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EYE ON ARBONNE
CANADA

INDEPENDENT CONSULTANT,
NATIONAL VICE PRESIDENT

KAREN SKEELS



LEADERS

FINDING LEADERS

Independent Consultant, National Vice President
Karen Skeels Nation; Rimbey, Alberta

On February 28, 2005, I promoted to District Manager. One year later, in February of 2006, we are a Nation. I owe this honor to this team of leaders. This is one job where you can set your hours and have the potential get a promotion in 12 months that can change your life, both personally and financially. How did we do it? By working hard, sponsoring up and being leaders who find other leaders.

To me, sponsoring up means sponsor people who can teach you. I have learned so much from everyone I have met on this journey. Everyone has different strengths and people join your team because they have something to offer the team.

Next, recognition is important. I love giving it and as people need it. You are creating a volunteer army and it can be strong if you recognize people who are working their way to the top, even if someone is not moving up quickly. If they are working, they are special and should feel like it. Show them the big picture and reward their small accomplishments.

Be sure to give responsibility to people. When I was an Area Manager, I helped out at the meetings, and this showed me I could be an RVP. People need to know they are ready, and AMs need to do trainings and things at meetings. Teach them to be leaders by giving some of the responsibilities away to them.

Help everyone find their *Why* because this can make or break someone's business. Everyone will have one desire that is stronger than their desire to quit, sometimes finding can be the task. Show people that their *Why* is significant. This may take some personal growth since you need to listen and really hear what someone is saying. At the ACTnow event in Louisville, Kentucky, I learned to listen: The *Why* might be very deep and you may have to look way back into a person's past to find it. It is said that people do not dream anymore. It is your job to help them dream again. Sometimes people can only take small steps. Show them what even the potential for a small amount of extra income a month would do to change their lives, and help them work their way up from there. For some people, it is hard to dream big because it worries them. Others need to see the big dream and visualize where it will take them in the long run. Everyone is different and it is your job to see what someone needs.

Personal growth is something I have done a great deal of through Arbonne. I wrote this in my RVP *Eye on Arbonne* story, but it is a huge reason *Why* we are now a Nation. Some advice I have for you is to allow yourself to succeed. Have you ever questioned if what you were taught when you were young is helpful to your success? Is it something that is helping you go forward in your



Danny, Karen, Garren and Mackenzie trying to take a family picture.



Mackenzie and Karen in the field with the cows.



President Rita Davenport, Karen and Mackenzie at eight Mercedes-Benz car presentations in Calgary, Alberta.



Members of the Karen Skeels Nations with some of the Canada office staff at ACTnow Bellevue.

Arbonne business, or is it holding you back? Are you settling for less than you deserve in your life? Do you believe you can earn the potential to be financially set, and that you deserve to be? You need to tell that negative voice inside you that you only listen to things that empower you. I am very dyslexic, but I did not let this stop me. I could have been too busy, or did not have the Internet, or did not think I could – but I did.

When I went to Hawaii last September with Arbonne, I wanted to be an RVP. When I came home I knew that I was going to be an ENVP. Not just an NVP, but an ENVP, because I was taking great leaders to the top with me. I not only wanted my wonderful team to come along, I wanted my crossline Consultants and anyone else who wanted to come. I went to a meeting when I got home and said I was going to the top and would take anyone who wanted to come along. Well, this team is coming along and you are welcomed to.

This is a personal growth business. If you are not reading books or doing some type of personal growth, get to it today. You can tell me you are reading the books, but only reading is not enough. Apply the principles to yourself and your business. Something I have heard more than once is that you will hear the words only when you are ready; well, now is the time to be ready.

To Danny: I would have never thought I would have the potential to be helping you support our family, financially. I am a great farmhand, but helping with the finances is something I had to allow myself to do. We both have moved forward in this relationship and are growing closer together. Thank you for your support and great recognition. I could not have done this without you. To Danny's parents: Thank you for all the time you had the kids and did the farming for us; we are able to farm because of you.

To my kids, Mackenzie and Garren: You have given up time with me, but you gained time with your dad. I have been away from home and I

have been busy when I am at home, but you and dad have done a great job of taking care of things. You have been very understanding and loving. I think you are the best and you can do anything you put your mind to. We are learning how to balance our lives. Thank you, family!

To my mom: Thank you for your God-given words and all your prayers.

To President Rita Davenport: Thank you for your time. Time is a very precious thing and we really appreciate that you took the time to come up here and show off the great company to Canada.

To my sponsor, ERVP Tammy Braithwaite: We have grown together. You are a person who has a great heart. Thank you for everything.

