



Hello Everyone.

I will write some ideas about how I want you to think in terms of leadership with us and our three companies, GAWK, Inventa, and Aegis (F)



There will be two career paths for all in our companies:

1. Intuitive Leadership: Otherwise known as management, but we call it leadership because it entails three things, Leading the way, Teaching others, and Inspiring to make sure there is always action after the teaching. The compensation for this group will be at the same level as the following group.
2. Technical Excellence: We recognize that most of the actual work created and performed at our companies is done by this group. So there needs to be a career path for people that are not interested in management/leadership. The compensation level for technical people will be on par with leadership.

The only caveat I must disclose is that Leaders in our companies **MUST** know the technical aspects of what we do. The deeper the better. Musk demonstrated that being technical at SpaceX and Tesla from the top is the way to go. Leaders cannot be effective making decisions on things they do not know or have practice. I have seen this happen in other companies like a car wreck in slow motion. Learning from those experiences, nobody can decide anything if they have no technical experience whatsoever and they cannot rely on the opinion of others to make those decisions, because they will likely blame others when things turn sour.

On the same note, I know a few IT leaders that were incredibly successful even at very high positions or roles, because they were very technical at the same time, so nobody could tell them — that cannot be done, or we do not know—. And to be successful they would talk directly with all team members involved in the project that were key to its success.



First Rule: YOU DO NOT ASK FOR PERMISSION EVER on anything you think is a good/great idea. See [my global presentation](#) for how our ideas should look like and a base for reasoning.

Why: The person giving you permission will always react with fear and doubt, making sure you do not get the permission, and they do not get it most of the time, not knowing what would be the outcome. Even yourself do not know what will be the outcome, and you will ONLY know until you do it. Simple as that. I can think of one example where the leader did not practice this, his team told him it would be a good idea to create an entity in charge of shipping and other things, its name: PRIME, Bezos said to them: DO IT. Can somebody tell me the size of that organization right now? Shipping, Video streaming, music, gaming, Photos. They are so successful they must be laughing all the way to the bank. I will personally summon anyone asking for permissions on all our companies.

Example: A stunning blond blue eyed russian contacted me over the Internet a while ago, on the second day and after reviewing her pictures on Instagram, I thought it would be nice if she had her own website with her pictures, which were in the thousands, I went ahead and bought her an internet name and created a website about skin care, a beautiful site. When I told her, she got mad , and said why did you do that without my permission???, I said I do not ask for permission on anything I do, but if you want I can delete it. She said, yes please delete it because it is affecting my PRIVACY. I said what?? You are completely wrong, the name and the website are under MY name, not yours, so there are no privacy issues here. Get ready.... Then after a long pause she said, you know what? I always wanted to get into the skin care business, and the site looks awesome, leave it. I was floored. Offcourse, the relationship did not last, I threw her out the window days later, and thinking what to do with the site, I



decided to turn it into something else . Because she was the third woman trying to make me invest in crypto currency.

I wrote already about what happens after you DON'T execute your good/great ideas, they do not stay in your brain, they travel to the ether, and the universe will give them to someone else to take action on them. It will NOT wait for you. After publishing that article, two people came forward confirming in their experience it is absolutely true. They saw with their own eyes their ideas walking on the street sometime after. We have to make every effort to prevent this from happening to us in any way. Even worse if those ideas go to our competition.

What I DO NEED you to do after you execute, is to report back everything, did it work, not, what did you learn? Do you want to try again?

REMEMBER, WE PREFER TO ASK FOR FORGIVENESS THAN PERMISSION/SIGN-OFF

What is the lesson here?

Then it comes, when do we do it? Next week? Check my quote: “Hey, wait for what??”, if you wait, you will forget later. Why wait? Planets alignment? We would not be here if I waited for some miracle to happen or told me when to execute what I needed to do. Even with the creation of this very company (GAWK) by my Manhattan attorneys I did not wait, we did it on the spot.

Second rule: Everybody in this company CAN talk with everybody at all levels, including me. You can invite me to a coffee/tea anytime. Leading by FEAR is the worst policy ever, because people will not speak up because



they know they will get fired. Especially if the truth shows management as incompetent and ignorant. That will not happen in any of my companies. I equate this to a silent cancer in the company. When the CEO finally finds out chances are it is too late. There will always be channels for people to report anything they consider an issue anonymously.



Third Rule: We do not ask for or use resumes. For us they are pointless. There are perfect resumes, but the people are not very good, and the opposite is true, terrible resumes, and very good people (do you have a crystal ball to tell?) , but, when it comes to the interview, not everyone is



relaxed enough to perform well. So we do not trust completely in the typical hiring process.

What we do is we will look at LinkedIn, because it has a lot more information than a piece of paper, then, we will try our best to watch the people in action, either interacting with us without knowing we are evaluating them, or they can send us a 30-40 Min video showing their actual work when ever that might be. We want to see evidence of how you/they work, because actions can not be fake. Then, we will meet with the person to finish the formalities. It should not take more than a week for this process to be complete.

In a few cases where I personally know the person/candidate for so many years and witnessed their quality of work, integrity, drive, and discipline, the person will join immediately without any interview process. We do not need it at all.

For our ASCEND project, we will NOT hire anybody, everyone will initiate as a volunteer, and you can read more on the [website](#) on the reasons why we do this, to ensure the project is a huge success.

Fourth Rule: We will not fire people instantly. We will suspend them and move them to another group until we learn what happened, what was the underlying reason, and make corrections. If the person has to leave the company at the end, we will hire a consultant to find them a job at another company. We won't leave anyone on the street without support and treating them un-humanly.

Fifth Rule: All team members MUST do every possible effort to become intuitive by following our books. It does not make sense to tell the world to



become intuitive when our own team is not practicing and becoming themselves more intuitive.

Sixth Rule: People ask me how do I pretend to CONVINCe people about all we do? Well, I won't. We are not in the plan of convincing anyone. God has some issues or He is not interested in that as well. We believe that those that get it, will work with us, those that don't will someday see things happening in our project and may convince themselves that this is real and they should change their own way of thinking. You cannot explain anything to someone that is blind or deaf. Only they themselves can pull out of that close-minded state.

Seventh Rule: YOU CANNOT ASK for evidence or proof which is inherently rational thinking for anything intuitive. There is no such a thing. Intuition is not about reasoning or logic. So there is no rational explanation available for all things intuitive. Telepathy, remote viewing and other intuitive superpowers cannot be rationally proven, but we know they exist because some people demonstrate they have those traits.

Eight Rule: Hiring: All candidates to be hired before finalizing the process, will be posted on our website, to make sure all team members can check they do not know them. We want to know if there are any past issues where our team knew them somehow and any red flags we should know BEFORE them entering our offices at any of our companies. Especially me knowing we are not hiring someone I know from the past that I have serious reservations from experiences with them at one point.

Ninth Rule: When we meet new people, we won't talk too much to them on the phone or otherwise. We want them to send us their ideas and thoughts in an email or in writing/chat. After some time, we have the opportunity to



build TRUST with them, then all team members are cleared to engage the people verbally, without fear of receiving empty words, deception, and manipulation.