

# Marc's Rules



I get up at 4:45, go to the gym, shower and then I'm sitting at my desk at 6:45 AM – this way I have almost 2 hours of uninterrupted work time before the 8:30 to 5 personnel start using my door as if it were a revolving one.

I eat at my desk everyday – going for lunch is a waste of time.



I basically work solid from 6:45 to 2:45. Some days right till 2:45 but most days not. And the days that I feel I'm done before or long before 2:45, I'll download movies or music, send personnel emails, buy / sell stocks, read CNN ... but this free time I can only have provided I'm done first.

I'm polite and courteous when I walk around HO but I never stop to socialize, ever. If I need to venture out of my office it's because I am on a mission that needs to get done NOW.



I'm very fair but also very demanding to work with. I expect those around me to never do tomorrow what could be done today, and I check this at random.

I'm constantly cleaning – not physically of course but rather cleaning files, sorting, deleting, filing... I do this a dozen times a day so that my inbox is close to empty always, while my sent messages are only left in the sent box because the requested action is not yet done, as soon as it's done, that sent email gets tossed or filed. If the action is not done within a reasonable timeframe, an unpleasant reminder follows.



I'm a stats maniac. I have finance filter so may different sets of comparatives so that we may look for trends, spot common denominators ... this is mostly for sales though and not so much the other departments.

I macro manage as much as I can. I give people ownership of things and explain to them again and again the importance of owning something. Once I feel that someone can own a new task, I only check periodically. If I like what I see I eventually barely ever look again though, my dissatisfaction can be quite unpleasant.



I have a very strict rule that applies to the directors who report to me: never, ever bring me a problem, ever. You may however bring me a challenge for which you have given some thought as to what could be a solution (s) ... In my opinion, if you do this, you'll find that many things never even get to you because they figure themselves before that.

I create group emails that I often used to set actions in play while many of the recipients won't play a part but in my view, it's still their business. I do this so that vision, decisions, progress, threats, challenges ... are understood by all and minimal time is spent gossiping about it and losing time over trying to understand why our direction is pointed where it is.

