

BUILDING A KICKASS TEAM



FRANCOIS MAZODIER
CEO, TECH LEADERS CAPITAL

A man with dark hair, wearing a light blue button-down shirt, a patterned tie, and dark jeans, is reclining on a tan-colored sofa. He is looking upwards with a wide-eyed, open-mouthed expression of surprise or awe. In the foreground, the lower half of a woman is visible, showing her legs in dark tights and black high-heeled shoes. The background is softly blurred, showing green foliage and a warm light source, possibly a lamp or window. A solid blue horizontal bar is positioned across the middle of the image, containing white text.

EXCITED... AND KINDA SCARED

FRANCOIS MAZOUДИER



- **10 YEARS+ IN OPERATIONAL ROLES**
 - TMT companies only
 - From startup to IPO
 - Every job in Product Management, Sales & Marketing, then Executive Management
- **LAST 12 YEARS+ IN PRIVATE EQUITY**
 - SPEED VENTURES, Europe's largest accelerator, backed by George Soros, Charterhouse & Permira
 - M&A
 - Working with TOP50 VC Funds



IN DIGITS

48	YEARS OLD
23	YEARS+ IN TMT
7	COMPANIES
8	INVESTMENTS
20+	EXITS
3	IPO
1	TOTAL FAILURE.
3,500+	STARTUPS AND BIZ PLANS.





THE CEO CO-INVESTMENT CLUB

HIGH END, GLOBAL, ACTIVE NETWORK.

**85% OF THE LARGEST EUROPEAN TECH
COMPANIES ARE RUN BY FIRST TIME CEOs.**

Russell Reynolds

LIFE NEXT YEAR AND BEYOND: Appearing and Disappearing

HELLO



GOODBYE



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What'sNext
nowandnext.com

FUTURE
EXPLORATION
NETWORK
futureexploration.net

ROSS DAWSON
rossdawson.com

VUCA: YOUR NEW WORLD



- MOST DISRUPTIVE ERA EVER
 - RAPID CHANGE EVERYWHERE
 - OLD RULES – BROKEN
 - NEW RULES - ADDED
 - REPEAT
-
- FAST PACED, RISK TAKING AND EVER CHANGING COMPETITIVE LANDSCAPE



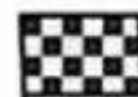
3

THINGS TO BE SURE OF:

