new customers experience joy, euphoria, and excitement, these feelings quickly shift to fear, doubt, and uncertainty as buyer's remorse sets in. Across all industries, somewhere between 20%-70% of newly acquired customers will stop doing business with a company with the first 100 days of being a new customer because they feel neglected in the early stages of customer onboarding. In *Never Lose a Customer Again*, Coleman offers a philosophy and methodology for dramatically increasing customer retention and as a result, the bottom line. He identifies eight distinct emotional phases customers go through

in the 100 days following a purchase. From an impulse buy at Starbucks to the thoughtful purchase of a first house, all customers have the potential to experience the eight phases of the customer journey. If you can understand and anticipate the customers' emotions, you can apply a myriad of tools and techniques -- in-person, email, phone, mail, video, and presents -- to cement a long and valuable relationship. Coleman's system is presented through research and case studies showing how best-in-class companies create remarkable customer experiences at each step in the customer lifecycle. In the "Acclimate" stage, customers need you to hold their hand and over-explain how to use your product or service. They're often too embarrassed to admit

they're confused. Take a cue from Canadian software company PolicyMedical and their challenge of getting non-technical users to undergo a complex installation and implementation process. They turned a series of project spreadsheets and installation manuals into a beautiful puzzle customers could assemble after completing each milestone. In the "Adopt" stage, customers should be welcomed to the highest tier of tribal membership with both public and private recognitions. For instance, Sephora's VIB Rogue member welcome gift provides a metallic membership card (private recognition) and a members-only shade of lipstick (for public display). In the final stage, "Advocate," loyal customers and raving fans are primed to provide powerful

referrals. That's how elite entrepreneurial event MastermindTalks continues to sell-out their conference year after year - with zero dollars spent on marketing. By surprising their loyal fans with amazing referral bonuses (an all-expenses paid safari?!) they guarantee their community will keep providing perfect referrals. Drawing on nearly two decades of consulting and keynoting, Coleman provides strategies and systems to increase customer loyalty. Applicable to companies in any industry and of any size (whether measured in employee count, revenue, or total number of customers), implementing his methods regularly leads to an increase in profits of 25-100%. Working with well-known clients like Hyatt Hotels, Zappos, and

NASA, as well as mom-and-pop shops and solo entrepreneurs around the world, Coleman's customer retention system has produced incredible results in dozens of industries. His approach to creating remarkable customer experiences requires minimal financial investment and will be fun for owners, employees, and teams to implement. This book is required reading for business owners, CEOs, and managers - as well as sales and marketing teams, account managers, and customer service representatives looking for easy to implement action steps that result in lasting change, increased profits, and lifelong customer retention. *New Business Beginners' Guide* Crown Currency
Through stories of young entrepreneurs

who have started businesses, this book illustrates how to turn hobbies, skills, and interests into profit-making ventures. Mariotti describes the characteristics of the successful entrepreneur and covers the nuts and bolts of getting a business up, running and successful.

Specialty Food Business Wiley

They say business ideas are dime a dozen but I don't fully agree with this!! If you want pursue a idea similar to that of a multi national conglomerate you are sure to go bust.. Unless have resources for it.. All that aside ideas are very important. Otherwise you will be competing in red ocean(basically from the book blue ocean strategy the idea is to focus on niche or business where there is not much competition) . But that

doesn't stop there. Many people waste time by coming up idea after idea without taking action,(they are called wantpreneurs) which is of no use .. After idea test for its validity and money making potential and pursue it "execution" is name of the game!! . Test test test and improvise on your initial idea or hypothesis!!

How To Start a Business without Any Money Createspace Independent Publishing Platform

Got an idea for a new business? Take it through the test to make sure it works. No matter how talented you are, no matter how hard you work, no matter how much capital you have, if you haven't give your idea a rigorous test before startup, you could be heading towards a disaster. Whether you are an

entrepreneur starting your own business or an executive developing a new product or service for your company, this is the ultimate guide you need for your success. Start a Business is a startup owner's manual every entrepreneur or small business owner should have to guarantee success in business. Download your copy now! Read on your PC, Mac, smart phone, tablet or Kindle device. Tags: how to start a business, starting your own business, how to start your own business, new business ideas, how to start a business, how to start your own business, how to start a small business, starting a business, starting a small business, starting a business book, business books, startup owners manual, small business ideas, starting a business book, starting a small business book,

starting business books, start up books, start up, business plan, business planning, business plan template, how to write a business plan, business plan workbook, business plan books, business plan manual

