

Grow Your Business by Getting Rid of Tasks

with Megan Galane featuring David Minor

Megan: Hello everyone thank you for joining me on refuse defeat. Today we have David Minor on with me and he is a co-owner of Vesado Properties, and I'm gonna let him give an introduction.

David: Hi, my name is David *[Laughter]* Minor and yeah I own a company in Tampa called Vesado. We have a couple of different brands that we do but our primary focus is on investment real estate business. That's what we do down here right now.

Megan: Perfect. How did you get started in real estate investing?

David: I don't really know how that happened besides, it was just I had to do it, I had to make money so to spoke, so.

[Laughter]

Megan: And you came down from North

David: Yeah. I moved down here in 2015 from Minnesota Tundra as I affectionately refer to it and started to do real estate down here.

Megan: Cool. What was your biggest business failure when you started in real estate investing?

David: I don't know I've failed so many times. I'm just thinking of a good way to answer that question. Only you told me that was the question that you're asking. I'm like, I don't know my biggest failure, I think probably would be like. I guess I would think the biggest thing that I have fail that was, failing to learn how to delegate things to other people and being self-focus on the money aspect of it initially. Mine those are the two biggest things that are probably most commonly failed on by everybody but specifically me. You know, you caught up an idea that you want to do something. I'm a pretty big perfectionist I guess and so you get stuck in an idea that you want to do everything yourself, because you think you're going to do better than everybody else and you got a particular idea in your mind but it just turns up, you know slowing you down. But that's the, that's normally the biggest thing is you get stuck in a suspicious cycle of trying to do everything yourself and instead of leveraging other people that are much more talented doing other things that you know, you're not so talented doing. Like me that's organization of like, organization and accounting. Anything that's like routine, more I don't know the right way to say it but like just more organizational.

Megan: That's routine work.

David: Yeah. The smaller task they just like they're not my forte. Like I could do them but I'm really not good at them and in order for a company to run properly, you really need to have people that are you know. Like for instance my previous accounting methods used to be like, if I had money in my checking account I was okay and if I was declining at the bank, I had a problem in like I just took receipts and threw them in a box and handed them to my accountant and at the end of the year it's like figure it out

to balance. I don't really know anything else so there was no, I had no plan, I had no strategy. That was not my strength then I just didn't understand at that time like, how to delegate better or work with other people to help make up for my weakness in that area. So consequently it just suffered and it was just piled up boxes of receipts so.

Megan: What's been your hardest part with delegation? I know like the people I work with, sometimes it's the perfectionist and it's not done the way I would do it so how? What has been your biggest issue with that?

David: That was definitely, definitely the issue with that. I just didn't feel like, I could delegate it to anybody because I didn't know. I didn't think they knew how to and so recently to follow that way and make sure I do because I try and document exactly how I'm doing it and make it something that's replicable for another person to be able to do it because, I mean it sounds really simple but I think that's the biggest problem is actually trying to figure out how to like, subconsciously we make so many decisions without realizing the decisions were even making there occurring we just do it. Sometimes we start doing stuffs and then like trying to get somebody else to do the same thing as you like you think it's really easy because you're doing it but you don't realize how many little micro decisions you're making you know. Just like instantaneously because you've done it so often and so being able to document it into like something that can you know almost look like a computer formula like if this happen then do this, if not then do this and be able to give that somebody gives them more of an instructional map for them to be able to actually get what you want done the way you want it done and so it's just about that I think a lot of it is about communication skill and how you're, you know like you have to over communicate things and I think it also helps spread it down instead of like just telling people. Like oh I want this done you know like then you leave it away for somebody to not do it correctly like.

Megan: Have you been able to track your Return of Investment by actually being able to delegate?

David: I don't know if you can monetarily track it per save but I definitely know that it has allowed me more opportunity to do more stuffs and I know that it works because you can't run like there's no way we can run the side of the company without being able to have task delegated to other people. I can't have my hands in everything to manage. Buying every piece of furniture for every airBnb property, cleaning every property, doing all the construction management like it would just be impossible you know. So I have to have, to manage it you have to have the... you don't really have like a visual like chart like you would have for like your ROI or property but you definitely can see it by your ability to grow because your effectively leveraging other people's time so you can get a lot more stuff done every day so.

Megan: And then have you been able to like — Obviously been able to free up yourself but like timewise you're able to focus on newer greater ideas so using your biggest ability which is being out there and thinking of big ideas, I'm sure it has helped, incredibly the company a ton.

David: Right, yeah you just, it just, it allows you to not. When you're doing it all by yourself the problem is you get stuck looking at the ground basically. You're not looking ahead and so you, it makes much harder to run a company when you're like basically you know I mean if you just manage by walking, like you if stared at the floor you're going to probably going to end up walking to the wall eventually. You

know so that's really if not having other people leveraging other people to get things done it's like, you basically you're running your company and you're about to run into a wall but you just don't realize because you're looking on the floor just walking. Eventually you're going to hit the wall because you can't scale anymore or your revenue is not there or you're going to burn out trying to do it all yourself you know, it is, it's not fun.

Megan: Not at all, but I'm so happy to see Vesado grow. I was around when you're still knocking on doors and learning. That's so great to see. You guys grow and see everything that you've done. You're a great person to follow on Facebook. So I probably get some information on to have people can either reach you or reach somebody at Vesado or get a hold of you if they're interested in learning more.

David: Yeah, I post a ton of fun stuffs *[Laughter]*. My Facebook account, so you can always follow me on Facebook **David Minor**. I'm on Facebook there. You can always call my office. Office number is **813-533-3111** and otherwise you can find us online at **Vesado.com**, V, A, S, E, D, O, .com.

Megan: and all the information will be in the description on Megangalane.com back slash refuse defeat. So thank you for joining us David. I look forward to see you guys grow more.

David: Thanks, it's been fun.