To ENVP Sonya Shields: You have shown us there is nothing we cannot do, and that Arbonne is ours to take. We just have to do it. We are very grateful for all you have shared with us. To ENVP Alisa Dewey: You showed me I could be an ENVP. You have taught me so much; thank you for looking out for me, and for making time for someone who is in your fourth generation downline. To ENVPs, Tonna Krogstad and Erin Krogstad, as well as to ERVP Fraya White: Thank you for taking the time to help us in Canada. To ENVP Cecilia Stoll and ENVP Deanna Herrin: You took the time to take photos with me at NTC and I really appreciate that. I am very proud to be in Arbonne and with such a strong upline.

To NVP-in-qualification Heather: Not only have you stayed up all night to make sure your cows and calves are doing fine, but you have also saved lives in your nursing career and now, changed lives with Arbonne. To RVP Tobi, AM Dana, Beata, Tammy V., Carly, Dale, and Marisa: I would be nothing without this team. You have all taught me so much. Your team is sponsoring up! Thank you for helping me grow as a person and leader.

continued ...

success strategy:

“ Show them the big picture and reward the small accomplishments. ”



ENVP Cecilia Stoll, ENVP Deanna Herrin, ENVP Alicia Dewey, ENVP Tonna Krogstad, ENVP Erin Krogstad, ENVP Sonya Shields and Karen.



NTC 2006 St. Louis. **BACK, L-R:** EAM Joan Miller, AM Sheryl Stone, ERVP Tobin Schutz, EAM Tammy VanDerVeen, AM Dale Mills and Karen's mom, Jane Black. **MIDDLE, L-R:** Karen, ERVP Heather Hiemstra, RVP Jill McDougall, AM Holly Johanson, DM Loreen Fields, AM Gail Mapletof, RVP Melissa Thiesen, ERVP Joanne Pole, EAM Jeanine Huston and ConVicki Gruenwald. **FRONT, L-R:** ERVP Deena Lyle, DM Tammy Sorenson and DM Louise Allchurch.



RVP Tobin Schutz, ERVP Heather Heimstra and sponsor, ERVP Tammy Braithwaite at NTC 2006 St. Louis.



Karen with the Canada office staff at ACTnow Bellevue. **BACK:** Dave Lovegrove. **FRONT, L-R:** Pamela Trussler, Nancy Grieve, Sandra Maragno, Karen, Stuart MacMillian, Helena Alexandre and John Darraugh.

To NVP-in-qualification Joanne and AM Jeannie: Jeanne, you had to postpone your Presentation three times, and then were too busy to do the business. I am so glad you made time for Arbonne. I love that you are part of this Nation. Thank you for going to the top with me, and a huge thank you goes to your team. To RVP Deana, Melissa, AM Colleen, KR, Lorie, Inez and Shereen: Thank you.

To RVP Jill: You have grown up right in front of me, from a teenager riding your horse to now. Your determination has done the same in order to get the job done. I am very proud of the woman you have become. To AM Nicole, Elaine, Joan, Sheryl and Holly: Thank you for being a strong example of leaders finding leaders.

To DM Tammy Sorenson: You are a hard worker and one of the most organized people I know. Your journey is a great one, so enjoy everything about it. To EDM Janet: You had to see it happen for me first. So do not give up on someone because it took my sister an entire year to see that this works. I had a reason for picking you to help me with my *Eye on Arbonne* RVP story. Thank you for growing a great team and I know you will bring this team to the top if they want to come. To DM Stacy: You were eight months pregnant when you started, and having a baby the month you promoted to DM — great job! You have the best *Why* and your *Why* is part of my *Why*. I can change someone's life by just opening my month, and letting them take the ball and run with it. I know you will lead a great team to the top.

To AM Gail and Frank: We are so happy you can change your life with this. Just believe it can happen to you and it will. Thank you for your loving friendship. You have taken everyone who needs you under your wing, no matter who it is. Thank you. To EDM Deanna: You were one of the people I called and hung up on because I was unsure of myself. I

am so glad you are changing your life. Your team is on their way and they are all great leaders. To the Victoria ladies, AM Cheryl and Susan: Thank you for taking this business by storm. To all our DMs and Consultants: I am proud of you and glad you have chosen to do the business or use the products. I cannot wait to see your name on the NVP list.

To Tonyta and the Home Office staff: We have come a long way. I am so grateful to have had the opportunity to be close to the Arbonne staff. Tonyta is a lady who will always be in my heart and I thank her for her patience and hard work in helping us go to the top of Arbonne in Canada. I cannot wait to see where Arbonne is taking us. I am so honored to meet the new Canadian corporate staff.

Are you letting yourself become an ENVP? Are you ready to go to the top? Alisa told me the following when we became a Region: Do not stop, and use your momentum to go to the top. I am not finished, we have a lot of work to do, so grab a hold and come to the top with us. Look inside yourself and tell that voice, I only listen to things that empower me! You are someone who has the words that can change people's lives, if you just use them.



AM Sheryl Stone, AM Holly Johanson, EAM Joan Miller, Home Office staff member Tonyta Thomsen, Karen and RVP Jill McDougall.

Members of the British Columbia team.



Members of the Karen Skeel Nation at a national meeting.