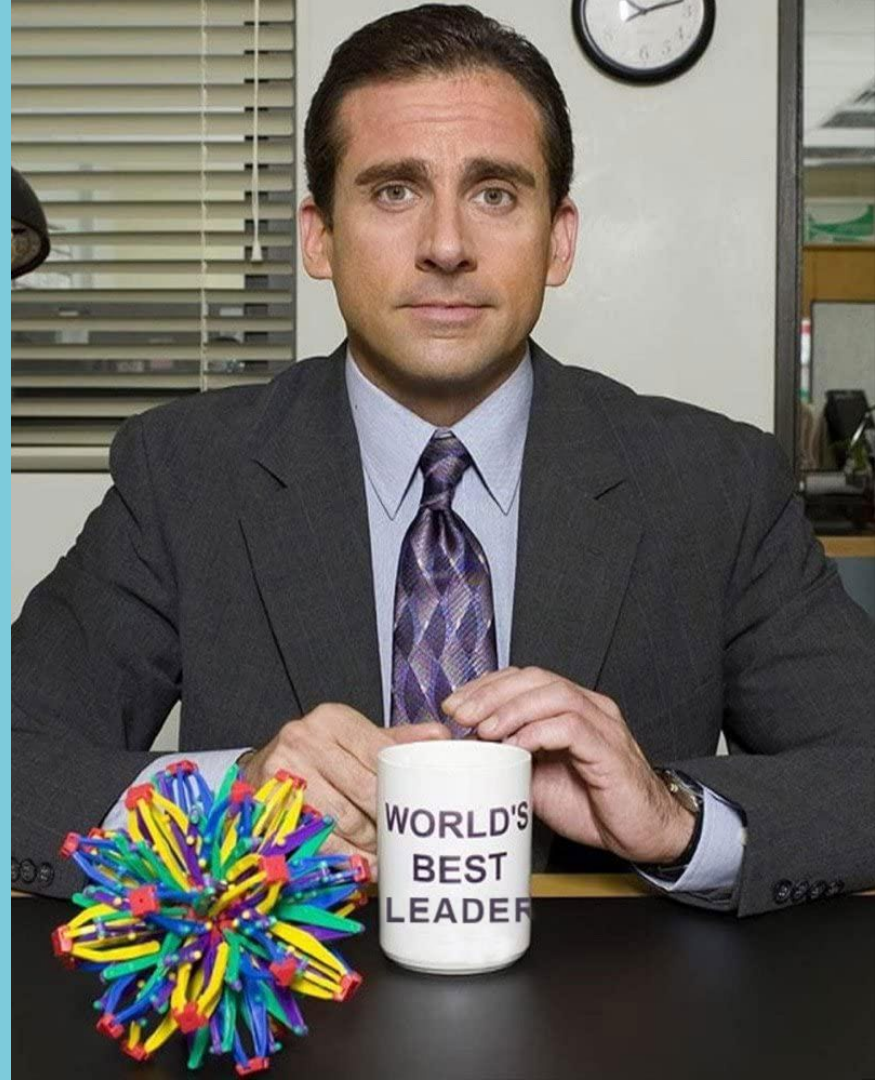


A World Without BOSSSES





RYAN BOYLSTON

- **Founder, 2TON (Former Owner/CEO)**
- **Owner /CEO, Urban Abundance**
- **Former Vice Mayor, Delray Beach**
- **Husband and Father**
- **GROWFL ALUMNI**

