

#smallbizchat

2011-08-25 to 2011-08-25
746 Twitter search results

104 contributors
691 retweets 338 @replies 189 links

Time	User	Tweet
2011-08-25 12:00 am	BizFinanceForum	Its time! Hold on to your hats, for another wild ride on --> #smallbizchat
2011-08-25 12:00 am	HarveySeidman	RT @ChellyElite : 8pm EST #smallbizchat : How to Teach Yourself the Art of Delegation.
2011-08-25 12:00 am	KayAshaolu	RT @SmallBizLady : Tonight we chat live about The Art of Delegation for Business Success w/ @alyssagregory http://t.co/1Hzs3YH #smallbizchat
2011-08-25 12:01 am	BizFinanceForum	RT @TaiGoodwin : Teach Yourself the Art of Delegation for Business Success with @alyssagregory 8PM EST http://t.co/gbbJsKo #smallbizchat
2011-08-25 12:03 am	Manta	Hi Everyone! We're excited to participate in the chat tonight. Sounds like a great topic. :) #smallbizchat
2011-08-25 12:03 am	SmallBizLady	How 2 participate: http://t.co/RgT1ORX ; try our prepared @Tweetgrid and join us now at 8p ET http://t.co/Zw0lYw8 #smallbizchat
2011-08-25 12:04 am	SmallBizLady	Welcome to #SmallBizChat , a weekly conversation where emerging small business owners can get answers to their questions. #smallbizchat
2011-08-25 12:04 am	helenantholis	RT @alyssagregory : Join me tonight (Wed, 8pm ET) on #smallbizchat re: How to Teach Yourself the Art of Delegation. #smallbizchat
2011-08-25 12:04 am	SmallBizLady	Welcome to my co-host for the night Social Media Strategist and Launch While Working advocate @TaiGoodwin #smallbizchat
2011-08-25 12:04 am	SmallBizLady	Q: What's the focus of #Smallbizchat ? A: To end small business failure by helping you succeed as your own boss #smallbizchat
2011-08-25 12:05 am	SmallBizLady	Right now on #SmallBizChat : @alyssagregory small business collaborator http://t.co/Zw0lYw8 #smallbizchat
2011-08-25 12:05 am	SmallBizLady	We are tweeting live with @alyssagregory of www.smallbusinessbonfire.com join us http://t.co/DFvgrfO #smallbizchat
2011-08-25 12:06 am	MrJAlabaster	RT @SmallBizLady : We are tweeting live with @alyssagregory of www.smallbusinessbonfire.com join us http://t.co/DFvgrfO #smallbizchat
2011-08-25 12:06 am	alyssagregory	Hi everyone! I'm thrilled to be here. Thanks for joining in! #smallbizchat
2011-08-25 12:07 am	kirstenasimmons	RT @alyssagregory : Join me tonight (Wed, 8pm ET) on #smallbizchat re: How to Teach Yourself the Art of Delegation. #smallbizchat
2011-08-25 12:07 am	Manta	@alyssagregory Hello! We're excited to chat with you this evening. #smallbizchat

2011-08-25 12:07 am [SmallBizLady](#) Welcome to thechat...@helenantholis [@Manta](#) [@KayAshaolu](#) [@Bizfinanceforum](#) **#smallbizchat**

2011-08-25 12:08 am [Manta](#) [@SmallBizLady](#) Thanks Melinda. We're glad to be here. **#smallbizchat**

2011-08-25 12:08 am [SmallBizLady](#) Q1: WHAT ARE THE SIGNS THAT IT'S TIME FOR A BUSINESS OWNER TO START DELEGATING? **#smallbizchat**

2011-08-25 12:08 am [helenantholis](#) [@SmallBizLady](#) [@helenantholis](#) [@Manta](#) [@KayAshaolu](#) [@Bizfinanceforum](#) Thank you! **#smallbizchat**

2011-08-25 12:08 am [KayAshaolu](#) [@SmallBizLady](#) [@alyssagregory](#) glad to be here from the west coast! **#smallbizchat**

2011-08-25 12:09 am [SmallBizLady](#) [@kirstenasimmons](#) Welcome to the chat - thans for joining tonight! **#smallbizchat**

2011-08-25 12:09 am [ClosetJane](#) RT [@SmallBizLady](#): Q: What's the focus of **#Smallbizchat**? A: To end small business failure by helping you succeed as your own boss **#smallbizchat**

2011-08-25 12:09 am [alyssagregory](#) A1a: Big sign that delegation is needed --> consistently feeling like there's not enough time to get it all done. **#smallbizchat**

2011-08-25 12:09 am [BizFinanceForum](#) [@SmallBizLady](#) Thanks & congrats to you and [@alyssagregory](#) and [@manta](#) for recognition with #SMBIfuencers **#smallbizchat**

2011-08-25 12:09 am [alyssagregory](#) A1b: Other signs: feeling pulled in diff directions, being stressed on a daily basis, turning down attractive opportunities.. **#smallbizchat**

2011-08-25 12:09 am [kirstenasimmons](#) [@SmallBizLady](#) Thanks, Melinda! I'm excited for tonight's topic. :) **#smallbizchat**

2011-08-25 12:09 am [ChellyElite](#) RT [@alyssagregory](#): A1a: Big sign that delegation is needed --> consistently feeling like there's not enough time to get it all done. **#smallbizchat**

2011-08-25 12:10 am [helenantholis](#) Q1: SIGNS THAT ITS TIME FOR A BUSINESS OWNER TO START DELEGATING? A1. That you are working harder and longer than your staff. **#smallbizchat**

2011-08-25 12:10 am [cjurquico](#) Hi [@smallbizlady](#) [@alyssagregory](#) [@Taigoodwin](#) Good morning from Guam to everyone at **#smallbizchat** :)

2011-08-25 12:10 am [alyssagregory](#) A1c: ...And being too busy managing the business to actually grow your business. **#smallbizchat**

2011-08-25 12:10 am [BizFinanceForum](#) RT [@helenantholis](#): A1. That you are working harder and longer than your staff. <- Good one! **#smallbizchat**

2011-08-25 12:10 am [kirstenasimmons](#) [@alyssagregory](#) How about cutting sleep so short that you walk into walls? #mayormaynothavedonethat ;) **#smallbizchat**

2011-08-25 12:10 am [SmallBizLady](#) Q2: DOES CREATING A TEAM AND DELEGATING REALLY HELP ALLEVIATE SOME OF THESE PROBLEMS? **#smallbizchat**

2011-08-25 12:10 am [JeannieSpiro](#) Hi there..hope it's not too late to jump in. **#smallbizchat**

2011-08-25 12:11 am [Manta](#) A1: If you are too busy with the day to day to focus on expanding your business you need to delegate some tasks. **#smallbizchat**

2011-08-25 12:11 am [alyssagregory](#) TY! RT [@bizfinanceforum](#): [@SmallBizLady](#) Thanks & congrats to you & [@alyssagregory](#) & [@Manta](#) for recognition with #SMBIfuencers **#smallbizchat**

2011-08-25 12:11 am [Manta](#) [@kirstenasimmons](#) lol, love the confession. **#smallbizchat**

2011-08-25 12:11 am [JeannieSpiro](#) RT@SmallBizLady:Q: Whats the focus of **#Smallbizchat**? A: To end small business failure by helping you succeed as your own boss **#smallbizchat**

2011-08-25 12:11 am [CareerFinesse](#) RT [@SmallBizLady](#): TWEETING LIVE w/ [@ALYSSAGREGORY](#)

2011-08-25 12:11 am [kirstenasimmons](#) [@JeannieSpiro](#) Come on in! **#smallbizchat**

2011-08-25 12:11 am [TaiGoodwin](#) [@cjurquico](#) glad you could make it tonight! **#smallbizchat**

2011-08-25 12:11 am [BizFinanceForum](#) [@cjurquico](#) I think you get the farthest away award :) **#smallbizchat**

2011-08-25 12:11 am [helenantholis](#) Q2: DOES CREATING A TEAM AND DELEGATING REALLY HELP ALLEVIATE SOME OF THESE PROBLEMS? A2. Only if properly managed. **#smallbizchat**

2011-08-25 12:11 am [CICinspireme](#) Just jumping into **#smallbizchat** thought I missed it again!

2011-08-25 12:11 am [Manta](#) RT [@alyssagregory](#): TY! RT [@bizfinanceforum](#): [@SmallBizLady](#) Thanks & congrats to you & [@alyssagregory](#) & [@Manta](#) for recognition with #SMBInfluencers **#smallbizchat**

2011-08-25 12:11 am [BarryBirkett](#) I hear that over & over! RT [@alyssagregory](#): A1c: ...And being too busy managing the business to actually grow your business. **#smallbizchat**

2011-08-25 12:12 am [alyssagregory](#) A2a: Delegation is the secret to working smarter. When you delegate effectively, you can focus on the things you do best. **#smallbizchat**

2011-08-25 12:12 am [Chris_Eh_Young](#) RT [@alyssagregory](#) A1 Big sign that delegation is needed -> consistently feeling like theres not enough time to get it all done **#smallbizchat**

2011-08-25 12:12 am [SmallBizLady](#) [@JeannieSpiro](#) Welcome to the chat! **#smallbizchat**

2011-08-25 12:12 am [alyssagregory](#) A2b: Letting go of the daily to-do's can also give you a new perspective about your business and alleviate stress. **#smallbizchat**

2011-08-25 12:12 am [cjurquico](#) Thanks [@taigoodwin](#) glad to be here. **#smallbizchat**

2011-08-25 12:12 am [BizFinanceForum](#) A2: If you delegate the right things to the right people. **#smallbizchat**

2011-08-25 12:12 am [IdeasfactorySA](#) Good morning from South Africa RT [@SmallBizLady](#): Right now on **#SmallBizChat** : [@alyssagregory](#) small business collaborator <http://>

2011-08-25 12:12 am [HarveySeidman](#) RT [@SmallBizLady](#): Welcome to **#SmallBizChat**, a weekly conversation where emerging small business owners can (cont) <http://t.co/eThCTgT>

2011-08-25 12:13 am [JeannieSpiro](#) [@SmallBizLady](#) thanks so much! **#smallbizchat**

2011-08-25 12:13 am [Manta](#) RT [@helenantholis](#): Q2: DOES CREATING A TEAM AND DELEGATING HELP ALLEVIATE SOME OF THESE PROBLEMS? A2 Only if properly managed. **#smallbizchat**

2011-08-25 12:13 am [cjurquico](#) [@bizfinanceforum](#) Yes I do, and it's Thursday 10 am where I'm at. The future :p **#smallbizchat**

2011-08-25 12:13 am [kirstenasimmons](#) [@BizFinanceForum](#) A2+ and sometimes you can delegate to people who can do it better than you can! **#smallbizchat**

2011-08-25 12:13 am [JeannieSpiro](#) [@kirstenasimmons](#) great thanks! **#smallbizchat**

2011-08-25 12:13 am [ArbonneTess](#) **#smallbizchat** just arriving, glad i made it!

2011-08-25 12:13 am [helenantholis](#) RT [@alyssagregory](#): A2b: Letting go of daily to-dos can also give you a new perspective re: your business and alleviate stress. **#smallbizchat**

2011-08-25 12:13 am [BizFinanceForum](#) [@kirstenasimmons](#) Good point! **#smallbizchat**

2011-08-25 12:14 am [SmallBizLady](#) Q3: HOW DOES AN OVER-SCHEDULED AND STRESSED BUSINESS OWNER EVEN KNOW WHAT THEY SHOULD BE DELEGATING? **#smallbizchat**

2011-08-25 12:14 am [CICinspireme](#) RT [@Manta](#): A1: If you are too busy with the day to day to focus on expanding your business you need to delegate some tasks. **#smallbizchat**

2011-08-25 12:14 am [helenantholis](#) [@cjurquico](#) [@bizfinanceforum](#) Hi CJ. What's happening tomorrow :-)
#smallbizchat

2011-08-25 12:14 am [KayAshaolu](#) [@cjurquico](#) haha back to the future... **#smallbizchat**

2011-08-25 12:14 am [JayGregory](#) RT [@alyssagregory](#) Big sign that delegation is needed --> consistently feeling like there's not enough time to get it all done **#smallbizchat**

2011-08-25 12:14 am [thepinkboss](#) RT [@SmallBizLady](#) Q2: DOES CREATING A TEAM AND DELEGATING REALLY HELP ALLEVIATE SOME OF THESE PROBLEMS? **#smallbizchat**

2011-08-25 12:14 am [JeannieSpiro](#) A2: Delegating has absolutely made all the difference in my biz. I'm focused on working at what I'm good at **#smallbizchat**

2011-08-25 12:14 am [Michella Me](#) RT [@SmallBizLady](#): Q: What's the focus of **#Smallbizchat**? A: To end small business failure by helping you succeed as your own boss **#smallbizchat**

2011-08-25 12:14 am [ArbonneTess](#) **#smallbizchat** revenue generating activities should be the priority, all other administrative related items can be delegated.

2011-08-25 12:15 am [BizFinanceForum](#) [@helenantholis](#) [@cjurquico](#) [@KayAshaolu](#) Ask the meaty stuff! What is the stock market doing? **#smallbizchat**

2011-08-25 12:15 am [alyssagregory](#) A3a: In order to figure out what to get off your plate, you need to figure out where your time is going... **#smallbizchat**

2011-08-25 12:15 am [JayGregory](#) RT [@alyssagregory](#): ...And being too busy managing the business to actually grow your business. **#smallbizchat**

2011-08-25 12:15 am [SmallBizLady](#) [@IdeasfactorySA](#) Welcome it must be pretty early in themorning where you are? **#smallbizchat**

2011-08-25 12:15 am [PjsandCoffee](#) A2 Delegation is difficult before proper training. Training takes time. Busy small business owners have limited time to train **#smallbizchat**

2011-08-25 12:15 am [KayAshaolu](#) [@alyssagregory](#) A2b -> great point: need an opportunity to see the big picture **#smallbizchat**

2011-08-25 12:15 am [helenantholis](#) Q3: HOW DOES AN OVER-SCHEDULED BUSINESS OWNER EVEN KNOW WHAT THEY SHOULD BE DELEGATING? Maintenance tasks others could do. **#smallbizchat**

2011-08-25 12:15 am [kirstenasimmons](#) A3: Cut them off from the biz for a few days... once they wake up, they'll have a chance to figure out what's important **#smallbizchat**

2011-08-25 12:15 am [alyssagregory](#) A3b: ...Especially time that's going where it shouldn't be. Ask yourself: What are my biggest time drains? **#smallbizchat**

2011-08-25 12:15 am [thepinkboss](#) RT [@JayGregory](#): RT [@alyssagregory](#) Big sign that delegation is needed --> consistently feeling like there's not enough time to get it all done **#smallbizchat**

2011-08-25 12:15 am [BarryBirkett](#) A3 - Need to step back & map out roles in biz -- then decide priorities & who should be doing each! **#smallbizchat**

2011-08-25 12:15 am [BizFinanceForum](#) Yes! RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need 2figure out where your time is going **#smallbizchat**

2011-08-25 12:15 am [helenantholis](#) [@BizFinanceForum](#) [@helenantholis](#) [@cjurquico](#) [@KayAshaolu](#) Of course! Thanks, Nicole. Good one. **#smallbizchat**

2011-08-25 12:15 am [thepinkboss](#) RT [@alyssagregory](#): A2a: Delegation is the secret to working smarter. When you delegate effectively, you can focus on the things you do best. **#smallbizchat**

2011-08-25 12:16 am [durhamblackcham](#) RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need to figure out where your time is going... **#smallbizchat**

2011-08-25 12:16 am [ArbonneTess](#) [@BarryBirkett](#) exceptional point **#smallbizchat**

2011-08-25 12:16 am [EuropeanTablewr](#) Hi, all. Agreed-->RT [@ArbonneTess](#) **#smallbizchat** Revenue generating activities should be the priority, all other items can be delegated.

2011-08-25 12:16 am [JeannieSpiro](#) A3: they need to spend time looking at their time sucks & then they can figure out what to delegate. [@SmallBizLady](#) **#smallbizchat**

2011-08-25 12:16 am [thepinkboss](#) Almost missed **#smallbizchat**. Jumping in now!