5 Crucial Ingredients of the Perfect Business Idea Createspace Independent Publishing Platform

How many times you were on the verge of starting a business... ..only to decide not to, because you don't know how or because 'it wouldn't work out anyway'?Yes, we've all been there.And because of that, I invested months into developing the ultimate bulletproof guide to starting a small business.This book removes all the HOWs, WHYs, WHEREs, and BUTs by giving you 47 profitable small business ideas that are

proven to work. All you need to do is pick one... And simply copy the entire tried-and-true process that's already worked for hundreds of entrepreneurs. -Inside, you are going to learn secrets like: ✓ How to Turn Any Skill You Might Have (Design, Coding, Digital Marketing etc.) Into a Sustainable Six-Figure Business in Just a Matter of Months ✓ How to Make \$100+ an Hour Teaching People Virtually Anything (You Will Be Surprised!) ✓ How to Make a Full-Time Income as a Part-Time Event Photographer - Even If You Are Not Particularly Skilled With a Camera ✓ How to Turn Uber/Lyft Into a Real Business and Make 2x What You Are Making at Your Current Job ✓ How to Become a YouTube/Instagram Influencer and Get Paid THOUSANDS of Dollars for a Single Post That Takes 2 Minutes to

Publish (Hint: It's Actually Much Easier Than You Think) ✓ How to Leverage the Power of the Internet to Build a Wildly Profitable Fitness Business - Even If You Are Not a Real Trainer and Don't Have a Six-Pack ✓ How to Start a Podcast - One of the Hottest Businesses Right Now - and Get Paid to Talk or Interview Cool People...and much more. -At the end of the day, you have two options: Try to figure it out all by yourself and spend months and years experimenting and failing before you (maybe) make your business profitable OR Grab this book, take one of the proven business models, and literally copy-and-paste your way to success. I think you know the right answer. **GRAB THE BOOK NOW**
[How to Start a Business](#) L&J Business Solutions

Was \$31.96. Now \$14.99. Save over 50%! The Entrepreneur Collection contains four books in one paperback book Discover the Ultimate Guide to Starting a Home Based Business with Brad Jones's Entrepreneur Collection Are you frustrated with your current job? Do you wish you had more disposable income after paying your bills? Are you excited by the idea of working for yourself? Do you want to find quick, easy to follow, and effective solutions to starting your own home based business? All these challenges are covered, and more, in Entrepreneur: A Beginners Guide to Entrepreneurship Get 4 of Brad Jones's books in one paperback for the low price of \$14.99. The Collection includes: Business Ideas: The Ultimate Guide to Creating Innovative Business

Ideas Goal Setting: The 10 Step Method to Becoming an Unstoppable Goal Achiever Social Media: The Ultimate Guide to Transforming Your Brand with Social Media You're The Problem: 30 Real Life Solutions to Stop Destructive Actions and Get Out of Your Own Way In Business Ideas: The Ultimate Guide to Creating Innovative Business Ideas, you'll find the proven steps and strategies on how to generate great business ideas. Statistics suggest that most startups don't make it through the first two years. Basing a company on the wrong idea is one of the major reasons behind this. Great businesses are made before they are launched - at the idea stage. By learning to find, validate and implement ideas that have a high potential for success, you'll be one step

ahead of everyone else when it comes to establishing a successful enterprise. There's an immensely helpful chapter in creative business thinking, design thinking, and idea implementation strategies. In a nutshell, this book is everything you need to give your entrepreneurial ambitions a new leash of life. From idea to business. In *Goal Setting: The 10 Step Method to Becoming an Unstoppable Goal Achiever*, you'll learn how to increase your confidence, self esteem, and happiness by following a simple 10 step goal setting strategy. This book is written for the person who is starting to recognize their dissatisfaction with life. It's for those people who want an easy-to-follow system, which will lead them from their current position to a

customized, ideal existence. Not only will you feel more satisfied with your renewed drive and direction, you'll also discover an increase in well-being and confidence that everyone will benefit from. In *Social Media: The Ultimate Guide to Transforming Your Brand with Social Media*, you'll review all of the main social media platforms, and most importantly, the most effective one for you. Once you've decided which social media platform to use, the chapter "10 Powerful Social Media Strategies" has some excellent advice on how to make your marketing efforts work. Once you have a firm understanding of the rest of the information in this book, you will need to put things into action. That's where knowing how to make a good social media marketing plan will help.

The chapter "Putting It All Together: Your Social Media Plan" will guide you through this process. Finally, in *You're The Problem: 30 Real Life Solutions to Stop Destructive Actions and Get Out of Your Own Way*, you'll be taken through a journey of honest introspection, during which time you'll discover exactly why you can be your own worst enemy and how you can benefit from getting out of your own way. This book will explore 10 common life obstacles to your development and progress, how these obstacles hold you back and how you can overcome them with 30 real life solutions to stop destructive actions and effectively get out of your own way. *How to Start a Small Business for Beginners* Disney Electronic Content "Hess and Goetz present a roadmap for

how to avoid the things that can cause you to stumble and how to build a business the right way." -JEFF ZEIGLER, CEO, TechTurn.com, Austin, TX "When I started my graphic design business, I knew I had enough talent to impress and keep my clients, but I struggled with the day to day running of the business. So, *You Want To Start A Business?* is the blueprint I needed to get organized and put all the right things in place." -KORY BAILEY, Owner, Creative Counterpart Build the Successful Company You've Always Wanted to Own! Avoid the 8 disastrous operational mistakes that kill new businesses Walk step-by-step through the entire process of building a winning business Master 55 amazingly simple rules of business success For every entrepreneur and potential