13

YEARS

2

Successful
Exits

2

Other
Exits



2011/2012
Founding
Cornerstones

2017-2018
Acquisition
Blending Cultures

2019-2020
Reorganization
Realms & Leadership

2020-2022
Pandemic
Rethinking workspaces

2022-2024
Company Culture
Protecting & Evolving

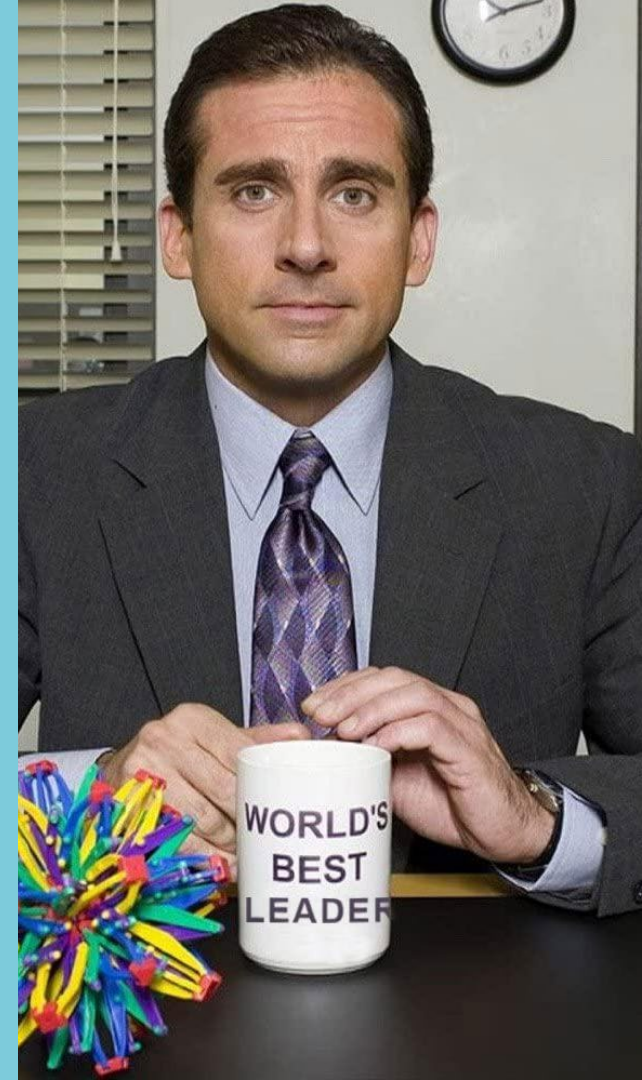
2024-Today
Sold 2TON
Started New Role



WHAT IS

“A World Without BOSSES”

- **Words Matter**
 - At the executive level
 - At the associate level
- **Titles Matter**
- **Organizational Structure Matters**
- **Culture Matters**
- **Questions**



BOSS



POLITICIAN



BOSS

NOUN: a person who is in charge of a worker, group, or organization.

ADJECTIVE: excellent; outstanding.

"that was a real boss move on his part"

VERB: give (someone) orders in a domineering manner.

"he does not like being bossed around"



HORRIBLE BOSSES



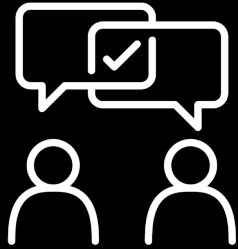
Boss

Employee

Worker

Staff

Who's the boss?