2011-08-25 12:16 am [alyssagregory](#) A3c: One of the best ways to figure this out is by tracking your time -- all of your time -- during the day. **#smallbizchat**

2011-08-25 12:16 am [ArbonneTess](#) [@thepinkboss](#) welcome! **#smallbizchat**

2011-08-25 12:16 am [KayAshaolu](#) [@alyssagregory](#) A3b: absolutely: and what tasks can be automated **#smallbizchat**

2011-08-25 12:17 am [alyssagregory](#) A3d: Once you start tracking everything, you will probably be surprised to see where you spend your time. **#smallbizchat**

2011-08-25 12:17 am [MsWallST](#) RT [@thepinkboss](#): RT [@SmallBizLady](#) Q2: DOES CREATING A TEAM AND DELEGATING REALLY HELP ALLEVIATE SOME OF THESE PROBLEMS? **#smallbizchat**

2011-08-25 12:17 am [ArbonneTess](#) [@alyssagregory](#) manually, or do you use a tool to help you track? **#smallbizchat**

2011-08-25 12:17 am [BizFinanceForum](#) [@alyssagregory](#) Any good apps or systems to track all your time? **#smallbizchat**

2011-08-25 12:17 am [helenantholis](#) RT [@alyssagregory](#): A3c: One of the best ways to figure this out is by tracking your time -all of your time -during the day. **#smallbizchat**

2011-08-25 12:17 am [prforsmallbiz](#) Hi everyone! I'm following [@thepinkboss](#) in **#smallbizchat**

2011-08-25 12:17 am [alyssagregory](#) A3e: This can be a powerful tool for identifying potential tasks to outsource, or to-dos to cut out of your day entirely. **#smallbizchat**

2011-08-25 12:17 am [SmallBizLady](#) How to participate in **#SmallBizChat** <http://t.co/wNK8SxH>; join in via tonight's tweetgrid: <http://t.co/K2E4H7f> **#smallbizchat**

2011-08-25 12:17 am [SmallBizLady](#) Live right now - Interview with small business collaborator Alyssa Gregory [@alyssagregory](#) <http://t.co/6kGwH9j> **#smallbizchat**

2011-08-25 12:17 am [Michella Me](#) RT [@SmallBizLady](#): Q1: WHAT ARE THE SIGNS THAT IT'S TIME FOR A BUSINESS OWNER TO START DELEGATING? **#smallbizchat**

2011-08-25 12:17 am [SmallBizLady](#) It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**

2011-08-25 12:18 am [alyssagregory](#) A3f: Tracking time can also help you become more aware of how you manage your time so you can work on productivity. **#smallbizchat**

2011-08-25 12:18 am [CICinspireme](#) RT [@BizFinanceForum](#): [@alyssagregory](#) Any good apps or systems to track all your time? **#smallbizchat**

2011-08-25 12:18 am [thepinkboss](#) RT [@alyssagregory](#): A3d: Once you start tracking everything, you will probably be surprised to see where you spend your time. **#smallbizchat**

2011-08-25 12:18 am [JayGregory](#) RT [@alyssagregory](#) ...Especially time that's going where it shouldn't be. Ask yourself: What are my biggest time drains? **#smallbizchat**

2011-08-25 12:18 am [JeannieSpiro](#) Do you use a good priority mgmt system? That's helped me RT [@BizFinanceForum](#): [@alyssagregory](#) **#smallbizchat**

2011-08-25 12:18 am [prforsmallbiz](#) A1) When you are neglecting your family or yourself, it's time to start delegating. **#smallbizchat**

2011-08-25 12:18 am [KayAshaolu](#) [@alyssagregory](#) true: any ways of tracking all of the hours of your day w/o getting frustrated? **#smallbizchat**

2011-08-25 12:18 am [cjurquico](#) [@helenantholis](#) [@BizFinanceForum](#) [@kayashaolu](#) lots of rain and

2011-08-25 12:18 am [BizFinanceForum](#) heavy traffic and Gadhafi is still missing...**#smallbizchat**
Key profit driver! RT [@alyssagregory](#): A3f: Tracking time can also help u manage your time so you can work on productivity.
#smallbizchat

2011-08-25 12:19 am [alyssagregory](#) A3g: After tracking time for 2 wks, make a list of tasks that take too long, you dislike doing, could be done by someone else
#smallbizchat

2011-08-25 12:19 am [SmallBizLady](#) Check out my latest from PBEssentials: How to Make it Easy for Your Customers to Contact You <http://ht.ly/6c5jH> **#smallbizchat**

2011-08-25 12:19 am [kirstenasimmons](#) [@cjurquico](#) [@helenantholis](#) [@BizFinanceForum](#) [@kayashaolu](#) And let me guess... Apple's stock has gone down? **#smallbizchat**

2011-08-25 12:19 am [prforsmallbiz](#) A2) Delegating does alleviate some stress,however,you might find yourself redoing work or spending a lot of time on training.
#smallbizchat

2011-08-25 12:19 am [SmallBizLady](#) Q4: SHOULD A BUSINESS OWNER LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS? **#smallbizchat**

2011-08-25 12:19 am [cjurquico](#) Very true. RT [@prforsmallbiz](#): A1) When you are neglecting your family or yourself, it's time to start delegating. **#smallbizchat**

2011-08-25 12:19 am [helenantholis](#) I like this one! RT [@prforsmallbiz](#): A1) When you are neglecting your family or yourself, its time to start delegating. **#smallbizchat**

2011-08-25 12:19 am [alyssagregory](#) A3h: These are the tasks you should look to delegate first.
#smallbizchat

2011-08-25 12:19 am [BizFinanceForum](#) [@JeannieSpero](#) Not sure what you mean by priority mgmt system?
#smallbizchat

2011-08-25 12:19 am [CareerFinesse](#) RT [@SmallBizLady](#): Right now on **#SmallBizChat** : [@alyssagregory](#) small business collaborator <http://t.co/Zw0lYw8> **#smallbizchat**

2011-08-25 12:19 am [alyssagregory](#) A3i: Common areas that SMB may delegate include scheduling, bookkeeping, website maintenance, social media mgmt, admin tasks.
#smallbizchat

2011-08-25 12:19 am [JDEbberly](#) Q3: HOW DOES AN OVER-SCHEDULED BUSINESS OWNER EVEN KNOW WHAT THEY SHOULD BE DELEGATING?
Maintenance tasks others could do **#SmallBizChat**

2011-08-25 12:20 am [thepinkboss](#) RT [@alyssagregory](#): A3g: After tracking time for 2 wks, make a list of tasks that take too long, you dislike doing, could be done by someone else **#smallbizchat**

2011-08-25 12:20 am [JDEbberly](#) RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need to figure out where your time is going **#SmallBizChat**

2011-08-25 12:20 am [ArbonneTess](#) [@BizFinanceForum](#) tracking of time, can help you id ones fee structure as well,when budgeting anticipated revenues for the year
#smallbizchat

2011-08-25 12:20 am [TheRealSharon](#) RT [@helenantholis](#): RT [@prforsmallbiz](#): A1) When you are neglecting your family or yourself, its time to start delegating. **#smallbizchat**

2011-08-25 12:20 am [JDEbberly](#) RT [@alyssagregory](#): A3b: ...Especially time that's going where it shouldn't be. Ask yourself: What are my biggest time drains?
#SmallBizChat

2011-08-25 12:20 am [prforsmallbiz](#) A3) U shld delegate as much admin & busy work as u can. Also, if u aren't a good marketer or accountant - outsource it! **#smallbizchat**

2011-08-25 12:20 am [GetBizSociable](#) [@alyssagregory](#) I track my time diligently. For others, picture yourself as a lawyer, those 10 minutes matter! **#smallbizchat**

2011-08-25 12:20 am [BizFinanceForum](#) [@JDEbberly](#) Good to see you! We're still on impulse power here...

#smallbizchat

- 2011-08-25 12:20 am [JDEbberly](#) RT [@alyssagregory](#): A3c: One of the best ways to figure this out is by tracking your time -- all of your time -- during the day **#SmallBizChat**
- 2011-08-25 12:20 am [alyssagregory](#) A4a: Really depends on the business, the type of support needed and whether or not it's a significant, long-term need. **#smallbizchat**
- 2011-08-25 12:20 am [JDEbberly](#) RT [@alyssagregory](#): A3d: Once you start tracking everything, you will probably be surprised to see where you spend your time **#SmallBizChat**
- 2011-08-25 12:21 am [CICinspireme](#) RT [@prforsmallbiz](#): A1) When you are neglecting your family or yourself, it's time to start delegating. **#smallbizchat**
- 2011-08-25 12:21 am [SmallBizLady](#) See [@Smallbizlady](#) live tomorrow in Huntsville, Alabama....
- 2011-08-25 12:21 am [JDEbberly](#) RT [@alyssagregory](#): A3e: This can be powerful tool for ident potn tasks to outsource, or to-dos to cut out of your day entirely **#SmallBizChat**
- 2011-08-25 12:21 am [alyssagregory](#) A4b: Less commitment when it comes to outsourcing, so can be a great starting point for owners just starting to delegate. **#smallbizchat**
- 2011-08-25 12:21 am [CareerFinesse](#) RT [@SmallBizLady](#): How 2 participate: <http://t.co/RgT1ORX>; try our prepared [@Tweetgrid](#) and join us now at 8p ET <http://t.co/Zw0lYw8> **#smallbizchat**
- 2011-08-25 12:21 am [Michella_Me](#) RT [@SmallBizLady](#): It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**
- 2011-08-25 12:21 am [JDEbberly](#) RT [@alyssagregory](#): A3f: Tracking time can also help you become aware of how you manage your time so u can work on productivity **#SmallBizChat**
- 2011-08-25 12:21 am [BizFinanceForum](#) [@ArbonneTess](#) Absolutely agree. I'm just curious what different people use that doesn't make them pull out their hair. **#smallbizchat**
- 2011-08-25 12:21 am [KayAshaolu](#) RT [@GetBizSociable](#): [@alyssagregory](#) I track my time diligently. For others, picture yourself as a lawyer, those 10 min matter! **#smallbizchat**
- 2011-08-25 12:21 am [cjurquico](#) [@kirstenasimmons](#) Because their iCEO stepped down? But they did move him to be iChairman. **#smallbizchat**
- 2011-08-25 12:21 am [prforsmallbiz](#) A4) In the 1st yr or 2, take on contractors until u have a strng history of biz income to 2 hire employees **#smallbizchat**
- 2011-08-25 12:21 am [SmallBizLady](#) Q4: SHOULD BIZ OWNERS LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS? **#smallbizchat**
- 2011-08-25 12:22 am [JeannieSpiro](#) [@BizFinanceForum](#) I use ARC a paper mgt tool to prioritize tasks. Plus I chunk my time & have dedicated days for things **#smallbizchat**
- 2011-08-25 12:22 am [JeannieSpiro](#) RT [@SmallBizLady](#): Q4: SHOULD BIZ OWNERS LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS? **#smallbizchat**
- 2011-08-25 12:22 am [JDEbberly](#) RT [@alyssagregory](#) A3g After track time for 2wks, make list tasks take too long, u dislike doing, could be done someone else **#SmallBizChat**
- 2011-08-25 12:22 am [JDEbberly](#) RT [@alyssagregory](#): A3h: These are the tasks you should look to delegate first. **#SmallBizChat**
- 2011-08-25 12:22 am [KayAshaolu](#) [@cjurquico](#) [@helenantholis](#) [@BizFinanceForum](#) [@kayashaolu](#) Did the new iPhone come out yet?? Please tell me!! **#smallbizchat**
- 2011-08-25 12:22 am [helenantholis](#) RT [@SmallBizLady](#): Q4: SHOULD BIZ OWNERS LOOK TO HIRE

EMPLOYEES OR OUTSOURCE TO CONTRACTORS?

#smallbizchat

- 2011-08-25 12:22 am [kngmerriweather](#) RT [@SmallBizLady](#): See [@Smallbizlady](#) live tomorrow in Huntsville, Alabama.... **#smallbizchat**
- 2011-08-25 12:22 am [Maritzal](#) RT [@alyssagregory](#): A4b: Less commitment when it comes to outsourcing, so can be a great starting point for owners just starting to delegate. **#smallbizchat**
- 2011-08-25 12:22 am [BizFinanceForum](#) RT [@SmallBizLady](#): Q4: SHOULD BIZ OWNERS LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS?
#smallbizchat
- 2011-08-25 12:23 am [kirstenasimmons](#) A4 Less risk to hire a contractor... **#smallbizchat**
- 2011-08-25 12:23 am [JDEbberly](#) RT [@alyssagregory](#) A3i Common areas SMB may delegate include sched, bookkeeping, website maint, social media mgmt, admin tasks
#SmallBizChat
- 2011-08-25 12:23 am [prforsmallbiz](#) RT [@alyssagregory](#) A3i Common areas SMB may delegate include sched, bookkeeping, website maint, social media mgmt, admin tasks
#SmallBizChat
- 2011-08-25 12:23 am [BizFinanceForum](#) [@JeannieSpiro](#) Thanks, I'll have to take look at ARC later
#smallbizchat
- 2011-08-25 12:23 am [RajPhillyTech](#) Employees are expensive RT [@smallbizlady](#): Q4: SHOULD BIZ OWNERS LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS? **#smallbizchat**
- 2011-08-25 12:23 am [JDEbberly](#) [@BizFinanceForum](#) If you call THIS impulse power - can't begin to imagine warp speed **#SmallBizChat**
- 2011-08-25 12:23 am [SmallBizLady](#) Q5: IF A BUSINESS OWNER DECIDES TO OUTSOURCE, HOW CAN THEY GET STARTED BUILDING A TEAM? **#smallbizchat**
- 2011-08-25 12:23 am [JDEbberly](#) RT [@SmallBizLady](#): Q4: SHOULD A BUSINESS OWNER LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS?
#SmallBizChat
- 2011-08-25 12:23 am [CICInspireme](#) [@GetBizSociablen@alyssagregory](#) I track my time diligently. 4 others, picture yourself as a lawyer, those 10 min matter!
#smallbizchat True!
- 2011-08-25 12:23 am [JeffLaneEnergy](#) RT [@smallbizlady](#): Q4: SHOULD BIZ OWNERS LOOK TO HIRE EMPLOYEES OR OUTSOURCE TO CONTRACTORS?
#smallbizchat
- 2011-08-25 12:23 am [msrasberryinc](#) [@SmallBizLady](#) A4: no cut & dry answer. depends on the needs of the business, the budget, the skill set required, etc. **#smallbizchat**
- 2011-08-25 12:24 am [alyssagregory](#) A5a: Building an effective support team starts with being able to identify the right person for each task. **#smallbizchat**
- 2011-08-25 12:24 am [BalloonsByRenee](#) RT [@SmallBizLady](#): Q3: HOW DOES AN OVER-SCHEDULED AND STRESSED BUSINESS OWNER EVEN KNOW WHAT THEY SHOULD BE DELEGATING? **#smallbizchat**
- 2011-08-25 12:24 am [ArbonneTess](#) **#smallbizchat** I really think the decision to hire contractors or employees depends strongly on the strength of a brand.
- 2011-08-25 12:24 am [JeannieSpiro](#) [@SmallBizLady](#) Q4: depends on the biz & goals. Hired a VA and outsource. When you hire ee's it's a whole different ball game
#smallbizchat
- 2011-08-25 12:24 am [JDEbberly](#) RT [@alyssagregory](#): A4a: Really depends on the business, the type of support needed & whether or not it's a sig, long-term need
#SmallBizChat

2011-08-25 12:24 am [kmohara](#) A4: If an outsourced task is regular enough to support the salary - HIRE. A hired skill can = great untapped new biz effort.
#smallbizchat

2011-08-25 12:24 am [JayGregory](#) RT [@alyssagregory](#) Common areas that SMB may delegate include scheduling, bookkeeping, website maintenance, social media mgmt
#smallbizchat

2011-08-25 12:24 am [helenantholis](#) A4. Hire employees vs outsource? Depends on volume, work, and job market. May start with independents; evaluate needs **#smallbizchat**

2011-08-25 12:24 am [alyssagregory](#) A5b: If you need bookkeeping help, hire a bookkeeper. Help developing your website = web developer/ designer. Admin = VA
#smallbizchat

2011-08-25 12:24 am [durhamblackcham](#) RT [@alyssagregory](#): A5a: Building an effective support team starts with being able to identify the right person for each task.
#smallbizchat

2011-08-25 12:24 am [JDEbberly](#) RT [@alyssagregory](#) A4b Less commitment when comes to outsourcing, so can be great start point for owners just starting delegate **#SmallBizChat**

2011-08-25 12:24 am [MrJAlabaster](#) RT [@alyssagregory](#) Letting go of the daily to-do's can also give you a new perspective about your business and alleviate stress
#smallbizchat

2011-08-25 12:24 am [BizFinanceForum](#) [@JDEbberly](#) Its not Warp til my hands cramp LOL. **#smallbizchat**

2011-08-25 12:24 am [alyssagregory](#) A5c: Many times, teams fail simply because there is a mismatch in tasks and abilities. **#smallbizchat**

2011-08-25 12:24 am [GetBizSociable](#) [@SmallBizLady](#) Another way to ask Q4: Where is the tipping point between using contractors and hiring your own employees?
#smallbizchat

2011-08-25 12:25 am [CICInspireme](#) Anyone use #simpleology? **#smallbizchat**

2011-08-25 12:25 am [prfsmallbiz](#) A5) Match skill sets & traits to jobs/tasks that need to be done.
#SmallBizChat

2011-08-25 12:25 am [thepinkboss](#) RT"@prfsmallbiz: A4) In the 1st yr or 2, take on contractors until u have a strng history of biz income to 2 hire employees **#smallbizchat**

2011-08-25 12:25 am [JDEbberly](#) RT [@SmallBizLady](#): Q5: IF A BUSINESS OWNER DECIDES TO OUTSOURCE, HOW CAN THEY GET STARTED BUILDING A TEAM? **#SmallBizChat**

2011-08-25 12:25 am [BarryBirkett](#) Can you expand a bit? RT [@arbonnetess](#): **#smallbizchat** decision to hire contractors or employees depends strongly on the strength of a brand.