entrepreneur...no previous business experience necessary! Launch the winning business you've always wanted...or make more money in the business you've already started! More than 5,000,000 new businesses are started each year...but 70% of them will fail. Now, two renowned experts on entrepreneurship identify the 8 "killer mistakes" that cause most business failures—and give you the knowledge, tools, and hands-on advice to avoid them, so you can build a business that thrives. Unlike other books on entrepreneurship, this book focuses on the crucial operational issues associated with consistent profitability. You'll learn how to identify the right opportunities and customers; design winning products and services; set the right prices;

overcome customer inertia; avoid common day-to-day management mistakes; find and keep good employees; and finally, smoothly manage growth. Throughout, the authors draw on real life entrepreneurial experiences, case studies, and leading-edge research. There's nothing theoretical here: This is fast-paced, 100% practical advice you can use to make your business dreams and goals come true—starting right now. What really makes a successful entrepreneur? What they do, how they act...and how to find your best path to business success Get the 3 "Ws" right from the start What will you sell, who will buy it—and why will they buy it? 55 simple, indispensable rules for success What you must know about customers, competitors, and your

employees The art and science of managing people, operations, and growth Create processes, set priorities, maximize quality, measure people-and improve every day

Self-Employment - The Secret to Success, Essential Tips for Business Start-Ups Random House

Have you ever thought about starting your own business but never found the time to do it? Are you unhappy with your current situation and want to make a change? Learn what you need to know to get started today! Starting a Business: the 15 Rules for a Successful Business Starting a successful business could be your key to earning passive income for a lifetime and achieving financial freedom! This is, however, not as easy as the majority thinks. No matter what you

have heard before about business startups, you need to realize that starting a business takes a lot of hard work! If starting a business and becoming a millionaire was easy, everyone would do it. The truth is that most people fail to start a successful business. This does not mean that it is impossible. The difference between those who fail and those who succeed is mainly preparation and investments in knowledge. Those who fail do not take the time to learn and prepare for what is coming. Successful business owners read books, takes courses and studies those who have already made it to the top. Successful business owners know that it better to learn as much as they possibly can before investing their hard-earned money. This book was not

created by some rookie entrepreneur who just had their first thousand dollar check written. This book is based on my own success and the success of many other successful entrepreneurs. In comparison to many other business books, this one is not packed with stories and other nonsense fluff just to fill up the pages and make you pay more. This book provides high-quality content, true value to your business career, strategies, tips, advice and much more to ensure that you succeed in the field of business and entrepreneurship. What you are learning here could potentially benefit you for a lifetime! Preview Of What You Will Receive: The Essentials For A Successful Business Start-up Main Factors Why Most People Fail In Business 10 Mindsets That Will Radically Improve

Your Business How To Turn Past Failures Into Success The Business Planning Process Step By Step What To Know About Business Law Ways To Grow Your Business Into A Million-dollar Corporation MUCH, MUCH MORE! Note: This book is no get-rich-quick scheme! No matter what field of work you are in, creating wealth takes time and effort. This book, however, lets you know of the strategies and processes involved in business startups. Easy-to-understand guides and step by step formulas that are guaranteed to work are also provided. ACT NOW! Get your own personal copy of "Starting A Business" TODAY! Series: Starting A Business Business Startups How To Start A Business Building A Business Passive Income Passive Income Ideas Business Startup Guide Successful

Business Startups Starting A Business
Starting A Business Starting A Business
Online Starting A Business Online
Starting A Business Online Starting A
Business Online Starting A Business
Online Starting A Business Online
Starting A Business From Home Starting
A Business Book Starting A Business
Book Starting A Business Book Starting A
Business Book Starting A Business Book
Starting A Business Book Entrepreneurial
Mindset Book Starting A Business Book
Starting A Business Book Starting A
Business Book Starting A Business Book
Starting A Business Book Starting A
Business Book

Starting A Business For Beginners & Dummies Crown Business

Start a business without much money or
business experience by using the 10

Building Blocks for a Successful
Business. Written especially for the first
time business owners who have no
previous training & limited capital, this
easy-to-understand book tells how to
realistically choose, plan & market a
venture with profit potential. Packed
with practical suggestions & inspiring
stories which are designed to inform &
motivate the unsophisticated
entrepreneur. Contains a good Resource
Section. Combines hard core business
information with personal & growth
development. Building Blocks include:
Use your personal values as a foundation
for your business, Choose a business
that fills a specific, Present need for an
identifiable group of people, Develop an
attitude of success, Carefully plan your
business, Market, market & market some

more, Connect to other people, Give your customers value & value your customer, Take good care of your money, Take good care of you. Tell the truth! "As former Dean of a University Business School, I wish to commend you

for the great service you have performed in creating these materials. I found them to be informative, stimulating, & very helpful. You communicate well & create a 'can do' atmosphere." Jim Alexander, PH.D.