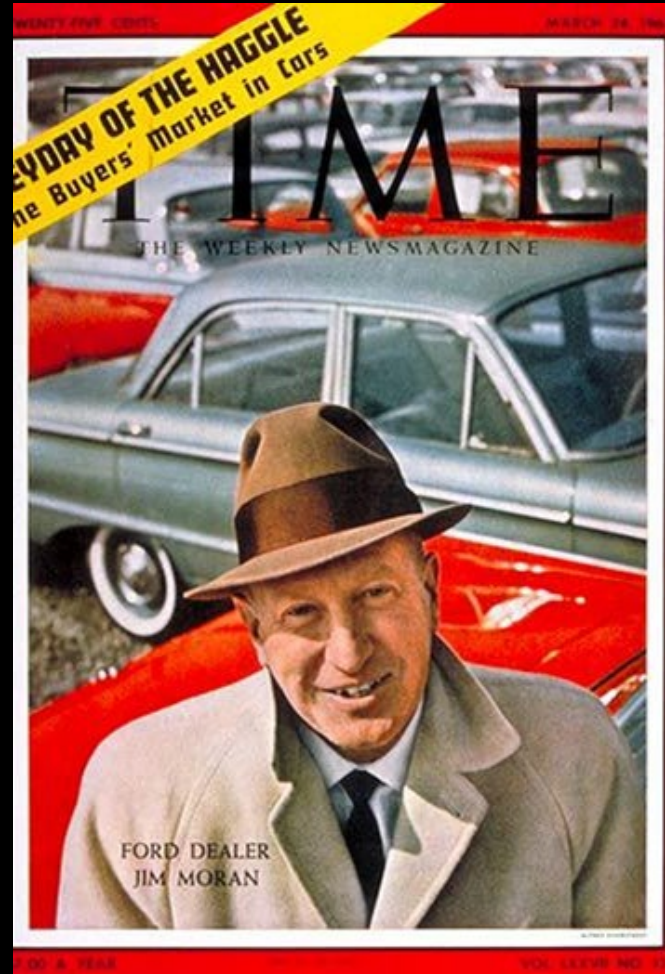


- **Who was your first boss**
 - or a boss that stands out
- **What has stuck with you?**



Mr. Moran: 1994
The Vanguard Chronicle

"The main [ingredient] in any business is the people. Good people. We have always managed to get the best possible people to work with us. Other corporate companies may use the term employees, but I don't like it...I have never said to anyone that they work for me, you work with me."



Leader

In general, the role of a leader is to coach, guide, and inspire others. They motivate teams through challenging times and guide individuals through their career progressions. They foster a collaborative culture and lead by example.





Who is the leader?





Jonathan Bachman



Nick Sirianni



Fans



Jalen Hurts

Leadership Style vs Role

Transformational Leadership

EXAMPLES:

- SAM WALTON
- JEFF BEZOS
- HOWARD SCHULTZ



- Inspires a shared vision
- Builds trust and unity
- Energizes & empowers others

Delegative Leadership

EXAMPLES:

- **WARREN BUFFETT**
- **LARRY PAGE** (Google)
- **DONNA KAREN** (DKNY)



- Empowers team autonomy
- Hands-off leadership approach
- Encourages independent decision-making

Authoritative Leadership

EXAMPLES:

- STEVE JOBS
- BILL GATES
- ELON MUSK



- Sets a clear vision
- Leads by example
- Mentors and guides others

Participative Leadership “Supported Independence”

EXAMPLES:

- **Satya Nadella** (Microsoft)
- **Herb Kelleher** (SW Airlines)
- **JIM MORAN** (JM Enterprises)



- Encourages team input
- Shares power and responsibility
- Fosters collaboration and inclusion

Transactional Leadership

EXAMPLES:

- VINCE LOMBARDI
- MARTHA STEWART
- S. TRUETT CATHY



- Focuses on rewards and punishments
- Emphasizes structure and order
- Motivates through clear expectations