2011-08-25 12:25 am [iangordon](#) A4) Careful outsourcing biz critical roles esp. with customer contact.
#smallbizchat #smallbizchat

2011-08-25 12:25 am [KayAshaolu](#) RT [@alyssagregory](#): A5c: Many times, teams fail simply because there is a mismatch in tasks and abilities. <- good point
#smallbizchat

2011-08-25 12:25 am [CICInspireme](#) [@JeannieSpiro](#) What is ARC? **#smallbizchat**

2011-08-25 12:25 am [JDEbberly](#) RT [@alyssagregory](#): A5a: Building an effective support team starts with being able to identify the right person for each task
#SmallBizChat

2011-08-25 12:25 am [TaiGoodwin](#) A5 - If you need a social media manager - hire one **#smallbizchat**

2011-08-25 12:25 am [EuropeanTablewr](#) You're right -> RT [@MyBusinessInc](#) Rev gen activities can be delegated to people w/specialization in sales/mktg/biz development
#smallbizchat

2011-08-25 12:25 am [durhamblackcham](#) RT [@alyssagregory](#): A5c: Many times, teams fail simply because there is a mismatch in tasks and abilities. **#smallbizchat**

2011-08-25 12:25 am [kirstenasimmons](#) [@GetBizSociable](#) [@SmallBizLady](#) Oooh, now that's one I'd like the answer to!n **#smallbizchat**

2011-08-25 12:26 am [MrJAlabaster](#) Please keep outsourcers and contractor within the USA to support our American Businesses **#smallbizchat**

2011-08-25 12:26 am [JDEbberly](#) RT [@alyssagregory](#) A5b If u need bookkeeping help, hire bookkeeper. Help deving your website = web dev/ designer. Admin = VA **#SmallBizChat**

2011-08-25 12:26 am [JDEbberly](#) RT [@alyssagregory](#): A5c: Many times, teams fail simply because there is a mismatch in tasks and abilities **#SmallBizChat**

2011-08-25 12:26 am [alyssagregory](#) RT [@taigoodwin](#): A5 - If you need a social media manager - hire one **#smallbizchat**

2011-08-25 12:26 am [helenantholis](#) RT [@SmallBizLady](#): Q5: IF A BUSINESS OWNER DECIDES TO OUTSOURCE, HOW CAN THEY GET STARTED BUILDING A TEAM? **#smallbizchat**

2011-08-25 12:26 am [bullcitytv](#) RT [@durhamblackcham](#): RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need to figure out where your time is going... **#smallbizchat**

2011-08-25 12:26 am [JDEbberly](#) RT [@TaiGoodwin](#): A5 - If you need a social media manager - hire one **#SmallBizChat**

2011-08-25 12:26 am [JDEbberly](#) RT [@MrJAlabaster](#): Please keep outsourcers and contractor within the USA to support our American Businesses **#SmallBizChat**

2011-08-25 12:27 am [SmallBizLady](#) RT [@CICinspireme](#): Anyone use #simpleology? Have you used it? **#smallbizchat**

2011-08-25 12:27 am [JeannieSpiro](#) [@BizFinanceForum](#) Happy to help. You can grab them [@staples](#) <http://t.co/bRXQ768> **#smallbizchat**

2011-08-25 12:27 am [helenantholis](#) A5. Building an outsourced team has challenges. Where's the loyalty? **#smallbizchat**

2011-08-25 12:27 am [KayAshaolu](#) [@cjurquico](#) [@helenantholis](#) [@BizFinanceForum](#) wait, not even in September? If I have to carry my blackberry curve another day... **#smallbizchat**

2011-08-25 12:27 am [WSFradio](#) RT [@JDEbberly](#): RT [@alyssagregory](#): A5a: Building an effective support team starts with being able to identify the right person for each task **#SmallBizChat**

2011-08-25 12:27 am [prforsmallbiz](#) RT [@MrJAlabaster](#): Please keep outsourcers and contractor within the USA to support our American Businesses **#SmallBizChat**

2011-08-25 12:27 am [JayGregory](#) RT [@alyssagregory](#) Many times, teams fail simply because there is a mismatch in tasks and abilities. **#smallbizchat** - so true!

2011-08-25 12:27 am [BizFinanceForum](#) Yes! All my outsourcing is here! RT [@MrJAlabaster](#): Pls keep outsourcers and contractor within the USA to support American Biz **#smallbizchat**

2011-08-25 12:27 am [Manta](#) A5: When hiring or outsourcing, match tasks with skill set and proven track record of success. **#smallbizchat**

2011-08-25 12:27 am [prforsmallbiz](#) RT [@iangordon](#) A4) Careful outsourcing biz critical roles esp. with customer contact. **#smallbizchat**

2011-08-25 12:27 am [ArbonneTess](#) [@BarryBirkett](#) if the core competencies, service model, or what the brand stands for is unclear, then u cant expect efficacy **#smallbizchat**

2011-08-25 12:27 am [samrat747](#) RT [@JDEbberly](#): RT [@alyssagregory](#): A5c: Many times, teams fail simply because there is a mismatch in tasks and abilities

2011-08-25 12:27 am [SmallBizLady](#) **#SmallBizChat** Q6: HOW CAN A BUSINESS OWNER TELL WHEN THEY'VE FOUND THE RIGHT PERSON FOR EACH JOB? **#smallbizchat**

2011-08-25 12:27 am [alyssagregory](#) RT [@prforsmallbiz](#): A4) In the 1st yr or 2, take on contractors until u have a strng history of biz income to 2 hire employees **#smallbizchat**

2011-08-25 12:28 am [EuropeanTablewr](#) RE [@alyssagregory](#) tasks and abilities. **#smallbizchat** -->I hire my teen DDs, one does graphics, one prefers data entry. Works great.

2011-08-25 12:28 am [helenantholis](#) RT [@SmallBizLady](#): Q6: HOW CAN A BUSINESS OWNER TELL WHEN THEYVE FOUND THE RIGHT PERSON FOR EACH JOB? **#smallbizchat**

2011-08-25 12:28 am [DenimAssets](#) **#smallbizchat** where I'm at!! "You can be as creative or talented as you want, without business strategy, you're without a foundation"

2011-08-25 12:28 am [JDEbberly](#) RT [@SmallBizLady](#): Q6: HOW CAN A BUSINESS OWNER TELL WHEN THEY'VE FOUND THE RIGHT PERSON FOR EACH JOB? **#SmallBizChat**

2011-08-25 12:28 am [alyssagregory](#) A6a: When you start to hire out parts of your business, it is not only about ability, but also about chemistry. **#smallbizchat**

2011-08-25 12:28 am [MrJAlabaster](#) RT [@BizFinanceForum](#): Yes! All my outsourcing is here! RT [@MrJAlabaster](#): Pls keep outsourcers and contractor within the USA to support American Biz **#smallbizchat**

2011-08-25 12:28 am [SmallBizLady](#) RT [@prforsmallbiz](#): A4) In the 1st yr or 2, take on contractors until u have a strng history of biz income to 2 hire employees **#smallbizchat**

2011-08-25 12:28 am [KatieSimmonsVA](#) RT [@alyssagregory](#): A4b: Less commitment when outsourcing, so can be a great starting point 4 owners just starting to delegate. **#smallbizchat**

2011-08-25 12:28 am [alyssagregory](#) A6b: Need to make sure the people you bring onto your team have the experience/skills you need, but also have to like them! **#smallbizchat**

2011-08-25 12:28 am [JeannieSpiro](#) [@CICinspireme](#) an organizational tool I use & recommend if you want a paper system. Can get [@staples](#) <http://t.co/bRXQ768> **#smallbizchat**

2011-08-25 12:28 am [CICinspireme](#) [@SmallBizLady](#) Not yet. One fellow SBO says she loves it! **#smallbizchat**

2011-08-25 12:29 am [JDEbberly](#) RT [@alyssagregory](#): A6a: When you start to hire out parts of your business, it is not only abt ability, but also abt chemistry **#SmallBizChat**

2011-08-25 12:29 am [ArbonneTess](#) RT [@iangordon](#): A4) Careful outsourcing biz critical roles esp. with customer contact. **#smallbizchat #smallbizchat**

2011-08-25 12:29 am [iangordon](#) A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat #smallbizchat**

2011-08-25 12:29 am [BizFinanceForum](#) A6: When it gets done right, on time and keeps clients happy. **#smallbizchat**

2011-08-25 12:29 am [BarryBirkett](#) [@arbonnetess](#) Thank you very much for filling that in for me. **#smallbizchat**

2011-08-25 12:29 am [alyssagregory](#) A6c: Also, if your team is virtual, need to be especially confident in your ability to communicate. Communicate well & often. **#smallbizchat**

2011-08-25 12:29 am [Manta](#) RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:29 am [ArbonneTess](#) [@iangordon](#) i completely agree, the business protocol must be

2011-08-25 12:29 am [prforsmallbiz](#) established before bringing anyone on board. **#smallbizchat**

2011-08-25 12:29 am [SmallBizLady](#) A6) When u feel confident with the person's abilities to perform & able to move yourself onto bigger projects **#smallbizchat**

2011-08-25 12:29 am [nickelnm](#) RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:29 am [JeannieSpiro](#) RT [@JDEbberly](#): RT [@alyssagregory](#): A6a: When you start to hire out parts of your business, it is not only abt ability, but also abt chemistry **#SmallBizChat**

2011-08-25 12:29 am [CICinspireme](#) [@MyBusinessInc](#) right now using a paper system still can't convert to an online one **#smallbizchat**

2011-08-25 12:29 am [alyssagregory](#) RT [@iangordon](#): A4) Careful outsourcing biz critical roles esp. with customer contact. **#smallbizchat #smallbizchat**

2011-08-25 12:30 am [TheRealSharon](#) Yes! RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception. **#smallbizchat**

2011-08-25 12:30 am [CCD66](#) Free 60 minute High-content tele-seminar "Get All The Referrals You Need" <http://ow.ly/69uah> #in held by [@therealsharon](#) **#smallbizchat**

2011-08-25 12:30 am [cjurquico](#) RT [@Manta](#): Hi Everyone! We're excited to participate in the chat tonight. Sounds like a great topic. :) **#smallbizchat**

2011-08-25 12:30 am [JDEbberly](#) Yes RT [@alyssagregory](#): A6a: When you start to hire out parts of your business, not only about ability, but also abt chemistry. **#smallbizchat**

2011-08-25 12:30 am [kirstenasimmons](#) RT [@alyssagregory](#) A6c Also, if your team is virtual, need be esp confident in ur ability communicate. Communicate well, often **#SmallBizChat**

2011-08-25 12:30 am [JeannieSpiro](#) RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:30 am [TaiGoodwin](#) RT [@SmallBizLady](#): Q6: HOW CAN A BUSINESS OWNER TELL WHEN THEYVE FOUND THE RIGHT PERSON FOR EACH JOB? **#smallbizchat**

2011-08-25 12:30 am [ArbonneTess](#) RT [@iangordon](#): A5) Hire for character. Skills can (mostly) be taught. >>I agree it's easier sometimes to train the skills **#smallbizchat**

2011-08-25 12:30 am [CICinspireme](#) [@MrJAlabaster](#) unfortunately its a little too easy to outsource technology projects abroad. **#smallbizchat**

2011-08-25 12:31 am [ZondraMiller](#) [@JeannieSpiro](#) Thanks! **#smallbizchat**

2011-08-25 12:31 am [WardMisenheimer](#) RT [@durhamblackcham](#): RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need to figure out where your time is going... **#smallbizchat**

2011-08-25 12:31 am [MrJAlabaster](#) RT [@durhamblackcham](#): RT [@alyssagregory](#): A3a: In order to figure out what to get off your plate, you need to figure out where your time is going... **#smallbizchat**

2011-08-25 12:31 am [CICinspireme](#) [@ArbonneTess](#) **#smallbizchat**

2011-08-25 12:31 am [kirstenasimmons](#) RT [@SmallBizLady](#): RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:31 am [BizFinanceForum](#) [@ArbonneTess](#) [@MrJAlabaster](#) I've gotten burned bad by overseas tech outsourcing, though... not as easy as it seems. **#smallbizchat**

2011-08-25 12:31 am [SmallBizLady](#) [@ArbonneTess](#) [@MrJAlabaster](#) The risk you run is what starts out cheap becomes expensive to fix... **#smallbizchat**

2011-08-25 12:31 am [Chris_Eh_Young](#) [@TheRealSharon](#) Thanks for sharing - please hold all pitches until roll call at the end of the chat - Thanks! **#smallbizchat**

2011-08-25 12:31 am [Chris_Eh_Young](#) [@iangordon](#) Hire character, develop skill. **#smallbizchat**

2011-08-25 12:31 am [helenantholis](#) A6. In candidates, look for a match in values and ethics; technical skill; experience; reputation **#smallbizchat**

2011-08-25 12:31 am [thehealthmaven](#) Sorry, Late: westcoast call **#smallbizchat**

2011-08-25 12:32 am [KatieSimmonsVA](#) A good way to test out a VA is to start with a small project/task and see how they do. **#smallbizchat**

2011-08-25 12:32 am [SmallBizLady](#) [@CCD66](#) SO glad you could join us tonight! **#smallbizchat**

2011-08-25 12:32 am [kirstenasimmons](#) Amen! -> RT [@BizFinanceForum](#): [@ArbonneTess](#) [@MrJAlabaster](#)
The risk you run is what starts out cheap becomes expensive to fix...
#smallbizchat

2011-08-25 12:32 am [BizFinanceForum](#) That's what I did. RT [@KatieSimmonsVA](#): A good way to test out a VA is to start with a small project/task and see how they do.
#smallbizchat

2011-08-25 12:32 am [JDEbberly](#) RT [@helenantholis](#): A6. In candidates, look for a match in values and ethics; technical skill; experience; reputation **#SmallBizChat**

2011-08-25 12:32 am [ElaineOrrMorgan](#) Good point RT [@chris_eh_young](#): [@iangordon](#) Hire character, develop skill. **#smallbizchat**

2011-08-25 12:32 am [MrJAlabaster](#) [@ArbonneTess](#) I was afraid that someone was going to say that, b/c it's true...sometimes **#smallbizchat**

2011-08-25 12:32 am [SmallBizLady](#) RT [@BizFinanceForum](#): The risk you run is what starts out cheap becomes expensive to fix... >>>AMEN **#smallbizchat**

2011-08-25 12:33 am [ArbonneTess](#) RT [@alyssagregory](#): A6a: When you start to hire out parts of your business, it is not only about ability, but also about chemistry.
#smallbizchat

2011-08-25 12:33 am [CICinspireme](#) RT [@KatieSimmonsVA](#): A good way to test out a VA is to start with a small project/task and see how they do. **#smallbizchat**

2011-08-25 12:33 am [kirstenasimmons](#) In order -RT [@helenantholis](#): A6. In candidates, look for a match in values and ethics; technical skill; experience; reputation
#smallbizchat

2011-08-25 12:33 am [SmallBizLady](#) RT [@KatieSimmonsVA](#): A good way to test out a VA is to start with a small project/task and see how they do. #GoodAdvice **#smallbizchat**

2011-08-25 12:33 am [CICinspireme](#) RT [@Chris_Eh_Young](#): [@iangordon](#) Hire character, develop skill.
#smallbizchat

2011-08-25 12:33 am [ArbonneTess](#) RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**
#smallbizchat

2011-08-25 12:33 am [MrJAlabaster](#) THAT'S IT! RT [@BizFinanceForum](#): [@ArbonneTess](#) [@MrJAlabaster](#)
The risk you run is what starts out cheap becomes expensive to fix.
#smallbizchat

2011-08-25 12:33 am [Chris_Eh_Young](#) RT [@SmallBizLady](#): RT [@BizFinanceForum](#): The risk you run is what starts out cheap becomes expensive to fix... >>>AMEN
#smallbizchat

2011-08-25 12:33 am [ArbonneTess](#) [@iangordon](#) i completely agree **#smallbizchat**

2011-08-25 12:33 am [SmallBizLady](#) Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A CONTRACTOR TO DO THE JOB? **#smallbizchat**

2011-08-25 12:33 am [alyssagregory](#) Agreed (good for both sides to test it) RT [@katiesimmonsva](#): A good way to test out a VA is to start with a small project/task.
#smallbizchat

2011-08-25 12:33 am [JDEbberly](#) RT [@SmallBizLady](#): Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A

2011-08-25 12:34 am [cjurquico](#) CONTRACTOR TO DO THE JOB? **#SmallBizChat**
RT [@smallbizlady](#): Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A CONTRACTOR TO DO THE JOB? **#smallbizchat**

2011-08-25 12:34 am [alyssagregory](#) A7a: Before delegating, need to start tracking all of the information, knowledge and processes that make your business run.
#smallbizchat

