3/5/24 - Notes

* Looking at what needs to happen with the undone things:
	+ Notes not recorded from beginning of Feb
* Largest point of stress - the uncertainties of work
	+ This is Brandon’s dream - that keeps him here wanting to work on this
	+ Lots of stress in the unknown and not having all of the power to control the decisions made
	+ Really doesn’t want to put Adilas on the shelf
	+ Has other options but doesn’t want to give up on the dream of Adilas
	+ So much stress
	+ How much pain am I willing to endure?
	+ Want to keep giving some for this project - willing to sacrifice, but don’t want to be stupid and hang on too long
	+ Hard to let go of things - a tendency to hold on to things to the point where they become a detriment or a real pain
	+ Brandon really wants to hang on to that dream but doesn’t want to go back in to a boxing match
* Need to listen to where Steve is at the next conversation
	+ Important to gain an understanding of where he is at
	+ Then you can determine what you feel or need from assessing where things are at
* Moving forward….:
	+ Would love to get the overviews done for the Adilas Lite site - just the overviews
	+ Another thing hanging in the wind is the SWOT analysis - lots of info recorded there
	+ 5 options we are thinking of:
		- 1. Just overviews
		- 2. Plan out in more detail 1 and 2
		- 3. Just in time planning and re-evaluating
		- 4. Keep the stable - chip away slowly at ship B
		- 5. Adilas doing fine - Brandon could work on ship B
	+ 1. Just overviews - finish the 8 overviews for Adilas Lite
	+ 2. Plan out just 1 and 2 …. Plan those out further, just those first - instead of taking on the huge master plan. Start with the first two and see what can happen there
	+ Trying to strike a plan between balance and action - need to plan but then follow up and balance that with action on the plan, smaller bites
	+ Gives a place to start and a plan for the next few steps but not so big that it gets cumbersome and also obsolete because things can change so fast and you need to see what happens within working the plan before you can really know how to take the next steps.
	+ 3. Just in time planning - try to stay a couple steps ahead - don’t plan so crazy far out it becomes inefficient or obsolete, just plan the next few things and then reassess as you are working to move forward.
	+ 4. Keep the stable - slowly chip away at B - this could be another possible option
	+ 5. Adilas is doing fine and Brandon is not needed - then Brandon could work more full time on Ship B - the difficulty here is where to get funded from???? Funding seems to be the biggest inhibitor here. Could potentially sell some of his shares to fund this push to move things forward more quickly here. Try to fund it creatively until you can get more funding from other sources. What would selling the shares do? Would that potentially cause more harm to the relationships and dynamics within the Adilas team as well?
	+ The DREAM is what keeps Brandon going - this is what drives him to work here!!!
	+ If that changes and he just has to work and do what he is told to do and can’t work on the dream - then he may want to change careers. The dream is the motivating factor here.
	+ To make stone soup you need people to play and add and contribute to this
		- Brandon’s goal is to diversify and have other people to join the community - the goal is not to own a huge percentage of the company but to make it shared further abroad
* Sometimes Brandon feels he has a tendency to hold on to things past the crazy line - some times it is hard to know where the crazy line is. What is determination and perseverance? What is the crazy mark where it becomes detrimental instead of constructive?
* He wants to get people there so that it can diversify and other people can play the different roles. He doesn’t want to play all the roles - his dream is to make it available for other people to play the roles
* Looked at some potential numbers and options if Brandon were to sell some of his shares - just looking at potentials
* Willing to sacrifice to help the team - just wanting to be cautious so you don’t dip too low or it doesn’t have detrimental effects for Brandon, family, the team
* This exploration is really related to option 5 - just seeing what could make that a possibility
* If selling shares - would have to check the laws and the tax laws on selling the shares - that number can really lessen and that can hurt if you lose 35% to taxes and other things - you lose on that value. Does that still make it worth it? Yes, no? Does that change things?
* The more we can show where we are headed the more it increases our value!
* Don’t want to do a crazy, sacrificial dive that we don’t need to - what is the best way to move forward - what is prudent here
* The DREAM is what keep me here!!! If the dream dies and I can’t dream anymore then it will be time to reassess if I want to stay or want to take my skills elsewhere.
* A desire to keep harmony in the relationship with Steve - I see that the options presented really reflect this - trying to make it work for the dream and for both parties involved
* Figure out where Steve is - figure out what pieces are already looking okay, then can figure out what other pieces are really important and see if you can find a way to compromise for the really important pieces
* Maybe it could be beneficial to have some more direct communication with Steve about what has happened and what you believe has been perceived or understood. For instance:
	+ How you think Steve felt about you jumping to Ship B - just expressing that you weren’t trying to abandon Ship A and the Adilas team, just felt that if you could work on B it would be a worthy sacrifice to help the whole thing move forward. But Ship B hasn’t moved as quickly as hoped - but you saw this as the future and understood this to be the best way - not trying to leave your team mates out to dry
	+ Was it hurtful that you are charging $100/hr? What other hurts may have occurred with this transition? Maybe some opportunity to clear the air and speak more directly about intentions and address possible hurts and offenses.
	+ Want to find a solution that works for both of you and for Adilas. You really want to help move this forward, want to be a team player, trying to be a team player. Helping explain intention and desire and what really motivates you to be here.
* Brandon, “I need people’s help.” He wants and needs help, needs to share ideas, get feedback, work with people on projects. “I can’t just live by myself and build this.” I won’t be able to exist in a cave even with Twinkies and ding dongs. :) Brandon really wants and needs sounding boards, someone to figure things out with, discuss and determine ideas with. As Adilas has gotten more and more people some of this original back and forth about plans and priorities has been taken away as the team has grown. Now it feels like we are all on pretty separate islands and we don’t know where to focus. That previous piece felt really important for figuring out directions and where to go next. Without that piece, and a list that is hundreds of lines long - so much longer than when we were first building - it is hard to know where to focus and put our efforts and focus on. It’s hard to tell what to do and where to push on. I need help!
* Brandon - 3 things will shut me down:
	+ Tons of little tasks that build and build and he just can’t get to them - that hurts the confidence and the psyche - feels overwhelming
	+ So many priorities and can’t tell what the highest priority is - another form of being overwhelmed - hurts the psyche and shuts him down
	+ Direct criticism - prides himself on doing a good job, so if someone comes in and starts attacking that it really hurts and really affects him
* One of the main questions Brandon has been asking with things concerning Tanner - could be used in many situations:
	+ Is there value in this? Yes, No????
	+ Determining if there is value in this rabbit hole or the places you are going through in your mind, the paths your mind takes to get out of the pain.
	+ Is there value, yes or no? How far are you going down that path?
	+ Really helps to gauge where you are going in your mind
	+ Sometimes they say that hindsight is 20/20 - but if you can see the 20/20 and it helps, great, learn from it. If you see the 20/20 and it still doesn’t help - you may not want to go down there because you don’t know all the pieces to that rabbit hole. You still can’t see everything there - you don’t have all the pieces which means you can’t find all the answers there.