Emotional Intelligence

Adaptability

Clear Vision & Purpose

Communication Skills

Inclusive Collaborative Approach

Decisiveness

Focus on Employee Development

Integrity & Accountability

Resilience

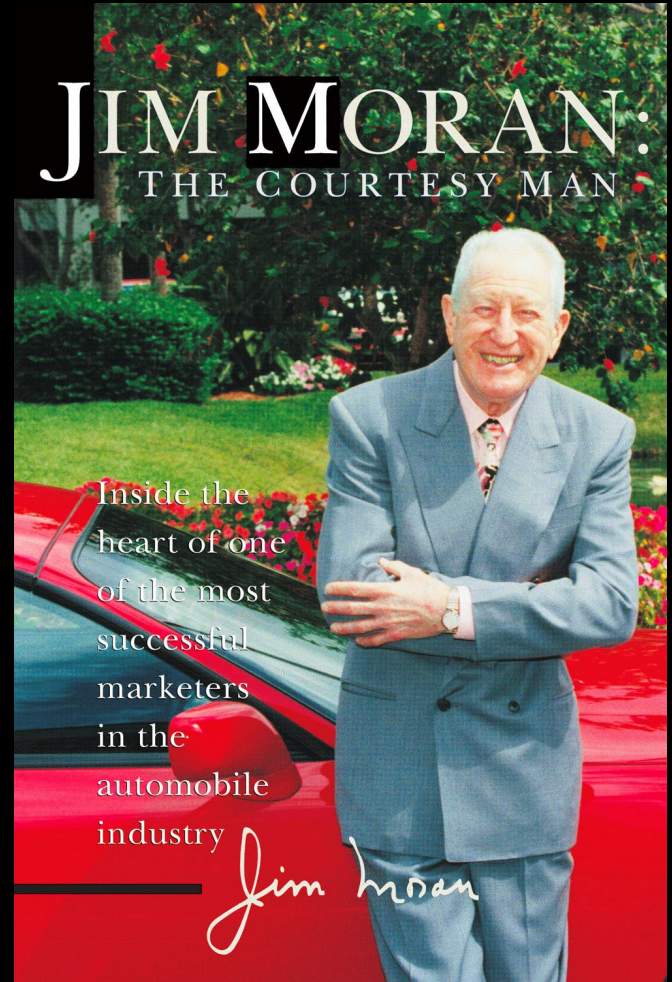
Tech-Savviness & Forward-Thinking

Employee
Worker
Staff

Associate: a partner or colleague in business.

JM Family Enterprises named to 100 Best Companies to Work For in 2022 by Great Place to Work® and Fortune Magazine for 24th Consecutive Year

“I truly had a sense that the associates’ health and well-being were the most important consideration when making decisions,”



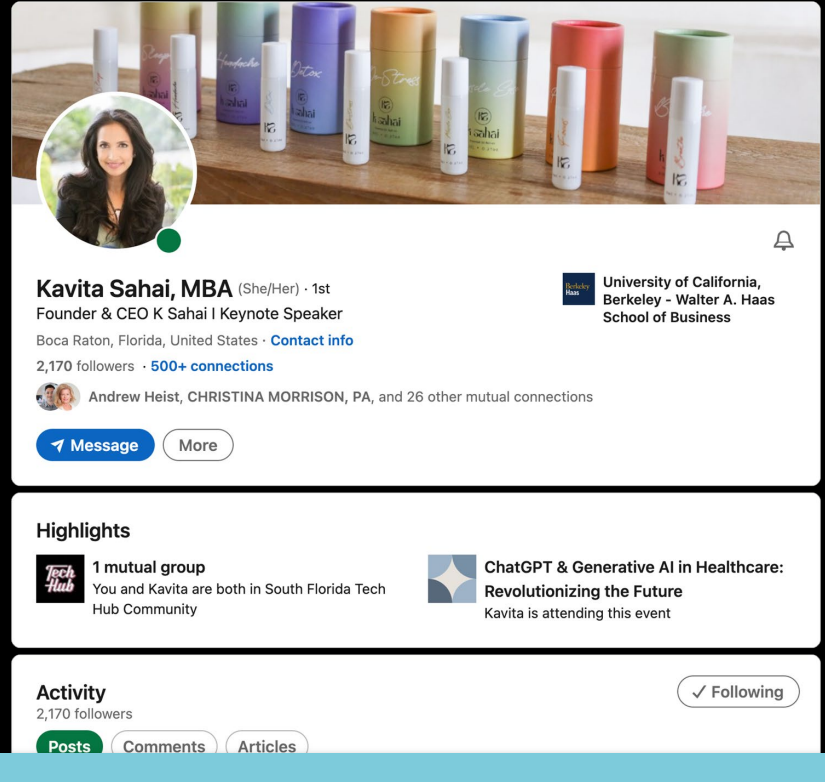
Rethink Titles

Q: What is the outcome you are looking to achieve with a position?