2011-08-25 12:34 am [JDEbberly](#) RT [@alyssagregory](#): Agreed (good for both sides to test it) RT [@katiesimmonsva](#): A good way to test VA is start w sm proj/task
#SmallBizChat

2011-08-25 12:34 am [WithinEssence](#) Tuning into **#smallbizchat** :)
2011-08-25 12:34 am [helenantholis](#) Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A CONTRACTOR TO DO THE JOB? **#smallbizchat**

2011-08-25 12:34 am [alyssagregory](#) A7b: Creating process documents will streamline the hand-off process, especially for tasks that are administrative in nature.
#smallbizchat

2011-08-25 12:34 am [cedricluma](#) RT [@helenantholis](#): A6. In candidates, look for a match in values and ethics; technical skill; experience; reputation **#smallbizchat**

2011-08-25 12:35 am [JeannieSpiro](#) RT [@helenantholis](#): Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A CONTRACTOR TO DO THE JOB? **#smallbizchat**

2011-08-25 12:35 am [JDEbberly](#) RT [@alyssagregory](#) A7a Before delegating, need start tracking the information, knowledge and processes that make your biz run
#SmallBizChat

2011-08-25 12:35 am [alyssagregory](#) A7c: All processes/systems should include a clear written summary so team members can jump in and pick up where you left off.
#smallbizchat

2011-08-25 12:35 am [ArbonneTess](#) [@thehealthmaven](#) welcome! **#smallbizchat**
2011-08-25 12:35 am [JDEbberly](#) A7b: Creating process documents will streamline the hand-off process, especially for tasks that are admin in nature **#SmallBizChat**

2011-08-25 12:35 am [BenitaTyler](#) RT [@helenantholis](#): Q7: HOW CAN A BUSINESS OWNER TRANSFER ALL OF THE INFORMATION NECESSARY FOR A CONTRACTOR TO DO THE JOB? **#smallbizchat**

2011-08-25 12:35 am [alyssagregory](#) A7d: All docs and data should be located in a central location (file sharing) that is accessible by everyone who needs access
#smallbizchat

2011-08-25 12:35 am [Mr_Empowerment](#) RT [@SmallBizLady](#): RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:35 am [BizFinanceForum](#) [@alyssagregory](#) While I agree documentation is important, use people who can think 4 themselves & become ur extension
#smallbizchat

2011-08-25 12:35 am [thehealthmaven](#) RT [@alyssagregory](#): A7d: All docs and data should be located in a central location (file sharing) that is accessible by everyone who needs access **#smallbizchat**

2011-08-25 12:36 am [JDEbberly](#) RT [@alyssagregory](#) A7c All processes/systems shld include clear written summary so team members can pick up where you left off
#SmallBizChat

2011-08-25 12:36 am [BenitaTyler](#) RT [@alyssagregory](#): A7c: All processes/systems should include a

clear written summary so team members can jump in and pick up where you left off. **#smallbizchat**

- 2011-08-25 12:36 am [durhamblackcham](#) RT [@alyssagregory](#): Business help, community & collaboration. What you need to grow your #smallbiz. Join us: <http://ow.ly/696Ar>
#smallbizchat
- 2011-08-25 12:36 am [thepinkboss](#) RT [@alyssagregory](#): A7c: All processes/systems should include a clear written summary so team members can jump in and pick up where you left off. **#smallbizchat**
- 2011-08-25 12:36 am [ArbonneTess](#) RT [@BizFinanceForum](#): [@alyssagregory](#) While I agree documentation is important, use people who can think 4 themselves & become ur extension **#smallbizchat**
- 2011-08-25 12:36 am [JDEbberly](#) RT [@alyssagregory](#) A7d All docs/data should be located in cen location (file sharing) thats access by everyone who needs access
#SmallBizChat
- 2011-08-25 12:36 am [kirstenasimmons](#) RT [@BizFinanceForum](#): While I agree documentation is important, use ppl who can think 4 themselves & become ur extension
#smallbizchat
- 2011-08-25 12:36 am [KatieSimmonsVA](#) RT [@alyssagregory](#): A7b: Creating process docs will streamline the hand-off process, esp for tasks that are admin in nature.
#smallbizchat
- 2011-08-25 12:37 am [helenantholis](#) A7. With contractors, be sure you have a written contract, specific objectives/tasks/milestones, measurements, timelines **#smallbizchat**
- 2011-08-25 12:37 am [JeannieSpiro](#) A7: Also need to make sure both parties are on the same page w/regard to expectations **#smallbizchat**
- 2011-08-25 12:37 am [ChellyElite](#) RT [@helenantholis](#): A7. With contractors, be sure you have a written contract, specific objectives/tasks/milestones, measurements, timelines **#smallbizchat**
- 2011-08-25 12:37 am [KayAshaolu](#) A7: robust access control is essential to file sharing: making sure workers only get access to the info they need **#smallbizchat**
- 2011-08-25 12:37 am [JDEbberly](#) RT [@JeannieSpiro](#): A7: Also need to make sure both parties are on the same page w/regard to expectations **#SmallBizChat**
- 2011-08-25 12:37 am [SmallBizLady](#) If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**
- 2011-08-25 12:37 am [kirstenasimmons](#) Q7: Family and friends, if capable, can be great to outsource to, especially starting out. **#smallbizchat**
- 2011-08-25 12:38 am [MamaBritt](#) RT [@JeannieSpiro](#): A7: Also need to make sure both parties are on the same page w/regard to expectations **#smallbizchat**
- 2011-08-25 12:38 am [momowilly](#) RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**
- 2011-08-25 12:38 am [alyssagregory](#) Always in writing! RT [@helenantholis](#): A7. With contractors, be sure you have a written contract, specific objectives/tasks **#smallbizchat**
- 2011-08-25 12:38 am [GetBizSociable](#) A7) Great Q! Contractors will never have all the info. I look for C's who understnd their role & can contribute **#smallbizchat**
[@SmallBizLady](#)
- 2011-08-25 12:38 am [MamaBritt](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**
- 2011-08-25 12:38 am [kirstenasimmons](#) Gaa, that was supposed to be A7! **#smallbizchat**
- 2011-08-25 12:38 am [thehealthmaven](#) Even with expectations clearly written, I've been surprised at late payments when consulting **#smallbizchat**

2011-08-25 12:38 am [KatieSimmonsVA](#) [@BizFinanceForum](#) Yeah! **#smallbizchat**

2011-08-25 12:38 am [cjurquico](#) A7: Here's what works for us: Skype, Dropbox, emails & healthy amount of Telepathy. **#smallbizchat**

2011-08-25 12:38 am [Chris Eh Young](#) The importance of contracts when contracting or delegating. <http://t.co/rB2md14> **#smallbizchat**

2011-08-25 12:38 am [prforsmallbiz](#) RT [@helenantholis](#): A7. With contractors, be sure you have a written contract, specific objectives/tasks **#smallbizchat**

2011-08-25 12:39 am [JDEbberly](#) RT [@thehealthmaven](#): Even with expectations clearly written, I've been surprised at late payments when consulting **#SmallBizChat**

2011-08-25 12:39 am [SmallBizLady](#) RT [@GetBizSociable](#): A7)Contractors will never have all the info. I look for C's who understnd their role & can contribute **#smallbizchat**

2011-08-25 12:39 am [JeannieSpiro](#) [@MamaBritt](#) hey there Britt, miss you!!! **#smallbizchat**

2011-08-25 12:39 am [JDEbberly](#) RT [@Chris Eh Young](#): The importance of contracts when contracting or delegating. <http://t.co/VPYbvBK> **#SmallBizChat**

2011-08-25 12:39 am [thepinkboss](#) RT [@kirstenasimmons](#): Q7: Family and friends, if capable, can be great to outsource to, especially starting out. **#smallbizchat**

2011-08-25 12:39 am [ArbonneTess](#) [@cjurquico](#) nice, any standing meetings **#smallbizchat**

2011-08-25 12:39 am [KayAshaolu](#) Q7: Family and friends, if capable, can be great to outsource to, especially starting out. <- and they tend to be free too! **#smallbizchat**

2011-08-25 12:39 am [BenitaTyler](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-08-25 12:39 am [JDEbberly](#) RT [@cjurquico](#): A7: Here's what works for us: Skype, Dropbox, emails & healthy amount of Telepathy **#SmallBizChat**

2011-08-25 12:39 am [tarpsandbeyond](#) Good evening everyone. Glad to be here tonight. If you want to grow your biz. You need to delegate, supervise N review.**#smallbizchat**

2011-08-25 12:39 am [BizFinanceForum](#) [@cjurquico](#) Where can I pick up some telepathy stat? **#smallbizchat**

2011-08-25 12:39 am [ArbonneTess](#) [@KayAshaolu](#) mixed feelings on dragging family/friends into business **#smallbizchat**

2011-08-25 12:39 am [KatieSimmonsVA](#) [@thehealthmaven](#) Do you stop consulting until the client pays? **#smallbizchat**

2011-08-25 12:39 am [MamaBritt](#) RT [@prforsmallbiz](#): RT [@helenantholis](#): A7. With contractors, be sure you have a written contract, specific objectives/tasks **#smallbizchat**

2011-08-25 12:39 am [iangordon](#) A7) WRITTEN scope documents are key. Details, milestones, reporting, all agreed on before you start **#smallbizchat**

2011-08-25 12:40 am [Chris Eh Young](#) [@KayAshaolu](#) When hiring family and friends, be prepared to lose relationships if conflict arises. **#smallbizchat**

2011-08-25 12:40 am [BarryBirkett](#) [@thehealthmaven](#) Do you find that result of hardship or just low prioritization of payment when work already done? **#smallbizchat**

2011-08-25 12:40 am [BizFinanceForum](#) [@KatieSimmonsVA](#) [@thehealthmaven](#) Personally I require payment upfront for my coaching services. **#smallbizchat**

2011-08-25 12:40 am [JDEbberly](#) RT [@iangordon](#): A7) WRITTEN scope documents are key. Details, milestones, reporting, all agreed on before you start **#SmallBizChat**

2011-08-25 12:40 am [JDEbberly](#) RT [@Chris Eh Young](#): [@KayAshaolu](#) When hiring family and friends, be prepared to lose relationships if conflict arises **#SmallBizChat**

2011-08-25 12:40 am [KayAshaolu](#) RT [@ArbonneTess](#): [@KayAshaolu](#) mixed feelings on dragging family/friends into business <- well founded fear, have to be cautious **#smallbizchat**

2011-08-25 12:40 am [BizFinanceForum](#) Likely RT [@Chris_Eh_Young](#): [@KayAshaolu](#) When hiring family and friends, be prepared to lose relationships if conflict arises.
#smallbizchat

2011-08-25 12:41 am [JeannieSpiro](#) LOL using the same! RT [@cjurquico](#): A7: Heres what works for us: Skype, Dropbox, emails & healthy amount of Telepathy
#smallbizchat

2011-08-25 12:41 am [Chris_Eh_Young](#) [@BizFinanceForum](#) [@KatieSimmonsVA](#) [@thehealthmaven](#) When you get paid up front you can focus on getting results, not your cheque. **#smallbizchat**

2011-08-25 12:41 am [SmallBizLady](#) Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS?
#smallbizchat

2011-08-25 12:41 am [CICinspireme](#) RT [@helenantholis](#): A7. With contractors, be sure you have a written contract, specific objectives/tasks/milestones, measurements, timelines **#smallbizchat**

2011-08-25 12:41 am [alyssagregory](#) Def agree RT [@bizfinanceforum](#): [@alyssagregory](#) documentation is imp, use people who can think 4 themselves & become ur ext
#smallbizchat

2011-08-25 12:41 am [BarryBirkett](#) [@bizfinanceforum](#): Do you find that costing you biz?
[@KatieSimmonsVA](#) [@thehealthmaven](#) **#smallbizchat**

2011-08-25 12:41 am [CICinspireme](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-08-25 12:41 am [iangordon](#) All great tools! RT [@cjurquico](#): A7: ... Skype, Dropbox, emails & healthy amount of Telepathy. **#smallbizchat #smallbizchat**

2011-08-25 12:41 am [JDEbberly](#) RT [@SmallBizLady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#SmallBizChat**

2011-08-25 12:41 am [helenantholis](#) RT [@SmallBizLady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#smallbizchat**

2011-08-25 12:41 am [kirstenasimmons](#) [@BizFinanceForum](#) [@Chris_Eh_Young](#) [@KayAshaolu](#) Yep, I take it slow... but my family/friends have some amazing skills!
#smallbizchat

2011-08-25 12:42 am [alyssagregory](#) A8a: The frequency of meetings really depends on the work, your needs and the dynamic of the team. **#smallbizchat**

2011-08-25 12:42 am [cjurquico](#) RT [@smallbizlady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#smallbizchat**

2011-08-25 12:42 am [JeannieSpiro](#) [@MyBusinessInc](#) thanks for the tip, will check out **#smallbizchat**

2011-08-25 12:42 am [alyssagregory](#) A8b: Most important = open lines of communication. Without communication, there isn't a team. **#smallbizchat**

2011-08-25 12:42 am [JDEbberly](#) RT [@alyssagregory](#): A8a: The frequency of meetings really depends on the work, your needs and the dynamic of the team **#SmallBizChat**

2011-08-25 12:42 am [CICinspireme](#) RT [@KayAshaolu](#): Q7: Family and friends, if capable, can be great to outsource to, especially starting out. <- and they tend to be free too!
#smallbizchat

2011-08-25 12:42 am [JDEbberly](#) RT [@alyssagregory](#): A8b: Most important = open lines of communication. Without communication, there isn't a team
#SmallBizChat

2011-08-25 12:42 am [alyssagregory](#) A8c: Can hold face-to-face meetings, or team-focused teleconferences, if your team members are in different locations. **#smallbizchat**

2011-08-25 12:42 am [Michella Me](#) RT [@SmallBizLady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#smallbizchat**

2011-08-25 12:42 am [BizFinanceForum](#) [@BarryBirkett](#) No, and really if they aren't going to pay me its not business, its a donation. I already give to worthy causes **#smallbizchat**

2011-08-25 12:42 am [alyssagregory](#) A8d: Focus on collaboration, information sharing and team building. And always be accessible. **#smallbizchat**

2011-08-25 12:43 am [CICInspireme](#) RT [@Chris_Eh_Young](#): [@KayAshaolu](#) When hiring family and friends, be prepared to lose relationships if conflict arises. **#smallbizchat**

2011-08-25 12:43 am [JDEbberly](#) RT [@alyssagregory](#): A8c: Can hold face-to-face meetings, or team-focused telecons, if your team members are in diff locations **#SmallBizChat**

2011-08-25 12:43 am [JDEbberly](#) RT [@alyssagregory](#): A8d: Focus on collaboration, information sharing and team building. And always be accessible **#SmallBizChat**

2011-08-25 12:43 am [DenimAssets](#) [@SmallBizLady](#) HIRE benefit:several yrs tax credits; can control: ie IC arent instructed,come prepared; u r not boss **#smallbizchat**

2011-08-25 12:43 am [BenitaTyler](#) [@SmallBizLady](#) A8 We have weekly team meetings w/project updates **#smallbizchat**

2011-08-25 12:43 am [JayGregory](#) RT [@alyssagregory](#): Focus on collaboration, information sharing and team building. And always be accessible. **#smallbizchat**

2011-08-25 12:43 am [ConceitdBastrds](#) RT [@momowilly](#): RT [@iangordon](#): A5) Hire for character. Company culture is key. Skills can (mostly) be taught. Tech is an exception to this. **#smallbizchat**

2011-08-25 12:43 am [cjurquico](#) Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH....reminds me I have to excuse myself a sec. Distracted by **#smallbizchat**

2011-08-25 12:43 am [kirstenasimmons](#) [@BizFinanceForum](#) And you give away enough free stuff on blog... no reason to donate hand holding! **#smallbizchat**

2011-08-25 12:43 am [KatieSimmonsVA](#) [@BarryBirkett](#) [@bizfinanceforum](#) [@thehealthmaven](#) I personally haven't had that problem but I would stop or add a late fee. **#smallbizchat**

2011-08-25 12:44 am [BizFinanceForum](#) Ask ur team what they need too! RT [@alyssagregory](#): A8d: Focus on collaboration, info sharing &team building. be accessible. **#smallbizchat**

2011-08-25 12:44 am [thepinkboss](#) A8. I have a phone conference with my VA every Mon. and Fri. **#SmallBizChat**

2011-08-25 12:44 am [TheAssociateLLC](#) RT [@alyssagregory](#): A7a: Before delegating, need to start tracking all of the information, knowledge and processes that make your business run. **#smallbizchat**

2011-08-25 12:44 am [DeepRelief](#) RT [@Manta](#): A1: If you are too busy with the day to day to focus on expanding your business you need to delegate some tasks. **#smallbizchat**

2011-08-25 12:44 am [MamaBritt](#) Hi Jeannie! Good stuff in this chat! RT [@JeannieSpiro](#): [@MamaBritt](#) hey there Britt, miss you!!! **#smallbizchat**

2011-08-25 12:44 am [JDEbberly](#) RT [@thepinkboss](#): A8. I have a phone conference with my VA every

