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Startup Academy



Startup 101: An introduction to Science and Technology Entrepreneurship

This initiative is aimed to support ideation stage startups via various programs under the umbrella of Startup Academy



Building your Startup team

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PeopleWiz Consulting LLP
September 2020

Module 6: Skills for Entrepreneurs

Session on : Cofounders and team building, Crucial conversations and negotiations - By Protima Sharma

Are you doing well as a team?

High Performing teams

- Are comfortable asking for help, admitting mistakes and limitations and take risks offering feedback
- Tap into one another's skills and experiences
- Avoid wasting time talking about the wrong issues and revisiting the same topics over and over again because of lack of buy-in
- Make higher quality decisions and accomplish more in less time and fewer resources
- Put critical topics on the table and have lively meetings
- Align around common objectives
- Retain star employees
- Get performance results



Managing Crucial Conversations: Talking when stakes are high

Protima Sharma,
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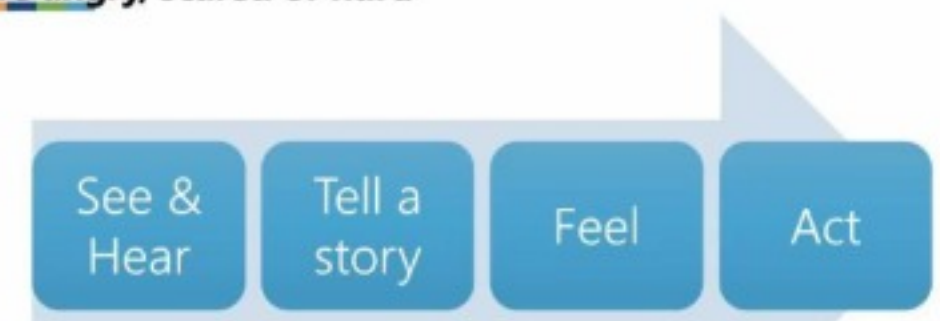
The Team Performance Curve



How to on-board a co-founder effectively

- Jointly define major milestones and key metrics for the startup: This process is the ultimate test of a true shared vision and working style. If you can't work as a team now and easily agree, it probably won't happen at all in the future.
- Negotiate and document roles early: No matter how equal you all are, there is only room for one at the top to make the final decision on hard issues. Determine who takes the final decisions.
- Make sure you're aligned on core values and goals, even if your styles are drastically different. For example, if one co-founder's goal is to flip the company and make money fast, while the other's goal is to create a long-lasting legacy, they won't succeed. It's not that one goal is good and the other goal is bad -- it's just that they're not aligned.
- Create business commandments that can't be broken: A business partnership always requires a set of ground rules.

4. Master Your Stories: How to stay in Dialogue when you are angry, scared or hurt.



The Path to action

Stories provide our rationale for what's going on - Why? Judging! What?. We do it without realizing it. Watch for these 3 clever stories -- "Victim- Its not my fault", "Villain- Its all your fault" " Helpless- there is nothing else that I can do"