A: *Need to keep my clients happy.*



Q: What concerns or goals do you have with this role?

A: *Position should be on an equal level with other company roles*



The image shows a LinkedIn profile for Kavita Sahai, MBA. The header features a circular profile picture of a woman with dark hair and a green verification badge, and a background image of several colorful lipsticks. The profile text includes her name, degree, and roles: Founder & CEO of K Sahai, a Keynote Speaker, located in Boca Raton, Florida. It also shows 2,170 followers, 500+ connections, and a 'Contact info' link. Below this, it lists mutual connections: Andrew Heist, CHRISTINA MORRISON, PA, and 26 others. There are buttons for 'Message' and 'More'. The 'Highlights' section shows a 'Tech Hub' group with 1 mutual group member and an event 'ChatGPT & Generative AI in Healthcare: Revolutionizing the Future' which she is attending. The 'Activity' section shows she is followed by 2,170 followers, with tabs for 'Posts', 'Comments', and 'Articles'. A 'Following' button is visible in the top right of the activity section.

Kavita Sahai, MBA (She/Her) · 1st
Founder & CEO K Sahai | Keynote Speaker
Boca Raton, Florida, United States · [Contact info](#)
2,170 followers · [500+ connections](#)
Andrew Heist, CHRISTINA MORRISON, PA, and 26 other mutual connections
[Message](#) [More](#)

Highlights
 **1 mutual group**
You and Kavita are both in South Florida Tech Hub Community
 **ChatGPT & Generative AI in Healthcare: Revolutionizing the Future**
Kavita is attending this event

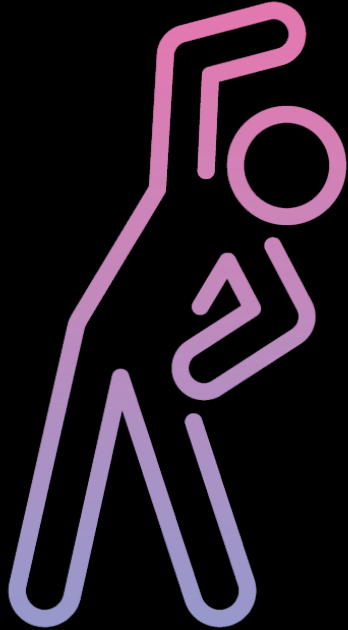
Activity
2,170 followers [Following](#)
[Posts](#) [Comments](#) [Articles](#)

Chief of Client Happiness

- **Chief of Happiness**
 - Responsibilities grow to include team members
- **Director of Business Evolution**
 - Responsibilities grow to include culture, team development and growth



Nicole
Director of Business Evolution



Q: What is the outcome you are looking to achieve with a position?

Q: What concerns or goals do you have with this role?

What does leadership look like from an organizational perspective?

