GIST Insights

4 Principles of Team Building

For founders, the composition of your team can make or break your startup. In our goal to empower early-stage innovators, GIST has put together these 4 principles of team building, distilled from the many insights provided by GIST instructors and industry experts.

The principles are explored further in our <u>Startup Trainings</u>, <u>Virtual Accelerator</u>, and <u>Panel Discussions</u>.

Insights from GIST Instructors & Partners

> Who is going to have those tough conversations with our employees? Who is going to take a pay cut when we can't make payroll?
>
> If you are working with your friend or if there are a lot of things that go unsaid, that can be challenging when one of those things that goes unsaid leads to a big problem.

~ IVY SCHULTZ
DIRECTOR COLUMBIA ENGINEERING
Exerpt from GIST Innovation Talks Episode 6 - Team Building

gistnetwork.org

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Start with you
Critical self-analysis of your strengths and weaknesses is necessary to understand what positions you need to fill.

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Identify your company's hiring needs
These are short and long-term needs for sustainability, scaling, and success.

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Be comprehensive in your search and interview process
The first hires for your company can make or break your venture, so make sure you take the time to conduct a wide search and comprehensively vet candidate

Dive deeper

Hire for mission-alignment not for a specific skill
Alignment on the mission, values, and vision for the company is critical for all hires. Candidates should have the potential to grow into roles in the short to medium term, but a mismatch on culture will cause problems for the company

Dive deeper

Additional Resources

For additional Team Building insights check out our GIST Innovation Talks podcasts:

Team Building

Leadership for Today