Mon. and Fri. **#SmallBizChat**

- 2011-08-25 12:44 am [helenantholis](#) Q8: HOW OFTEN TO COMMUNICATE WITH TEAM? A8. Communication is key. Schedule often; don't wait for problems. **#smallbizchat**
- 2011-08-25 12:44 am [SmallBizLady](#) RT [@cjurquico](#): A7: Heres what works for us: Skype, Dropbox, emails & healthy amount of Telepathy **#smallbizchat**
- 2011-08-25 12:44 am [BizFinanceForum](#) [@kirstenasimmons](#) Exactly, freebies on blog, radio show and newsletter. **#smallbizchat**
- 2011-08-25 12:44 am [JeannieSpiro](#) Q8: Should set a plan upfront, set a schedule & stick to it. A small biz needs to be a well oiled machine w/few hiccups **#smallbizchat**
- 2011-08-25 12:44 am [KatieSimmonsVA](#) RT [@alyssagregory](#): A8a: The frequency of meetings really depends on the work, your needs and the dynamic of the team. **#smallbizchat**
- 2011-08-25 12:45 am [TheAfter5Edge](#) Don't forget to congratulate [@smallbizlady](#) on being a Small Business Influencer 2011 Champion! ow.ly/6a58t **#smallbizchat**
- 2011-08-25 12:45 am [KayAshaolu](#) [@JDEbberly](#) [@Chris_Eh_Young](#) all good points: but I think with clear communication it is possible in some cases **#smallbizchat**
- 2011-08-25 12:45 am [DasanjAberdeen](#) Don't forget to congratulate [@smallbizlady](#) on being a Small Business Influencer 2011 Champion! ow.ly/1w5yH8 **#smallbizchat**
- 2011-08-25 12:45 am [BarryBirkett](#) [@bizfinanceforum](#) Wasn't talking about not paying but resistance to paying in advance. Many biz refuse in my experience. **#smallbizchat**
- 2011-08-25 12:45 am [SmallBizLady](#) I'm on this awesome list this week - 25 Most Influential Women Tweeting About Entrepreneurship - Forbes <http://t.co/FpAR4f6> **#smallbizchat**
- 2011-08-25 12:45 am [BizFinanceForum](#) [@KatieSimmonsVA](#) Make sure your contract allows for a late fee. **#smallbizchat**
- 2011-08-25 12:45 am [Chris_Eh_Young](#) A8: Meetings should be as few as necessary. Map out progress expectations and next meeting time at the end of every meeting. **#smallbizchat**
- 2011-08-25 12:45 am [KatieSimmonsVA](#) Regular communication is key to having a successful team relationship. **#smallbizchat**
- 2011-08-25 12:46 am [SavvyBizBuilder](#) OMG!!! I missed [@SmallBizLady's](#) **#smallbizchat** tonight
- 2011-08-25 12:46 am [JDEbberly](#) RT [@SmallBizLady](#) I'm on this awesome list 25 Most Influential Women Tweeting About Entrepreneurship-Forbes <http://t.co/EOzqbd6> **#SmallBizChat**
- 2011-08-25 12:46 am [thehealthmaven](#) [@KatieSimmonsVA](#) [@BarryBirkett](#) [@BizFinanceForum](#) oh, yes. thinking along those lines, too: late payment is a good safety net **#smallbizchat**
- 2011-08-25 12:46 am [JDEbberly](#) RT [@KatieSimmonsVA](#): Regular communication is key to having a successful team relationship **#SmallBizChat**
- 2011-08-25 12:46 am [kirstenasimmons](#) [@BarryBirkett](#) [@bizfinanceforum](#) Get something upfront, even if not the full fee-need some skin in the game. **#smallbizchat**
- 2011-08-25 12:46 am [JeannieSpiro](#) congrats! on your success [@SmallBizLady](#) **#smallbizchat**
- 2011-08-25 12:46 am [MamaBritt](#) [@davedee](#) has a new psychic sales product coming:) RT [@BizFinanceForum](#): [@cjurquico](#) Where can I pick up some telepathy stat? **#smallbizchat**
- 2011-08-25 12:46 am [BizFinanceForum](#) [@BarryBirkett](#) If its a big project I'll do a deposit, then payments at key benchmarks. If they won't put \$ on tbl not serious **#smallbizchat**
- 2011-08-25 12:46 am [Chris_Eh_Young](#) [@KayAshaolu](#) [@JDEbberly](#) It is possible, I'm just saying to be prepared. **#smallbizchat**
- 2011-08-25 12:46 am [MimiOrtega](#) [@SmallBizLady](#) Q8) Yes to meetings. The fundamental rule should

2011-08-25 12:46 am [SmallBizLady](#) be to get optimum value from people's time. **#smallbizchat**
RT [@DasanjAberdeen](#): Don't forget to congratulate [@smallbizlady](#) on being a Small Business Influencer 2011 Champion ow.ly/1w5yH8 **#smallbizchat**

2011-08-25 12:47 am [dirtywater22](#) RT [@JDEbberly](#): RT [@KatieSimmonsVA](#): Regular communication is key to having a successful team relationship **#SmallBizChat**

2011-08-25 12:47 am [BizFinanceForum](#) [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:47 am [thehealthmaven](#) RT [@BizFinanceForum](#): [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:47 am [thepinkboss](#) We are still here RT"[@SavvyBizBuilder](#): OMG!!! I missed [@SmallBizLady's](#) **#smallbizchat** tonight

2011-08-25 12:47 am [cjurquico](#) [@bizfinanceforum](#) The people I work with remotely can read my mind and I can read the clients minds. Works out real well. ;) **#smallbizchat**

2011-08-25 12:47 am [MamaBritt](#) Weekly. Yes! RT [@SmallBizLady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#smallbizchat**

2011-08-25 12:47 am [CICinspireme](#) [@cjurquico](#) ...COMMUNICATE WITH....reminds me I have to excuse myself a sec. Distracted by **#smallbizchat**" lol

2011-08-25 12:47 am [helenantholis](#) Congrats! RT [@BizFinanceForum](#): [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:47 am [cjurquico](#) RT [@bizfinanceforum](#): [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:48 am [KayAshaolu](#) A7: has anybody tried Salesforce's Chatter? Only for employees and long term contractors, but it could be really useful **#smallbizchat**

2011-08-25 12:48 am [helenantholis](#) [@cjurquico](#) [@bizfinanceforum](#) <Love that telepathy~ **#smallbizchat**

2011-08-25 12:48 am [SmallBizLady](#) Q9: IF A SMALL BUSINESS OWNER IS GOING IT BE HANDING OFF IMPORTANT PARTS OF THEIR BUSINESS , HOW IMPORTANT IS TRUST? **#smallbizchat**

2011-08-25 12:48 am [BizFinanceForum](#) [@cjurquico](#) You need to patent that. **#smallbizchat**

2011-08-25 12:48 am [ArbonneTess](#) [@KayAshaolu](#) is that Salesforce solution pricey? **#smallbizchat**

2011-08-25 12:49 am [BizFinanceForum](#) [@MamaBritt](#) Psychic sales? Who knew... **#smallbizchat**

2011-08-25 12:49 am [alyssagregory](#) A9a: Trust is vital. Requires that both parties are respectful of each other, listen and hear what others are saying... **#smallbizchat**

2011-08-25 12:49 am [JDEbberly](#) RT [@SmallBizLady](#): Q9: IF A SMALL BIZ OWNER IS GOING IT BE HANDING OFF IMPORTANT PARTS OF THEIR BIZ , HOW IMPORTANT IS TRUST? **#SmallBizChat**

2011-08-25 12:49 am [helenantholis](#) Q9: IF A SMALL BUSINESS OWNER IS GOING IT BE HANDING OFF IMPORTANT PARTS OF THEIR BUSINESS , HOW IMPORTANT IS TRUST? **#smallbizchat**

2011-08-25 12:49 am [CICinspireme](#) [@BizFinanceForum](#) What is your blog? **#smallbizchat**

2011-08-25 12:49 am [ArbonneTess](#) **#smallbizchat** trust is incredibly important, the business is undermined without it

2011-08-25 12:49 am [thepinkboss](#) [@KayAshaolu](#) Thanks for the tip. Will look into it. **#smallbizchat**

2011-08-25 12:49 am [MamaBritt](#) Yes! RT [@MimiOrtega](#): [@SmallBizLady](#) Q8) Yes to meetings. The fundamental rule should be 2 get optimum value from people's time **#smallbizchat**

2011-08-25 12:49 am [kirstenasimmons](#) *adds contrats* RT [@helenantholis](#): Congrats! RT [@BizFinanceForum](#): [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:49 am [MamaBritt](#) RT [@BizFinanceForum](#): [@SmallBizLady](#) Congrats on the Forbes list! **#smallbizchat**

2011-08-25 12:49 am [ChellyElite](#) RT [@alyssagregory](#): A9a: Trust is vital. Requires that both parties are respectful of each other, listen and hear what others are saying... **#smallbizchat**

2011-08-25 12:49 am [alyssagregory](#) A9b: ...focus on consistent communication, say what you'll do and do what you say, and being honest. **#smallbizchat**

2011-08-25 12:49 am [KayAshaolu](#) RT [@ArbonneTess](#): it definitely can be, but they offer a completely free version I've been using for my company for a while now **#smallbizchat**

2011-08-25 12:49 am [CICInspireme](#) RT [@Chris_Eh_Young](#): A8: Meetings should be as few as necessary. Map out progress expectations and next meeting time at the end of every meeting. **#smallbizchat**

2011-08-25 12:49 am [HastenHome](#) BTW Congrats [@smallbizlady](#) on the 25 Most Influential list--we can see why you made it! :) **#smallbizchat**

2011-08-25 12:49 am [Arifjan](#) RT [@SmallBizLady](#): I'm on this awesome list this week - 25 Most Influential Women Tweeting About Entrepreneurship - Forbes <http://t.co/FpAR4f6> **#smallbizchat**

2011-08-25 12:49 am [alyssagregory](#) A9c: Trust also doesn't develop overnight. Need shared goals, open communication & clear expectations. **#smallbizchat**

2011-08-25 12:49 am [helenantholis](#) RT [@alyssagregory](#): A9a: Trust is vital. Requires that both parties are respectful of each other, listen/hear what others say **#smallbizchat**

2011-08-25 12:49 am [BizFinanceForum](#) [@CICInspireme](#) I'll share at the end during roll call :) **#smallbizchat**

2011-08-25 12:49 am [JDEbberly](#) RT [@alyssagregory](#): A9a: Trust is vital. Requires that both parties respectful each other, listen, hear what others are saying **#SmallBizChat**

2011-08-25 12:50 am [KatieSimmonsVA](#) You can't hand projects off to someone else without trust! It must be earned. **#smallbizchat**

2011-08-25 12:50 am [MamaBritt](#) I know, right. But sounds interesting, doesn't it? RT [@BizFinanceForum](#): Psychic sales? Who knew... **#smallbizchat**

2011-08-25 12:50 am [BarryBirkett](#) [@bizfinanceforum](#): Like that compromise -- still gets their skin in the project up front. **#smallbizchat**

2011-08-25 12:50 am [JDEbberly](#) RT [@HastenHome](#): BTW Congrats [@smallbizlady](#) on the 25 Most Influential list--we can see why you made it! :) **#SmallBizChat**

2011-08-25 12:50 am [ArbonneTess](#) [@KayAshaolu](#) sweet! i use basecamp and highrise by 37 signals **#smallbizchat**

2011-08-25 12:50 am [TaiGoodwin](#) RT [@tarpsandbeyond](#): >>>If you want to grow your biz. You need to delegate, supervise N review.**#smallbizchat**

2011-08-25 12:50 am [JeannieSpiro](#) [@SmallBizLady](#): Q9: trust is crucial. But like any relationship it must be developed over time. **#smallbizchat**

2011-08-25 12:50 am [TaiGoodwin](#) RT [@jdeberly](#): RT [@Chris_Eh_Young](#): The importance of contracts when contracting or delegating. <http://t.co/xGEE8b4> **#SmallBizChat**

2011-08-25 12:50 am [BizFinanceForum](#) RT [@alyssagregory](#): A9b: ...focus on consistent communication, say what ull do and do what you say, and being honest.<- ALWAYS **#smallbizchat**

2011-08-25 12:50 am [MamaBritt](#) RT [@KatieSimmonsVA](#): You can't hand projects off to someone else without trust! It must be earned. **#smallbizchat**

2011-08-25 12:50 am [JDEbberly](#) RT [@alyssagregory](#): A9c: Trust also doesn't develop overnight. Need shared goals, open communication & clear expectations **#SmallBizChat**

2011-08-25 12:50 am [KatieSimmonsVA](#) RT [@alyssagregory](#): A9c: Trust also doesn't develop overnight. Need shared goals, open communication & clear expectations. **#smallbizchat**

2011-08-25 12:50 am [kirstenasimmons](#) A9 - Trust is why I like working with selected family/friends... **#smallbizchat**

2011-08-25 12:50 am [SavvyBizBuilder](#) [@thepinkboss](#) great I should try to catch the last 10 minutes of the **#smallbizchat**

2011-08-25 12:51 am [JeannieSpiro](#) RT [@alyssagregory](#): A9c: Trust also doesn't develop overnight. Need shared goals, open communication & clear expectations. **#smallbizchat**

2011-08-25 12:51 am [KayAshaolu](#) [@KayAshaolu](#) [@thepinkboss](#) also there is Yammer I believe that offers similar features: basically twitter for your business **#smallbizchat**

2011-08-25 12:51 am [kirstenasimmons](#) A9 - And why I *always* like to talk with people before working. Preferably in person, but long Skype/phone call will do. **#smallbizchat**

2011-08-25 12:51 am [BizFinanceForum](#) [@BarryBirkett](#) For big projects it is fair for everyone to be on the hook. Never had a problem with it. **#smallbizchat**

2011-08-25 12:51 am [cjurquico](#) [@helenantholis](#) [@BizFinanceForum](#) TELEPATHY—FREE :) just lucky that I have great people that choose to work WITH me. **#smallbizchat**

2011-08-25 12:51 am [ArbonneTess](#) RT [@BizFinanceForum](#): [@BarryBirkett](#) For big projects it is fair for everyone to be on the hook. Never had a problem with it. **#smallbizchat**

2011-08-25 12:51 am [deannatroupe](#) A9 Trust is extremely important when outsourcing. You have to trust that the person you're hiring will actually do the work. **#smallbizchat**

2011-08-25 12:51 am [thehealthmaven](#) Trust is important - but, take time to see how the partnership develops over time & in diff. scenario's **#smallbizchat**

2011-08-25 12:51 am [DenimAssets](#) time CEO of Apple [#stevejobs](#) enjoys self. taken big bite out apple; strong successors & faithful clients; culture will b fine **#smallbizchat**

2011-08-25 12:51 am [bplutchak](#) Congrats!! [@SmallBizLady](#): 25 Most Influential Women Tweeting About Entrepreneurship - Forbes <http://t.co/aR9fDmh> **#smallbizchat**

2011-08-25 12:51 am [KayAshaolu](#) [@ArbonneTess](#) How is basecamp? I've been looking into that for a long time but never wanted to pay for it **#smallbizchat**

2011-08-25 12:51 am [HastenHome](#) RT [@alyssagregory](#): A9b: ...focus on consistent communication, say what you'll do and do what you say, and being honest. **#smallbizchat**

2011-08-25 12:51 am [BenitaTyler](#) [@KatieSimmonsVA](#) Good point! In your opinion, does earning trust = starting off w/small deliverables? **#smallbizchat**

2011-08-25 12:52 am [bplutchak](#) RT [@SmallBizLady](#): RT [@cjurquico](#): A7: Heres what works for us: Skype, Dropbox, emails & healthy amount of Telepathy **#smallbizchat**

2011-08-25 12:52 am [thepinkboss](#) [@KayAshaolu](#) Great thx. **#smallbizchat**

2011-08-25 12:52 am [deannatroupe](#) A9b As the outsourcer you have to trust that the person you are working for is going to pay you. **#smallbizchat**

2011-08-25 12:52 am [JDEbberly](#) RT [@SalesLounge](#): Raising my glass to [@smallbizlady](#) on recent awards Small Biz Influencer +forbes. Clink Clink **#SmallBizChat**

2011-08-25 12:52 am [TaiGoodwin](#) A7 - Another great collaboration tool is Basecamp - I LOVE IT! Use it for clients and contractors **#Smallbizchat**

2011-08-25 12:52 am [ArbonneTess](#) [@KayAshaolu](#) they similarly have free version for single projects, and you can have multiple users! **#smallbizchat**

2011-08-25 12:52 am [KayAshaolu](#) [@ArbonneTess](#) I believe Yammer still exists: its kind of crazy the story between Yammer and Salesforce though **#smallbizchat**

2011-08-25 12:52 am [CICinspireme](#) [@cjurquico](#) The people I work w/ remotely can read my mind and I can read the clients minds. Works out real well. ;) **#smallbizchat** Lol cool

2011-08-25 12:52 am [thehealthmaven](#) [@KayAshaolu](#) I love basecamp! **#smallbizchat**

2011-08-25 12:52 am [SmallBizLady](#) Q10: WHAT IS THE BIGGEST CHALLENGE WHEN IT COMES TO DELEGATING? **#smallbizchat**

2011-08-25 12:52 am [JDEbberly](#) RT [@deannatroupe](#): A9b As the outsourcer you have to trust that the person you are working for is going to pay you **#SmallBizChat**

2011-08-25 12:52 am [kirstenasimmons](#) [@KayAshaolu](#) [@ArbonneTess](#) Been working in Basecamp on some projects recently ... effective, but doesn't blow me away. **#smallbizchat**

2011-08-25 12:52 am [alyssagregory](#) A10a: Biz owners are used to being independent & making things happen...biggest challenge is often giving up complete control. **#smallbizchat**

2011-08-25 12:52 am [JDEbberly](#) RT [@SmallBizLady](#): Q10: WHAT IS THE BIGGEST CHALLENGE WHEN IT COMES TO DELEGATING? **#SmallBizChat**

2011-08-25 12:52 am [nicolesonnier](#) RT [@MamaBritt](#): Weekly. Yes! RT [@SmallBizLady](#): Q8: HOW OFTEN SHOULD A BUSINESS OWNER COMMUNICATE WITH THE TEAM? SHOULD THERE BE TEAM MEETINGS? **#smallbizchat**

2011-08-25 12:53 am [alyssagregory](#) A10b: Plus if biz owner feels like s/he needs to micromanage, can be difficult to build trusting & respectful relationships. **#smallbizchat**

2011-08-25 12:53 am [Chris_Eh_Young](#) A10: Letting go and trusting. **#smallbizchat**

2011-08-25 12:53 am [alyssagregory](#) A10c: Need to be aware of everything going on within your team but only peripherally, not a hands-on management process. **#smallbizchat**

2011-08-25 12:53 am [tarpsandbeyond](#) Trust is very Important, but to much trust, no good. Steps to review a must. **#smallbizchat** been there done that.

