

Speaking of Accountability...



"The most brilliant strategy, unless effectively executed, has limited value. Efficiency of execution is among the greatest influences on profitability. Business strategies must be executed through people. Holding people accountable to the strategy is the most manageable influence on profitability."

- David Kinney

70% of YOUR Employees are Unmotivated!

Watch and share this **one-minute** video for immediate tips to create a **motivated** and therefore **productive** workforce.



According to Gallup's most recent poll, as reported in the [Harvard Business Review](#), "engagement among US workers is holding steady at a scant 30%. This means seven out of ten people are either

"checked out", or actively hostile toward their employers. *Seven out of ten.*"

Yes, motivation is a key factor in achieving accountability in your organization but the path to [Level 3 Accountability](#) (self-accountability) is Inspiration. An inspired workforce is going to outperform a motivated workforce every time.

Call Today for more information on creating an inspired team focused on executing YOUR vision!

(310) 433-5776

David Kinney | Outsourced COO
Driving Profitability through Accountability

The Kinney Group, llc
578 Washington Boulevard, #174 | Marina del Rey, CA 90292
(310) 433-5776 | www.thekinneygroup.com

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Spotlight on Nevin Sanli

This monthly feature highlights a business associate or a client with whom I work. Featured this month is Nevin Sanli, President and co-founder of Sanli Pastore & Hill, Inc., ("SP&H") as well as the Founder and Managing Director of SP&H's sister company Astrum Investment Management.



Sanli Pastore & Hill, Inc. is a middle market business valuation and financial research firm. Mr. Sanli has 30 years of experience in valuation and analysis of middle market corporations, with total transaction value exceeding \$30 billion. Nevin is experienced in real estate acquisitions, due diligence and research. He specializes in providing expert witness testimony in litigation cases involving business valuation, economic damages, and forensic accounting. Please visit SP&H's website <http://www.sphvalue.com>.

Astrum Investment Management ("AIM") is a private equity real estate fund manager. Astrum Fund I, AIM's premier fund, follows a strategy which is an innovative twist on the traditional sale/leaseback of industrial properties, the *Sale Lease-Back Buy-Back (SLRBSM)*. Please visit Astrum's website <http://www.astruminvest.com>.

Nevin has published numerous articles pertaining to valuation issues. He speaks on the topics of valuation and real estate investment at educational forums about 10 times per year for public and private associations, bar associations and accounting societies.

Nevin is a member of Board of Directors of Atlantic Legal Foundation and on boards of several other civic organizations. He holds a BA with Honors in Economics from the University of California at Irvine. He is an Accredited Senior Appraiser with the American Society of Appraisers, in the Business Valuation Discipline. Nevin is fluent in English, French, Turkish, conversational in Spanish, and is an avid guitar player.