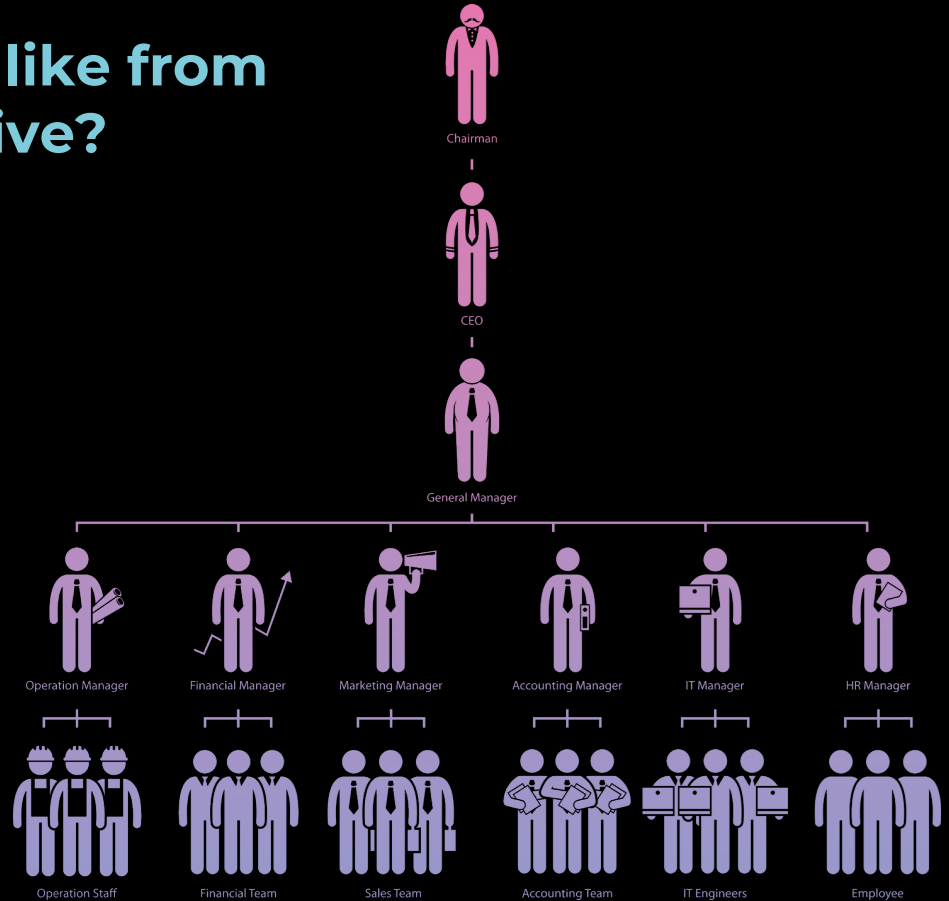
Does a standard organization structure work for you?

Realms, Pods and Cohorts

Does a standard organization structure work for your team?

Elevation, Promotions, Raises

*City Department Example






ABOUT US ▾

SERVICES

PORTFOLIO

CONTACT US

Let's build amazing technology together.

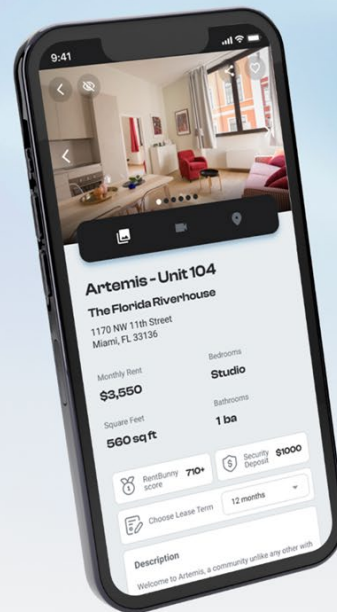
 [Discover your idea](#)



People
who like us



Cool tech
we built



HOW DO WE GROW LEADERS?

- **Associate Project Manager**
- **Project Manager**
- **Project Consultant**
- **Senior Project Consultant**



Sydney
Project Manager/Consultant

HOW DO WE FIND LEADERS?

- **What is an important leadership position in your company?**
- **What does a rockstar in that role look like?** Feel free to use an actual person as your reference
- **What does an entry level team member look like?**