2011-08-25 12:53 am [cjurquico](#) [@cicinspireme](#) Thanks :) It's true. **#smallbizchat**

2011-08-25 12:53 am [alyssagregory](#) A10d: Avoid becoming the bottleneck, slowing down the process & making it difficult for your team to do what they need to do. **#smallbizchat**

2011-08-25 12:53 am [kirstenasimmons](#) A10 - letting go of the fact that someone else may not do it the way I would. **#smallbizchat**

2011-08-25 12:53 am [BenitaTyler](#) RT [@TaiGoodwin](#): RT [@jdebberly](#): RT [@Chris_Eh_Young](#): The importance of contracts when contracting or delegating. <http://t.co/xGEE8b4> **#SmallBizChat**

2011-08-25 12:53 am [BizFinanceForum](#) I give this 5 thumbs up! RT [@Chris_Eh_Young](#): A10: Letting go and trusting. **#smallbizchat**

2011-08-25 12:53 am [JDEbberly](#) RT [@alyssagregory](#) A10a Biz owners are used to independence & making things happen...big chall is giving up complete control **#SmallBizChat**

2011-08-25 12:53 am [deannatroupe](#) A10: The hardest part in delegating is knowing what to delegate and what to do yourself. **#smallbizchat**

2011-08-25 12:54 am [ArbonneTess](#) [@BizFinanceForum](#) the simple things are sometimes THE most complicated things. **#smallbizchat**

2011-08-25 12:54 am [TaiGoodwin](#) A9 - Trust is key in delegating - and trust comes easier when you have a documented system in place. **#smallbizchat**

2011-08-25 12:54 am [JDEbberly](#) RT [@alyssagregory](#): A10c: Need to be aware of everything going on within your team but peripherally, not handson mngmt process
#SmallBizChat

2011-08-25 12:54 am [helenantholis](#) Q10: WHAT IS THE BIGGEST CHALLENGE WHEN IT COMES TO DELEGATING? A10. Willingness to trust others with your business.
#smallbizchat

2011-08-25 12:54 am [jumokeRED](#) RT [@deannatroupe](#): A10: The hardest part in delegating is knowing what to delegate and what to do yourself. **#smallbizchat**

2011-08-25 12:54 am [SmallBizLady](#) A blog post with a more detailed Q & A with our guest comes out on Thursdays on [@Smallbizlady's](#) blog: <http://t.co/xucRqD7>
#smallbizchat

2011-08-25 12:54 am [Manta](#) A10: A small business owner's business is their baby so it's very tough to let go of tasks no matter how small. **#Smallbizchat**

2011-08-25 12:54 am [BenitaTyler](#) RT [@SmallBizLady](#): Q10: WHAT IS THE BIGGEST CHALLENGE WHEN IT COMES TO DELEGATING? **#smallbizchat**

2011-08-25 12:54 am [JDEbberly](#) RT [@BizFinanceForum](#): I give this 5 thumbs up! RT [@Chris_Eh_Young](#): A10: Letting go and trusting. **#SmallBizChat**

2011-08-25 12:54 am [thepinkboss](#) [@alyssagregory](#) That is my biggest challenge. **#smallbizchat**

2011-08-25 12:54 am [SmallBizLady](#) Q11: WHAT ARE SOME OTHER THINGS A BUSINESS OWNER SHOULD AVOID DOING WHEN THEY GET STARTED DELEGATING? **#smallbizchat**

2011-08-25 12:54 am [BizFinanceForum](#) Amen to that! RT [@ArbonneTess](#): [@BizFinanceForum](#) the simple things are sometimes THE most complicated things. **#smallbizchat**

2011-08-25 12:54 am [JDEbberly](#) RT [@deannatroupe](#): A10: The hardest part in delegating is knowing what to delegate and what to do yourself **#SmallBizChat**

2011-08-25 12:54 am [Chris_Eh_Young](#) A10b: Always list your activities in order of yield. Perform your highest yielding activities and delegate the lowest. **#smallbizchat**

2011-08-25 12:55 am [SmallBizLady](#) We're always looking for small biz experts to share...Here's how to be a guest on **#Smallbizchat** <http://t.co/E3oh7ts> **#smallbizchat**

2011-08-25 12:55 am [xMediaOutlet](#) Who is the host for **#smallbizchat**? What chat client do you utilize to post questions etc?

2011-08-25 12:55 am [alyssagregory](#) A11a: Avoid withholding information from team members. Share data and store centrally. **#smallbizchat**

2011-08-25 12:55 am [KayAshaolu](#) [@ArbonneTess](#) [@kirstenasimmons](#) [@thehealthmaven](#) thanks for the insights: will try base camp out at some point **#smallbizchat**

2011-08-25 12:55 am [JeannieSpiro](#) [@SmallBizLady](#): Q10: Giving up control & deciding what to let go of & then actually trusting it will get done. n **#smallbizchat**

2011-08-25 12:55 am [ArbonneTess](#) RT [@Chris_Eh_Young](#): A10b: Always list your activities in order of yield. Perform your highest yielding activities and delegate the lowest. **#smallbizchat**

2011-08-25 12:55 am [JDEbberly](#) RT [@Manta](#): A10: A small business owner's business is their baby so it's very tough to let go of tasks no matter how small **#SmallBizChat**

2011-08-25 12:55 am [alyssagregory](#) A11.2: Another thing to avoid: Not holding team members accountable when something goes wrong. **#smallbizchat**

2011-08-25 12:55 am [CICinspireme](#) I would think trust is VERY important! **#smallbizchat**

2011-08-25 12:55 am [KatieSimmonsVA](#) [@BenitaTyler](#) Yes I do! That way the biz owner can see how the VA does without handing off their whole business. **#smallbizchat**

2011-08-25 12:55 am [BizFinanceForum](#) RT [@SmallBizLady](#): A blog post with a more detailed Q & A comes out Thursday on [@Smallbizlady's](#) blog: <http://t.co/3rMFffe>
#smallbizchat

2011-08-25 12:55 am [SmallBizLady](#) Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/JOCQwIP> **#smallbizchat**

2011-08-25 12:55 am [JDEbberly](#) RT [@SmallBizLady](#): Q11: WHAT ARE SOME OTHER THINGS A BUSINESS OWNER SHOULD AVOID DOING WHEN THEY GET STARTED DELEGATING? **#SmallBizChat**

2011-08-25 12:55 am [deannatroupe](#) RT [@bplutchak](#): Congrats!! [@SmallBizLady](#): 25 Most Influential Women Tweeting Abt Entrepreneurship - Forbes <http://t.co/4Jg2XRF> **#smallbizchat**

2011-08-25 12:55 am [JayGregory](#) RT [@alyssagregory](#) Avoid becoming the bottleneck, slowing down the process & making it difficult for your team **#smallbizchat**

2011-08-25 12:55 am [alyssagregory](#) A11c: Also make sure you share wins with the team to motivate/inspire them to continue working hard. **#smallbizchat**

2011-08-25 12:55 am [ImSoEllie](#) RT [@SmallBizLady](#): Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/JOCQwIP> **#smallbizchat**

2011-08-25 12:55 am [JDEbberly](#) RT [@CICinspireme](#): I would think trust is VERY important! **#SmallBizChat**

2011-08-25 12:55 am [MamaBritt](#) Keeping track of team progress & big vision RT [@SmallBizLady](#): Q10: WHAT IS THE BIGGEST CHALLENGE WHEN IT COMES TO DELEGATING? **#smallbizchat**

2011-08-25 12:55 am [BenitaTyler](#) [@SmallBizLady](#) A10 Defining needs and matching them w/skills of qualified team member can be challenging. **#smallbizchat**

2011-08-25 12:56 am [JDEbberly](#) RT [@bplutchak](#): Congrats!! [@SmallBizLady](#): 25 Most Influential Women Tweeting Abt Entrepreneurship - Forbes <http://t.co/EOzqbd6> **#SmallBizChat**

2011-08-25 12:56 am [JDEbberly](#) RT [@alyssagregory](#): A11c: Also make sure you share wins with the team to motivate/inspire them to continue working hard **#SmallBizChat**

2011-08-25 12:56 am [SmallBizLady](#) Q12: DO YOU HAVE ANY FINAL TIPS FOR SMALL BUSINESS OWNERS TEACHING THEMSELVES HOW TO DELEGATE? **#smallbizchat**

2011-08-25 12:56 am [WWalkerWW](#) RT [@JDEbberly](#): RT [@BizFinanceForum](#): I give this 5 thumbs up! RT [@Chris_Eh_Young](#): A10: Letting go and trusting. **#SmallBizChat**

2011-08-25 12:56 am [kirstenasimmons](#) Oooh, good one! RT [@alyssagregory](#) Avoid becoming the bottleneck, slowing down the process & making it difficult for your team **#smallbizchat**

2011-08-25 12:56 am [bradmiller](#) Rt [@JayGregory](#) RT [@alyssagregory](#): Avoid becoming the bottleneck, slowing down the process & making it difficult for your team **#smallbizchat**

2011-08-25 12:56 am [iangordon](#) A10) Biz owners are into control. Giving that up is a learned skill. "Not my way but works" is your friend **#smallbizchat**

2011-08-25 12:56 am [alyssagregory](#) A12a: Give up your desire to retain control & your quest for perfection! Neither of those things can exist when you delegate. **#smallbizchat**

2011-08-25 12:56 am [ImSoEllie](#) RT [@SmallBizLady](#): RT [@DasanjAberdeen](#): Don't forget to congratulate [@smallbizlady](#) on being a Small Business Influencer 2011 Champion ow.ly/1w5yH8 **#smallbizchat**

2011-08-25 12:56 am [JDEbberly](#) RT [@SmallBizLady](#): Q12: DO YOU HAVE ANY FINAL TIPS FOR SMALL BUSINESS OWNERS TEACHING THEMSELVES HOW TO DELEGATE? **#SmallBizChat**

2011-08-25 12:56 am [ImSoEllie](#) RT [@SmallBizLady](#): I'm on this awesome list this week - 25 Most Influential Women Tweeting About Entrepreneurship - Forbes

<http://t.co/FpAR4f6> **#smallbizchat**
 2011-08-25 12:56 am [helenantholis](#) Q11: WHAT OTHER THINGS SHOULD A BUSINESS OWNER AVOID DOING WHEN THEY GET STARTED DELEGATING? A10. Abdicating **#smallbizchat**

2011-08-25 12:56 am [ArbonneTess](#) [@iangordon](#) loving your insights this evening! **#smallbizchat**
 2011-08-25 12:56 am [JayGregory](#) RT [@alyssagregory](#) Also make sure you share wins with the team to motivate/inspire them to continue working hard. **#smallbizchat**

2011-08-25 12:56 am [NatashaBotbijn](#) [@SmallBizLady](#) **#smallbizchat** The hardest part of delegating is to give the direction to begin with.

2011-08-25 12:56 am [kirstenasimmons](#) Yep! RT [@iangordon](#): A10) Biz owners are into control. Giving that up is a learned skill. "Not my way but works" is your friend **#smallbizchat**

2011-08-25 12:56 am [alyssagregory](#) A12b: Embrace the process, commit to finding the right people to delegate to and work to make those relationships successful. **#smallbizchat**

2011-08-25 12:57 am [SmallBizLady](#) [@BenitaTyler](#) It can be challenging to match people and skills - but costly if you fail to do it right **#smallbizchat**

2011-08-25 12:57 am [deannatroupe](#) A12: Start off delegating small tasks first if you are uncomfortable giving up control. **#smallbizchat**

2011-08-25 12:57 am [durhamblackcham](#) RT [@alyssagregory](#): A11.2: Another thing to avoid: Not holding team members accountable when something goes wrong. **#smallbizchat**

2011-08-25 12:57 am [alyssagregory](#) A12c: Takes time & practice, but once you get the hang of delegation, you'll wonder why you waited so long to let go. **#smallbizchat**

2011-08-25 12:57 am [durhamblackcham](#) RT [@alyssagregory](#): A11c: Also make sure you share wins with the team to motivate/inspire them to continue working hard. **#smallbizchat**

2011-08-25 12:57 am [Chris_Eh_Young](#) [@ArbonneTess](#) That [@iangordon](#) is a smart fellow. Still waiting to podcast with him. **#smallbizchat**

2011-08-25 12:57 am [iangordon](#) RT [@chris_eh_young](#): A10b: Always list activities in order of yield. Perform highest yielding activities & delegate lowest. **#smallbizchat**

2011-08-25 12:57 am [SmallBizLady](#) Special thanks to small business collaborator Alyssa Gregory [@alyssagregory](#) of <http://t.co/pR9K1MX> **#smallbizchat**

2011-08-25 12:57 am [InfiniEdge](#) Tech is no exception 2 hiring 4 character & culture. If aptitude exists skills can be taught. Good attitude & ethics = golden! **#smallbizchat**

2011-08-25 12:57 am [JDEbberly](#) RT [@alyssagregory](#) A12a Give up retaining control & your quest for perfection! Neither of those can exist when you delegate **#SmallBizChat**

2011-08-25 12:57 am [SmallBizLady](#) Next week Central.ly founder Chris Bennett [@chrisebennett](#) shares the new SEO for Small Business Owners **#smallbizchat**

2011-08-25 12:58 am [cjurquico](#) That's a lot of thumbs! [@jdeberly](#) I like what Pres. Reagan said once 'Trust, but verify' **#smallbizchat**

2011-08-25 12:58 am [deannatroupe](#) A12: Be sure you have a clear idea of tasks you want an outsourcer to perform **#smallbizchat**

2011-08-25 12:58 am [BizFinanceForum](#) A12 Don't forget to thank and praise them when things are going well. People want and need to be appreciated. **#smallbizchat**

2011-08-25 12:58 am [Michella_Me](#) RT [@SmallBizLady](#): Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/JOCQwIP> **#smallbizchat**

2011-08-25 12:58 am [tarpsandbeyond](#) TrueRT@Manta: A10: A small business owner's business is their baby so it's very tough to let go of tasks no matter how small. **#Smallbizchat**

2011-08-25 12:58 am [ChellyElite](#) RT [@SmallBizLady](#): Next week Central.ly founder Chris Bennett

[@chrisebennett](#) shares the new SEO for Small Business Owners
#smallbizchat

2011-08-25 12:58 am [JDEbberly](#) RT [@alyssagregory](#) A12b Embrace process, commit to finding right ppl to delegate to and work to make those r'ships successful
#SmallBizChat

2011-08-25 12:58 am [alyssagregory](#) TY for having me! RT [@smallbizlady](#): Special thanks to Alyssa Gregory [@alyssagregory](#) of <http://t.co/lxz4JEb> **#smallbizchat**

2011-08-25 12:58 am [CICinspireme](#) RT [@JDEbberly](#): RT [@alyssagregory](#) A10a Biz owners are used to independence & making things happen...big chall is giving up complete control **#SmallBizChat**

2011-08-25 12:58 am [iangordon](#) [@arbonnetess](#) Thanks! Enjoying the **#smallbizchat**

2011-08-25 12:58 am [SmallBizLady](#) Roll call, who's on [@Smallbizchat](#) tonight? Give me your best 140-character commercial. **#smallbizchat**