“

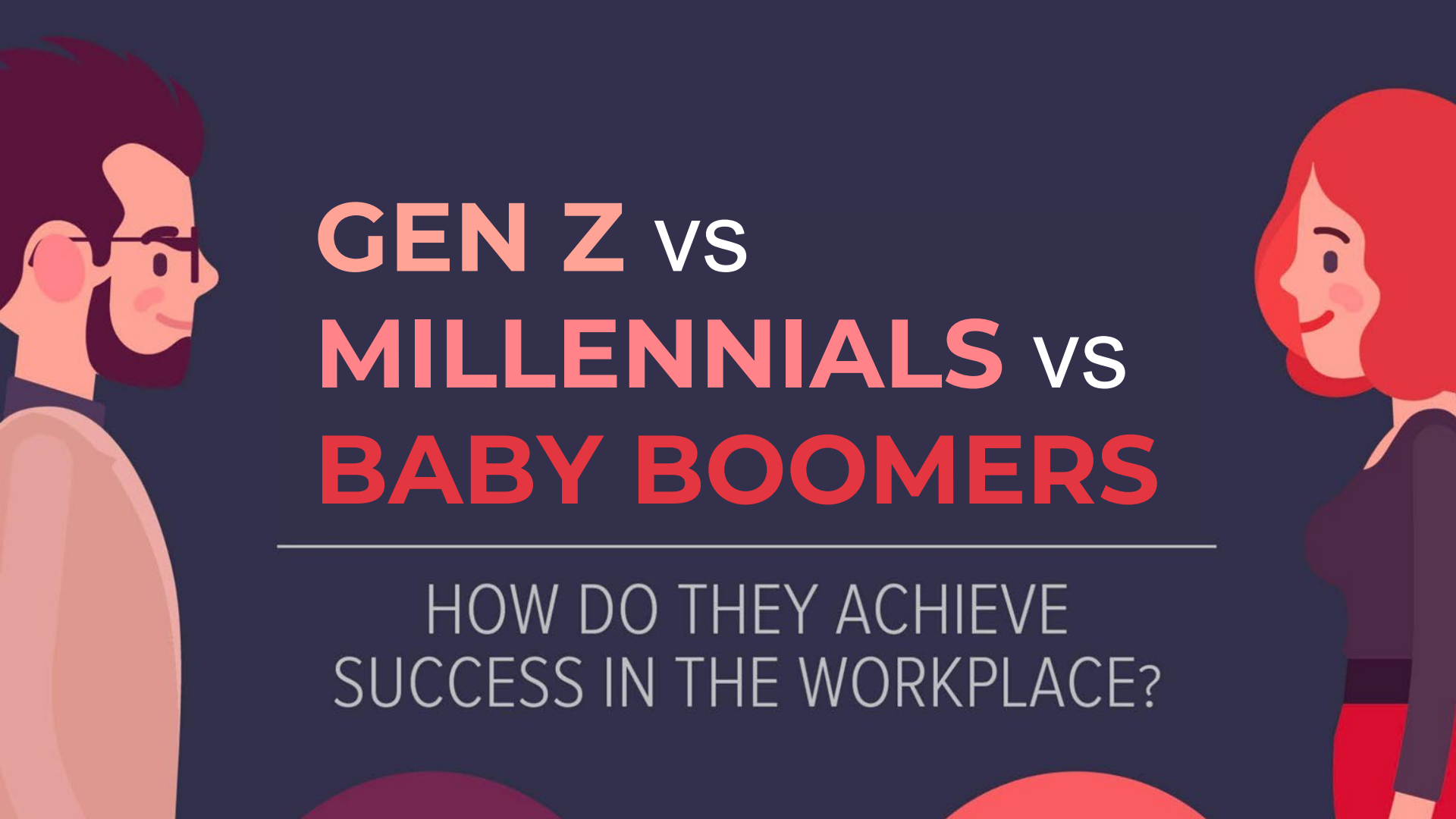
A PING
PONG
TABLE
IS NOT
CULTURE



A serene sunset scene over a body of water. In the foreground, a small, weathered wooden boat with a blue hull is moored, its reflection visible in the calm water. The sky is a mix of soft pinks, purples, and blues, with scattered clouds. In the distance, a pier or breakwater extends into the water, with some structures visible. The overall mood is peaceful and contemplative.

Final thoughts are so, you know,
final. Let's call them closing words.

Craig Armstrong



GEN Z vs MILLENNIALS vs BABY BOOMERS

HOW DO THEY ACHIEVE
SUCCESS IN THE WORKPLACE?