2011-08-25 12:58 am [SavvyBizBuilder](#) [@SmallBizLady](#) Looks like I will have to stay after school to catch up on the **#smallbizchat** convo tonight

2011-08-25 12:58 am [alyssagregory](#) Get more from [@smallbizbonfire](#) (last mo's feature in newsletter was on virtual teams) Join for free! --> <http://t.co/ck0kcn2> **#smallbizchat**

2011-08-25 12:58 am [JDEbberly](#) A12c: Takes time & practice, but once you get the hang of delegation, you'll wonder why you waited so long to let go **#SmallBizChat**

2011-08-25 12:58 am [JDEbberly](#) RT [@deannatroupe](#): A12: Be sure you have a clear idea of tasks you want an outsourcer to perform **#SmallBizChat**

2011-08-25 12:58 am [cjurquico](#) DROPBOX! RT [@alyssagregory](#): A11a: Avoid withholding information from team members. Share data and store centrally. **#smallbizchat**

2011-08-25 12:58 am [kirstenasimmons](#) RT [@BizFinanceForum](#): A12 Dont forget to thank and praise when things are going well. People want and need to be appreciated.
#smallbizchat

2011-08-25 12:58 am [Manta](#) We're the world's largest online community for promoting and connecting small business. Check us out: <http://t.co/xkWInt2>
#Smallbizchat

2011-08-25 12:59 am [JeannieSpiro](#) [@SmallBizLady](#) really great chat. Thanks so much! **#smallbizchat**

2011-08-25 12:59 am [JDEbberly](#) RT [@SmallBizLady](#): Next week Central.ly founder Chris Bennett [@chrisebennett](#) shares the new SEO for Small Business Owners
#SmallBizChat

2011-08-25 12:59 am [helenantholis](#) RT [@smallbizlady](#): Special thanks to Alyssa Gregory [@alyssagregory](#) of <http://t.co/tfUL8q2> <<<THANK YOU! Great Q/As. **#smallbizchat**

2011-08-25 12:59 am [KayAshaolu](#) [@ArbonneTess](#) awesome: will do! **#smallbizchat**

2011-08-25 12:59 am [HastenHome](#) Original, Inspirational Vacation Bible School Materials & more! Making home here inviting while reaching for the heavenly home
#smallbizchat

2011-08-25 12:59 am [BizFinanceForum](#) [@alyssagregory](#) Great topic and incredibly useful info. Thanks!
#smallbizchat

2011-08-25 12:59 am [NettieMc](#) Somebody smart said "perfection is the enemy of good enough." Re: delegating **#smallbizchat**

2011-08-25 12:59 am [thepinkboss](#) RT [@alyssagregory](#): A12c: Takes time & practice, but once you get the hang of delegation, you'll wonder why you waited so long to let go.
#smallbizchat

2011-08-25 12:59 am [BenitaTyler](#) [@SmallBizLady](#) I agree. Very important to discuss and outline expectations so everyone's on the same page. **#smallbizchat**

2011-08-25 12:59 am [SmallBizLady](#) Was this interview helpful? Join us every Wednesday 8-9p ET follow [@SmallBizChat](#) on Twitter for info. **#smallbizchat**

2011-08-25 12:59 am [ArbonneTess](#) RT [@NettieMc](#): Somebody smart said "perfection is the enemy of good enough." Re: delegating **#smallbizchat**

2011-08-25 12:59 am [SmallBizLady](#) Thank you to my co-host Social Media Strategist and Launch While Working advocate [@TaiGoodwin](#) **#smallbizchat**

2011-08-25 12:59 am [thepinkboss](#) RT "@deannatroupe: A12: Start off delegating small tasks first if you are uncomfortable giving up control. **#smallbizchat**

2011-08-25 1:00 am [BizFinanceForum](#) [@SmallBizLady](#) [@TaiGoodwin](#) Thanks for the usual awesome chat! **#smallbizchat**

2011-08-25 1:00 am [CICinspireme](#) Ya'll pray for me! I am a control freak. Lol. Seriously. Don't want my biz to struggle because of this. **#smallbizchat #delegate**

2011-08-25 1:00 am [SmallBizLady](#) The mission of **#Smallbizchat** is to end small business failure by helping you succeed as your own boss. **#smallbizchat**

2011-08-25 1:00 am [KayAshaolu](#) Thanks for the talk! [@alyssagregory](#) [@SmallBizLady](#) **#smallbizchat**

2011-08-25 1:00 am [HastenHome](#) Thank you [@alyssagregory](#) [@smallbizlady](#) **#smallbizchat**

2011-08-25 1:00 am [ArbonneTess](#) [@BenitaTyler](#) sometimes i feel like success sincerely lies in the ongoing management of expectations across the board **#smallbizchat**

2011-08-25 1:00 am [SmallBizLady](#) Join us next week as Central.ly founder Chris Bennett [@chrisebennett](#) >>> the New SEO for Small Business Owners **#smallbizchat**

2011-08-25 1:00 am [thehealthmaven](#) [@SmallBizLady](#) great chat tonight! **#smallbizchat**

2011-08-25 1:00 am [JDEbberly](#) RT [@NettieMc](#): Somebody smart said "perfection is the enemy of good enough." Re: delegating **#SmallBizChat**

2011-08-25 1:00 am [BizFinanceForum](#) RT [@Manta](#): the worlds largest online community for promoting and connecting small business. Check us out: <http://t.co/Rw6fowC> **#smallbizchat**

2011-08-25 1:00 am [JayGregory](#) RT Get more from [@smallbizbonfire](#) (last mo's feature in newsletter on virtual teams) Join for free! --> <http://t.co/JAVwe6P> **#smallbizchat**

2011-08-25 1:00 am [cjurquico](#) RT [@alyssagregory](#): A12a: Give up your desire to retain ctrl & your quest for perfection! Perfectionists never make deadline. **#smallbizchat**

2011-08-25 1:00 am [CICinspireme](#) RT [@tarpsandbeyond](#): TrueRT@Manta: A10: A small business owner's business is their baby so it's very tough to let go of tasks no matter how small. **#Smallbizchat**

2011-08-25 1:00 am [BarryBirkett](#) A12 - Don't limit the success of your biz by keeping more work than you can accomplish better than others. **#smallbizchat**

2011-08-25 1:00 am [kirstenasimmons](#) Awesome tips, really enjoyed it! Thanks [@alyssagregory](#) [@smallbizlady](#)! **#smallbizchat**

2011-08-25 1:00 am [wsellers](#) RT [@InfiniEdge](#): Tech is no exception 2 hiring 4 character & culture. If aptitude exists skills can be taught. Good attitude & ethics = golden! **#smallbizchat**

2011-08-25 1:01 am [Chris_Eh_Young](#) Like that. RT [@JDEbberly](#): RT [@NettieMc](#): Somebody smart said "perfection is the enemy of good enough." Re: delegating **#smallbizchat**

2011-08-25 1:01 am [JDEbberly](#) RT [@BarryBirkett](#): A12 - Don't limit the success of your biz by keeping more work than you can accomplish better than others **#SmallBizChat**

2011-08-25 1:01 am [ArbonneTess](#) [@BarryBirkett](#) i couldn't agree more! i'm learning that real-time. **#smallbizchat**

2011-08-25 1:01 am [BizFinanceForum](#) Think you can't laugh while reading about finance. Then I double dog

2011-08-25 1:01 am [alyssagregory](#) dare u 2 read this <http://t.co/ToDoZw6> **#smallbizchat**
 Thanks for contributing. Great points! RT [@bizfinanceforum](#)
[@alyssagregory](#) Great topic and incredibly useful info. Thanks!
#smallbizchat

2011-08-25 1:01 am [CICinspireme](#) RT [@JDEbberly](#): RT [@alyssagregory](#) A12a Give up retaining control
 & your quest for perfection! Neither of those can exist when you
 delegate **#SmallBizChat**

2011-08-25 1:01 am [BenitaTyler](#) RT [@SmallBizLady](#): Next week Central.ly founder Chris Bennett
[@chrisebennett](#) shares the new SEO for Small Business Owners
#smallbizchat

2011-08-25 1:01 am [kirstenasimmons](#) Seen the cult of done manifesto? -> RT [@NettieMc](#): Somebody smart
 said "perfection is the enemy of good enough." **#smallbizchat**

2011-08-25 1:01 am [SavvyBizBuilder](#) Its a disease & I have it RT [@arbonnetess@NettieMc:Somebody](#)
 smart said "perfection is the enemy of good enough" Re: delegating
#smallbizchat

2011-08-25 1:01 am [edmeeroche](#) RT [@Manta](#): A10: A small business owner's business is their baby so
 it's very tough to let go of tasks no matter how small. **#Smallbizchat**

2011-08-25 1:01 am [KayAshaolu](#) Thanks for the insights! [@ArbonneTess](#) [@kirstenasimmons](#)
[@thepinkboss](#) [@Chris_Eh_Young](#) [@BizFinanceForum](#) [@cjurquico](#)
[@helenantholis](#) **#smallbizchat**

2011-08-25 1:01 am [JDEbberly](#) I'm in New Twitter Jail lol **#SmallBizChat**

2011-08-25 1:02 am [GoodiesForGifts](#) [@MamaBritt](#) [@BizFinanceForum](#) Is this chat ending? **#smallbizchat**

2011-08-25 1:02 am [CICinspireme](#) RT [@JDEbberly](#): RT [@NettieMc](#): Somebody smart said "perfection is
 the enemy of good enough." Re: delegating **#SmallBizChat**

2011-08-25 1:02 am [ArbonneTess](#) RT [@KayAshaolu](#): Thanks for the insights! [@ArbonneTess](#)
[@kirstenasimmons](#) [@thepinkboss](#) [@Chris_Eh_Young](#)
[@BizFinanceForum](#) [@cjurquico](#) [@helenantholis](#) **#smallbizchat**

2011-08-25 1:02 am [christybower](#) RT [@BizFinanceForum](#): Think you can't laugh while reading about
 finance. Then I double dog dare u 2 read this <http://t.co/ToDoZw6>
#smallbizchat

2011-08-25 1:02 am [CICinspireme](#) Wonderful chat tonight! **#smallbizchat** #Ineededthat

2011-08-25 1:02 am [cjurquico](#) THANKS! RT [@smallbizlady](#): Special thanks to small business
 collaborator Alyssa Gregory [@alyssagregory](#) of
<http://t.co/mOXqCKT> **#smallbizchat**

2011-08-25 1:02 am [kirstenasimmons](#) Is your brain keeping you from getting things done?
<http://t.co/xoEKeAh> **#smallbizchat**

2011-08-25 1:02 am [MamaBritt](#) RT [@deannatroupe](#): A12: Be sure you have a clear idea of tasks you
 want an outsourcer to perform **#smallbizchat**

2011-08-25 1:02 am [Chris_Eh_Young](#) Thanks [@smallbizlady](#) and [@TaiGoodwin](#) for a great chat. Thanks
[@AlyssaGregory](#) for being a great guest. **#smallbizchat**

2011-08-25 1:03 am [MamaBritt](#) RT [@BizFinanceForum](#): A12 Don't forget to thank and praise them
 when things are going well. People want and need to be appreciated.
#smallbizchat

2011-08-25 1:03 am [ArbonneTess](#) **#smallbizchat** my first chat, what an adrenaline rush....oy!

2011-08-25 1:03 am [GoodiesForGifts](#) [@MamaBritt](#) [@BizFinanceForum](#), yup it is. Oh well. next week.
#smallbizchat

2011-08-25 1:03 am [BizFinanceForum](#) RT [@kirstenasimmons](#): Is your brain keeping you from getting things
 done? <http://t.co/kkxBKBk> **#smallbizchat**

2011-08-25 1:03 am [SmallBizLady](#) #PITCH: If you are launching your business while working - I want to
 hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:03 am [kirstenasimmons](#) RT@BizFinanceForum:Think you cant laugh while reading about finance. Then I double dog dare u 2 read this <http://t.co/oVPjJr> **#smallbizchat**

2011-08-25 1:03 am [BarryBirkett](#) [@arbonnetess](#) Thank you for sharing your thoughts with us in the great **#smallbizchat** tonight!

2011-08-25 1:03 am [cjurquico](#) [@kayashaolu](#) [@ArbonneTess](#) [@kirstenasimmons](#) [@thepinkboss](#) [@Chris_Eh_Young](#) [@BizFinanceForum](#) [@helenantholis](#) Thank you too :) **#smallbizchat**

2011-08-25 1:03 am [iangordon](#) RT [@Chris_Eh_Young](#): Thanks [@smallbizlady](#) and [@TaiGoodwin](#) for a great chat. Thanks [@AlyssaGregory](#) for being a great guest. **#smallbizchat**

2011-08-25 1:03 am [BizFinanceForum](#) [@JDEbberly](#) Jailbreak! We'll have scottie beam you out. **#smallbizchat**

2011-08-25 1:03 am [WWalkerWW](#) **#PuntWW #SmallBizChat** A.10 **#Vision of #Mission; #Passion For #Product; #Enthusiasum** "Don't Better rest (cont) <http://t.co/VYsYCpN>

2011-08-25 1:03 am [MrJAlabaster](#) MOST DEF RT@SmallBizLady: Was this interview helpful? Join us every Wednesday 8-9p ET follow [@SmallBizChat](#) on Twitter for info **#smallbizchat**

2011-08-25 1:03 am [BS_RapperTapper](#) **#PuntWW #SmallBizChat** A.10 **#Vision of #Mission; #Passion For #Product; #Enthusiasum** "Don't Better rest (cont) <http://t.co/Sdikuqm>

2011-08-25 1:03 am [BizFinanceForum](#) RT [@SmallBizLady](#): **#PITCH: If you are launching your business while working - I want to hear your Story -** <http://t.co/hwsN1H7> **#smallbizchat**

2011-08-25 1:03 am [IM_SI_ORG](#) **#PuntWW #SmallBizChat** A.10 **#Vision of #Mission; #Passion For #Product; #Enthusiasum** "Don't Better rest (cont) <http://t.co/qBaK2ce>

2011-08-25 1:03 am [SmallBizLady](#) [@ArbonneTess](#) Thanks for participating - you shared some great insights tonight. Hope you can make it next week **#smallbizchat**

2011-08-25 1:04 am [IM_SI_COM](#) **#PuntWW #SmallBizChat** A.10 **#Vision of #Mission; #Passion For #Product; #Enthusiasum** "Don't Better rest (cont) <http://t.co/JX39gVS>

2011-08-25 1:04 am [IM_SI_AlpineTX](#) **#PuntWW #SmallBizChat** A.10 **#Vision of #Mission; #Passion For #Product; #Enthusiasum** "Don't Better rest (cont) <http://t.co/Ub5zKW4>

2011-08-25 1:04 am [alyssagregory](#) RT [@chris_eh_young](#): Thanks [@SmallBizLady](#) and [@TaiGoodwin](#) for a great chat. Thanks [@alyssagregory](#) for being a great guest. **#smallbizchat**

2011-08-25 1:04 am [BenitaTyler](#) Thanks [@alyssagregory](#) [@smallbizlady](#) -- Very valuable info on **#smallbizchat**

2011-08-25 1:04 am [BizFinanceForum](#) [@ArbonneTess](#) Glad you came! Its always this way, addictive really. **#smallbizchat**

2011-08-25 1:04 am [kirstenasimmons](#) RT [@SmallBizLady](#): **#PITCH: If you are launching your business while working - I want to hear your Story -** <http://t.co/eRZdJL8> **#smallbizchat**

2011-08-25 1:04 am [CICInspireme](#) Handmade inspirational jewelry made to uplift & inspire YOU! Religious themes, the arts, & going green; we do it all! Join us! **#smallbizchat**

2011-08-25 1:04 am [SoloDovePR](#) RT [@SmallBizLady](#): **#PITCH: If you are launching your business while working - I want to hear your Launch Story -** <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:05 am [thepinkboss](#) Great topic tonight. I will use these tips right away. Thx [@alyssagregory](#) [@SmallBizLady](#) [@TaiGoodwin](#) **#smallbizchat**

2011-08-25 1:05 am [kirstenasimmons](#) RT [@CICInspireme](#): Handmade inspirational jewelry made to uplift &

inspire YOU! **#smallbizchat**

2011-08-25 1:05 am [BizFinanceForum](#) RT [@CICinspireme](#): Handmade inspirational jewelry made 2uplift & inspire U! Religious themes, the arts, & going green Join us! **#smallbizchat**

2011-08-25 1:05 am [TaiGoodwin](#) If you are launching your business while working - I want to hear your Launch Story - <http://t.co/CBZjihY> **#smallbizchat**

2011-08-25 1:05 am [BenitaTyler](#) RT [@CICinspireme](#): Handmade inspirational jewelry made to uplift & inspire YOU! Religious themes, the arts, & going green; we do it all! Join us! **#smallbizchat**

2011-08-25 1:05 am [MamaBritt](#) RT [@Chris_Eh_Young](#): Thanks [@smallbizlady](#) and [@TaiGoodwin](#) for a great chat. Thanks [@AlyssaGregory](#) for being a great guest. **#smallbizchat**

2011-08-25 1:05 am [BizFinanceForum](#) Good night everyone! **#smallbizchat**

2011-08-25 1:05 am [CherrellRene](#) RT [@SmallBizLady](#): #PITCH: If you are launching your business while working - I want to hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:05 am [CICinspireme](#) RT [@BizFinanceForum](#): Think you can't laugh while reading about finance. Then I double dog dare u 2 read this <http://t.co/ToDoZw6> **#smallbizchat**

2011-08-25 1:05 am [kirstenasimmons](#) [@BizFinanceForum](#) Night, Nicole! **#smallbizchat**

2011-08-25 1:06 am [tarpsandbeyond](#) Yes we are here tonight at the **#smallbizchat**. We Cover tarping needs tarps 4 #Transportation #roof #termite tents #weather Made in U.S.A. TY

2011-08-25 1:06 am [cjurquico](#) Likewise RT [@thepinkboss](#): Great topic tonight. I will use these tips right away. Thx [@alyssagregory](#) [@SmallBizLady](#) [@TaiGoodwin](#) **#smallbizchat**

2011-08-25 1:06 am [backngroovemom](#) [@BizFinanceForum](#) sorry I missed **#smallbizchat** :(

2011-08-25 1:06 am [alyssagregory](#) Great! RT [@thepinkboss](#): Great topic tonight. I will use these tips right away. Thx [@alyssagregory](#) [@SmallBizLady](#) [@TaiGoodwin](#) **#smallbizchat**

2011-08-25 1:06 am [helenantholis](#) At PAI, we create better workplaces by improving management skills. #worksmarta Sample: <http://t.co/IOXpZEr> **#smallbizchat**

2011-08-25 1:06 am [SmallBizLady](#) [@iangordon](#) Thanks for being part of the chat tonight! **#smallbizchat**

2011-08-25 1:06 am [kirstenasimmons](#) RT [@tarpsandbeyond](#): We Cover tarping needs tarps 4 #Transportation #roof #termite tents #weather Made in U.S.A. TY **#smallbizchat**

2011-08-25 1:06 am [MrJAlabaster](#) GN - Thank you for that EXCELLENT point RT: [@BizFinanceForum](#) Good night everyone! **#smallbizchat**

2011-08-25 1:06 am [kirstenasimmons](#) RT [@helenantholis](#): At PAI, we create better workplaces by improving management skills. #worksmarta Sample: <http://t.co/2CQWOJE> **#smallbizchat**

2011-08-25 1:06 am [TaiGoodwin](#) RT [@alyssagregory](#): A9c: Trust also doesn't develop overnight. Need shared goals, open communication & clear expectations. **#smallbizchat**

2011-08-25 1:06 am [GroundEffects3](#) RT [@Manta](#): A10: A small business owner's business is their baby so it's very tough to let go of tasks no matter how small. **#Smallbizchat**

2011-08-25 1:07 am [CICinspireme](#) [@BarryBirkett](#) Love it!! **#smallbizchat**

2011-08-25 1:07 am [TaiGoodwin](#) RT [@SmallBizLady](#): Next week Central.ly founder Chris Bennett [@chrisebennett](#) shares the new SEO for Small Business Owners **#smallbizchat**

2011-08-25 1:07 am [ArbonneTess](#) **#smallbizchat** have a great night all! for eco-friendly, green health & wellness products, feel free to reach out! <http://t.co/hhmPaBm>

2011-08-25 1:07 am [LetsRollTTown](#) ?? RT [@JDEbberly](#) I'm in New Twitter Jail lol **#SmallBizChat**

2011-08-25 1:07 am [BenitaTyler](#) RT [@CathyWebSavvyPR](#): #FF chats I find useful: #Kaizenblog Fri noon ET; #Brandchat 11am ET Wed; **#SmallBizChat** Wed 8pm ET; #GenYchat 10pm Wed + others

2011-08-25 1:07 am [TaiGoodwin](#) RT [@bizfinanceforum](#): Think you can't laugh while reading about finance. I double dog dare u 2 read this <http://t.co/Nrpk7y7>

2011-08-25 1:07 am [NettieMc](#) **#smallbizchat**

2011-08-25 1:07 am [kirstenasimmons](#) RT [@ArbonneTess](#): For eco-friendly, green health & wellness products, feel free to reach out! <http://t.co/apv8JRX> **#smallbizchat**

2011-08-25 1:08 am [TaiGoodwin](#) RT [@jdeberly](#): RT [@NettieMc](#): Somebody smart said "perfection is the enemy of good enough." Re: delegating **#SmallBizChat**

2011-08-25 1:08 am [NettieMc](#) RT [@iangordon](#): RT [@chris_eh_young](#): A10b: Always list activities in order of yield. Perform highest yielding activities & delegate lowest. **#smallbizchat**

2011-08-25 1:08 am [thepinkboss](#) Offering business formation, brand development and web design services for female entrepreneuHERs **#smallbizchat**

2011-08-25 1:08 am [CICinspireme](#) RT [@thepinkboss](#): Offering business formation, brand development and web design services for female entrepreneuHERs **#smallbizchat**

2011-08-25 1:08 am [kirstenasimmons](#) RT [@thepinkboss](#): Offering business formation, brand development and web design services for female entrepreneuHERs **#smallbizchat**

2011-08-25 1:08 am [TaiGoodwin](#) RT [@BarryBirkett](#): A12 - Don't limit the success of your biz by keeping more work than you can accomplish better than others **#SmallBizChat**

2011-08-25 1:08 am [TaiGoodwin](#) RT [@thepinkboss](#): Offering business formation, brand development and web design services for female entrepreneuHERs **#smallbizchat**

2011-08-25 1:09 am [TaiGoodwin](#) RT [@ArbonneTess](#): For eco-friendly, green health & wellness products, feel free to reach out! <http://t.co/ILfDpZb> **#smallbizchat**

2011-08-25 1:09 am [helenantholis](#) <http://t.co/ROUmX2T> At PAI, we create better workplaces by improving management skills. #worksmarta (new bitly) **#smallbizchat**

2011-08-25 1:09 am [kirstenasimmons](#) Good night, everyone! Dinner time for me and the puppy. :) **#smallbizchat**

2011-08-25 1:09 am [thepinkboss](#) RT"@helenantholis: At PAI we create better workplaces by improving management skills. #worksmarta Sample: <http://t.co/4jbnCmU> **#smallbizchat**

2011-08-25 1:09 am [prforsmallbiz](#) I provide public relations & marketing strategies to small businesses looking for exposure through the media. **#smallbizchat**

2011-08-25 1:09 am [thepinkboss](#) RT [@CICinspireme](#): Handmade inspirational jewelry made to uplift & inspire YOU! Religious themes, the arts, & going green; we do it all! Join us! **#smallbizchat**

2011-08-25 1:10 am [DenimAssets](#) [@SmallBizLady](#) #GetTheLook: follow trends or SET YOUR OWN. designer jeans: size 0 to PLUS #great prices + shoes handbags jewels **#smallbizchat**

2011-08-25 1:10 am [NettieMc](#) RT [@alyssagregory](#): A10d: Avoid becoming the bottleneck, slowing down the process & making it difficult for your team to do what they need to do. **#smallbizchat**

2011-08-25 1:10 am [TaiGoodwin](#) RT [@chris_eh_young](#): Thanks [@SmallBizLady](#) and [@TaiGoodwin](#) for a great chat. Thanks [@alyssagregory](#) for being a great guest.
#smallbizchat

2011-08-25 1:10 am [SavvyBizBuilder](#) Setting the reminder now RT [@SmallBizLady](#): Next week Central.ly founder [@chrisebennett](#) shares SEO for Small Business Owners
#smallbizchat

2011-08-25 1:10 am [deannatroupe](#) Pitch: Small business coach offering small business coaching to entrepreneurs. <http://t.co/7GjO2gB> **#smallbizchat**

2011-08-25 1:11 am [BenitaTyler](#) Accounting and tax advice for a greater peace of mind while running a small business <http://t.co/gGRH4la> **#smallbizchat**

2011-08-25 1:11 am [iangordon](#) [@smallbizlady](#): Thanks for hosting! I enjoy sharing insights with other biz owners. **#smallbizchat**

2011-08-25 1:11 am [CICinspireme](#) RT [@prforsmallbiz](#): I provide public relations & marketing strategies to small businesses looking for exposure through the media.
#smallbizchat

2011-08-25 1:11 am [prforsmallbiz](#) Thanks for all the **#smallbizchat** RT's tonight! [@SmallBizLady](#) [@alyssagregory](#) [@thepinkboss](#) [@TheRealSharon](#) [@helenantholis](#) [@cjurquico](#)

2011-08-25 1:11 am [deannatroupe](#) RT [@thepinkboss](#): Offering business formation, brand development and web design services for female entrepreneurHERs **#smallbizchat**

2011-08-25 1:11 am [deannatroupe](#) RT [@BenitaTyler](#): Accounting and tax advice for a greater peace of mind while running a small business <http://t.co/bVa4fdz>
#smallbizchat

2011-08-25 1:12 am [CEO_GURU](#) **#smallbizchat** trust is very important at all levels you see what happens at major firms dont trust one another

2011-08-25 1:12 am [prforsmallbiz](#) [@BenitaTyler](#) provides accounting and tax advice for a greater peace of mind while running a small business **#smallbizchat**

2011-08-25 1:12 am [thepinkboss](#) RT“[@ArbonneTess](#): for eco-friendly, green health & wellness products, feel free to reach out! <http://t.co/oRqJTGx> **#smallbizchat**

2011-08-25 1:12 am [prforsmallbiz](#) [@CICinspireme](#) provides handmade inspirational jewelry made to uplift & inspire YOU! **#smallbizchat**

2011-08-25 1:12 am [CICinspireme](#) RT [@ArbonneTess](#): **#smallbizchat** have a great night all! for eco-friendly, green health & wellness products, feel free to reach out!
<http://t.co/hhmPaBm>

2011-08-25 1:13 am [thepinkboss](#) RT [@TaiGoodwin](#) If you are launching your business while working - I want to hear your Launch Story - <http://t.co/yjBRIYf> **#smallbizchat**

2011-08-25 1:13 am [BenitaTyler](#) RT [@prforsmallbiz](#): I provide public relations & marketing strategies to small businesses looking for exposure through the media.
#smallbizchat

2011-08-25 1:13 am [cjurquico](#) Thanks! [@smallbizlady](#) [@TaiGoodwin](#) [@helenantholis](#) [@BizFinanceForum](#) [@iangordon](#) [@jeanniespiro](#) [@mamabritt](#) [@Kayashaolu](#) ArbonneTess **#smallbizchat**

2011-08-25 1:13 am [CICinspireme](#) [@SavvyBizBuilder](#) Lol! I missed a lot of chats! Smh **#smallbizchat**

2011-08-25 1:14 am [FunLulu25](#) RT [@prforsmallbiz](#): A1) When you are neglecting your family or yourself, it's time to start delegating. **#smallbizchat**

2011-08-25 1:14 am [deannatroupe](#) RT [@TaiGoodwin](#) If you are launching your business while working - I want to hear your Launch Story - <http://t.co/0EZ7dsw> **#smallbizchat**

2011-08-25 1:15 am [CICinspireme](#) Now following several SMO from **#smallbizchat**.... Yay! :)
#networking

2011-08-25 1:15 am [SavvyBizBuilder](#) [@cicinspireme](#) you can sit beside me after class we can help each

2011-08-25 1:16 am [ultrasoundangie](#) other catch up LOL! **#smallbizchat**
RT [@thepinkboss](#): RT [@TaiGoodwin](#) If you are launching your business while working - I want to hear your Launch Story - <http://t.co/yjBRIYf> **#smallbizchat**

2011-08-25 1:17 am [CICinspireme](#) [@prforsmallbiz](#) [@CICinspireme](#) provides handmade inspirational jewelry made to uplift & inspire YOU! **#smallbizchat**" Thanks! ~Blessings

2011-08-25 1:17 am [CICinspireme](#) Alright night everyone! I have jewelry to make! lol **#smallbizchat**

2011-08-25 1:18 am [thewiredserf](#) RT [@Chris_Eh_Young](#): A8: Meetings should be as few as necessary. Map out progress expectations and next meeting time at the end of every meeting. **#smallbizchat**

2011-08-25 1:20 am [pimibranding](#) RT [@thepinkboss](#): Offering business formation, brand development and web design services for female entrepreneurHERs **#smallbizchat**

2011-08-25 1:21 am [thepinkboss](#) RT"@prforsmallbiz: [@BenitaTyler](#) provides accounting and tax advice for a greater peace of mind while running a small business **#smallbizchat**

2011-08-25 1:21 am [thepinkboss](#) RT "@deannatroupe: Pitch: Small business coach offering small business coaching to entrepreneurs. <http://t.co/4uXoQhf> **#smallbizchat**

2011-08-25 1:22 am [thepinkboss](#) RT [@prforsmallbiz](#): I provide public relations & marketing strategies to small businesses looking for exposure through the media. **#smallbizchat**

2011-08-25 1:23 am [mkeating42](#) RT [@SmallBizLady](#): #PITCH: If you are launching your business while working - I want to hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:24 am [AmyAllStar](#) RT [@SmallBizLady](#): #PITCH: If you are launching your business while working - I want to hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:24 am [sugg_business](#) RT [@SmallBizLady](#): #PITCH: If you are launching your business while working - I want to hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:24 am [tw_top_business](#) RT [@SmallBizLady](#): #PITCH: If you are launching your business while working - I want to hear your Launch Story - <http://t.co/BHBwSKc> **#smallbizchat**

2011-08-25 1:28 am [thepinkboss](#) [@ArbonneTess](#) No problem. Thx for the connection tonight. **#smallbizchat**

2011-08-25 1:30 am [JDEbberly](#) #PITCH: If you are launching your business while working - I want to hear your Launch Story - bit.ly/oWd7iX **#SmallBizChat**

2011-08-25 1:30 am [CICinspireme](#) What Twitter Parties do you participate in? nl <3 **#smallbizchat** and #naturalhair chat! <http://t.co/jqfgEN4>

2011-08-25 1:30 am [jcheiress](#) RT [@prforsmallbiz](#): I provide public relations & marketing strategies to small businesses looking for exposure through the media. **#smallbizchat**

2011-08-25 1:30 am [jcheiress](#) RT [@thepinkboss](#): RT"@prforsmallbiz: [@BenitaTyler](#) provides accounting and tax advice for a greater peace of mind while running a small business **#smallbizchat**

2011-08-25 1:31 am [jcheiress](#) RT [@thepinkboss](#): RT"@ArbonneTess: for eco-friendly, green health & wellness products, feel free to reach out! <http://t.co/oRqJTGx> **#smallbizchat**

2011-08-25 1:31 am [JDEbberly](#) RT@BizFinanceForum:Think you cant laugh while reading abt

finance. Then I double dog dare u 2 read this bit.ly/re0erg

#SmallBizChat

- 2011-08-25 1:32 am [icheiress](#) RT [@thepinkboss](#): RT [@TaiGoodwin](#) If you are launching your business while working - I want to hear your Launch Story - <http://t.co/yjBRIYf> **#smallbizchat**
- 2011-08-25 1:34 am [JDEbberly](#) RT [@JayGregory](#) What NOT to Do When Using Soc Media for Biz by [@alyssagregory](#) #smbs #socialmedia #smallbiz <http://p-k.me/12G> **#SmallBizChat**
- 2011-08-25 1:35 am [emworksathome](#) RT [@taigoodwin](#): RT [@tarpsandbeyond](#): >>>If you want to grow your biz. You need to delegate, supervise N review.**#smallbizchat**
- 2011-08-25 1:36 am [thepinkboss](#) Now following these great tweeps. [@deannatroupe](#) [@kirstenasimmons](#) [@cjurquico](#) [@KayAshaolu](#) [@JDEbberly](#) [@alyssagregory](#) **#smallbizchat**
- 2011-08-25 1:37 am [thepinkboss](#) Thx for the RTs tonight [@prforsmallbiz](#) [@TaiGoodwin](#) [@MsWallST](#) **#smallbizchat**
- 2011-08-25 1:43 am [PremierTranspor](#) RT [@Manta](#): We're the world's largest online community for promoting and connecting small business. Check us out: <http://t.co/xkWInt2> **#Smallbizchat**
- 2011-08-25 1:44 am [wowhollywood](#) RT [@JDEbberly](#): RT [@alyssagregory](#): A8c: Can hold face-to-face meetings, or team-focused telecons, if your team members are in diff locations **#SmallBizChat**
- 2011-08-25 1:44 am [iangordon](#) [@cjurquico](#) Nice to meet you **#smallbizchat**
- 2011-08-25 1:50 am [deannatroupe](#) [@JDEbberly](#) Thanks for the retweets. You know I've been busy when I miss a **#smallbizchat**. I'm so glad I caught up with you guys tonight.
- 2011-08-25 1:52 am [JDEbberly](#) [@deannatroupe](#) You're very welcome, Deanna :) **#SmallBizChat**