Phonograph

**Record
Player**

**Cassette
Tape**

Cloud

Jukebox

**Portable
Radio**

Phone

8-Track

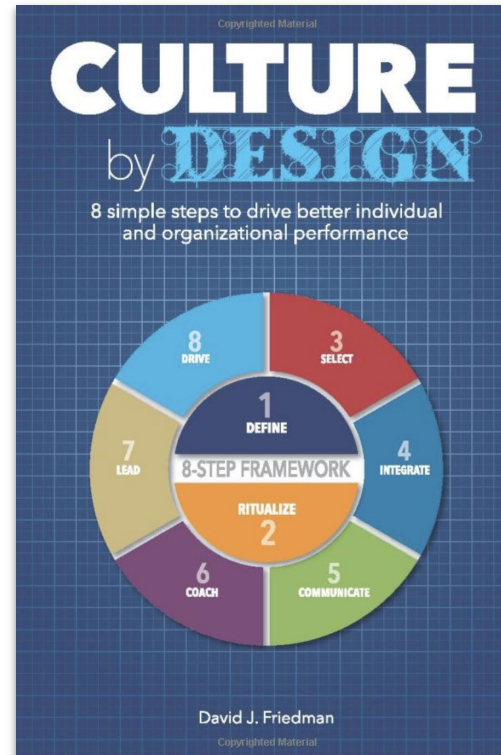
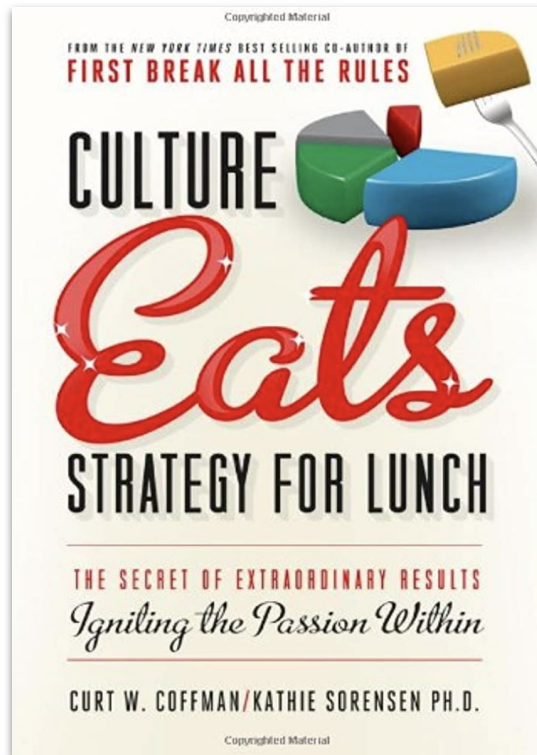
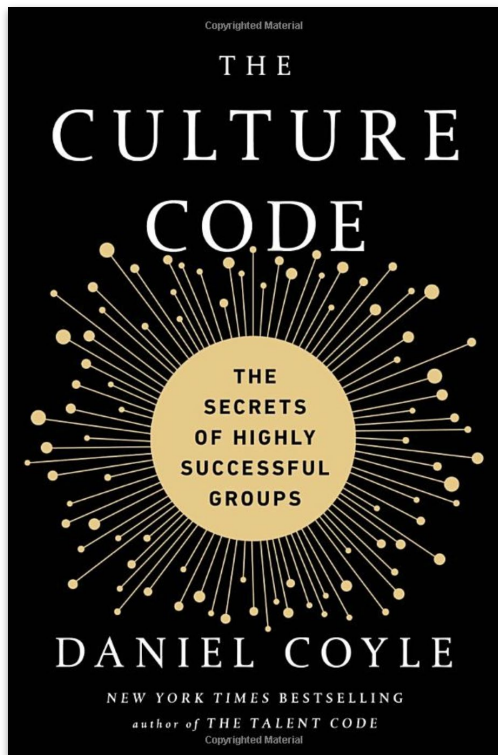
CD

Radio

iPod

NEXT STEPS





Questions/Comments



**Let's
Get
Creative.**

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