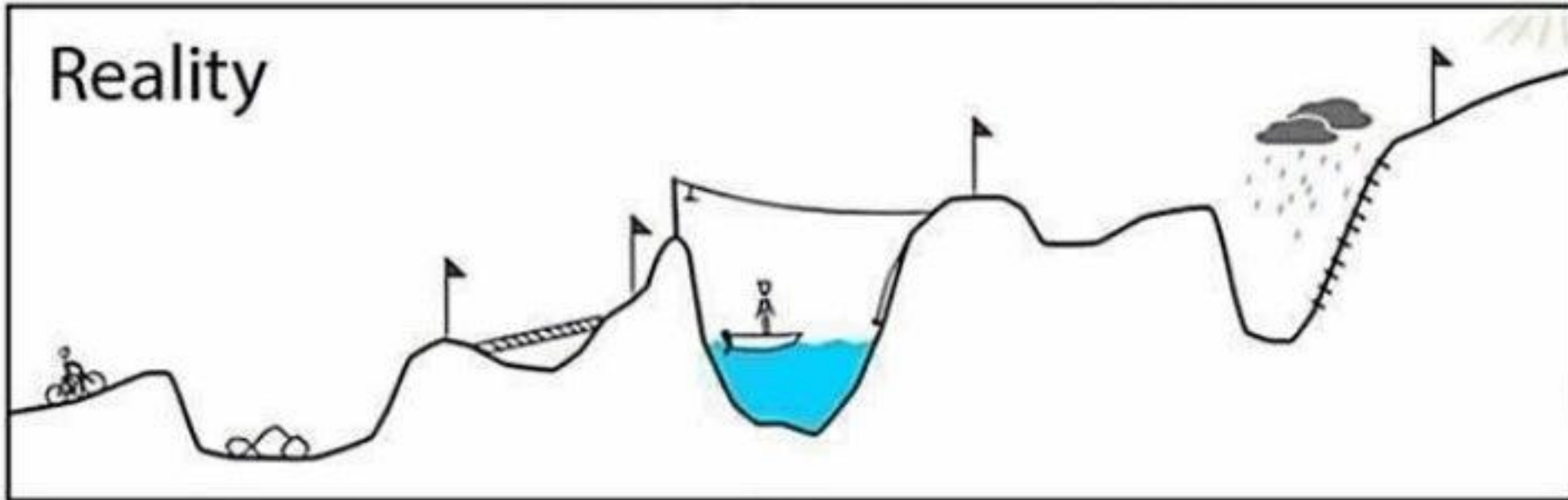
1



Your plan



Reality



2. ONE SHOT

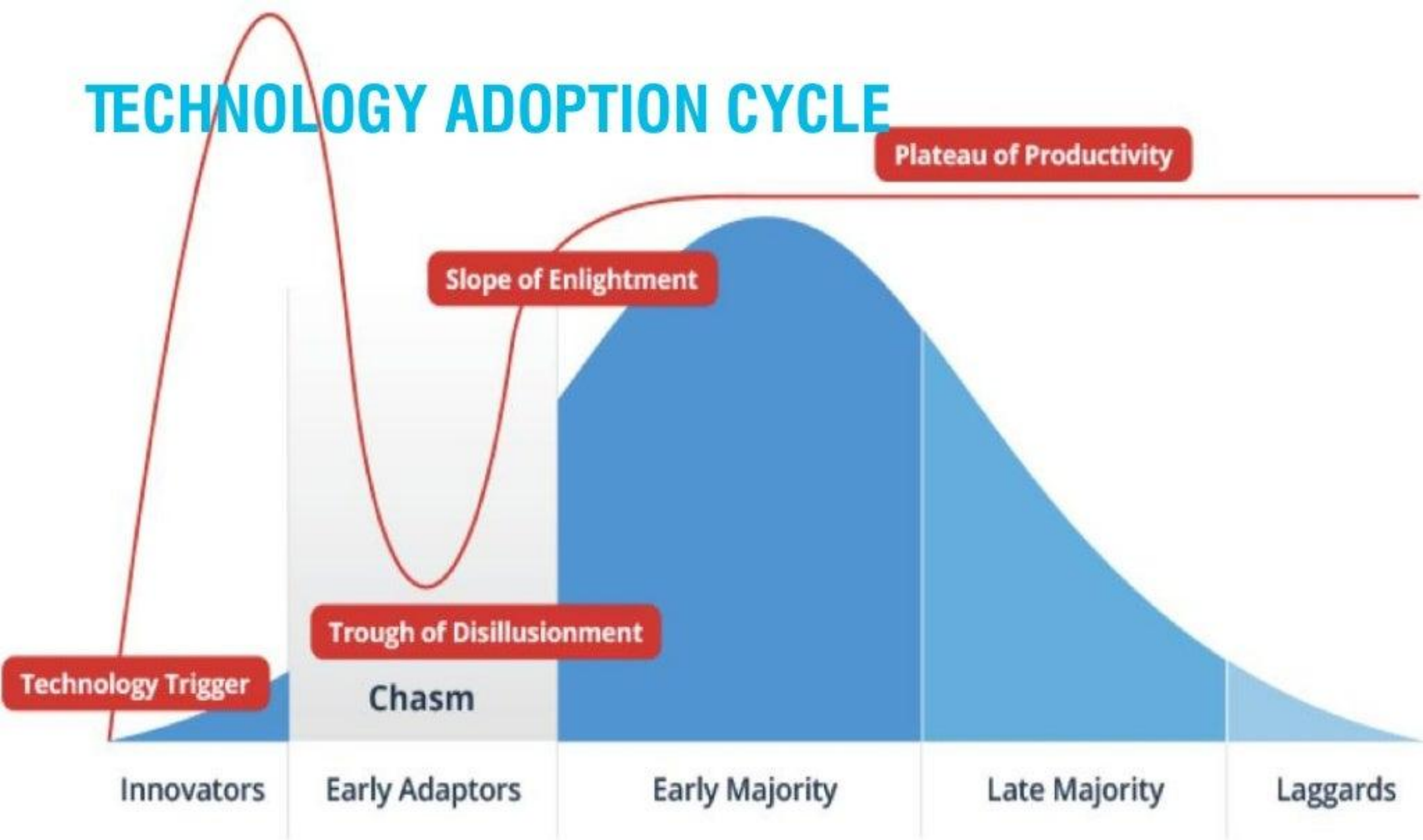


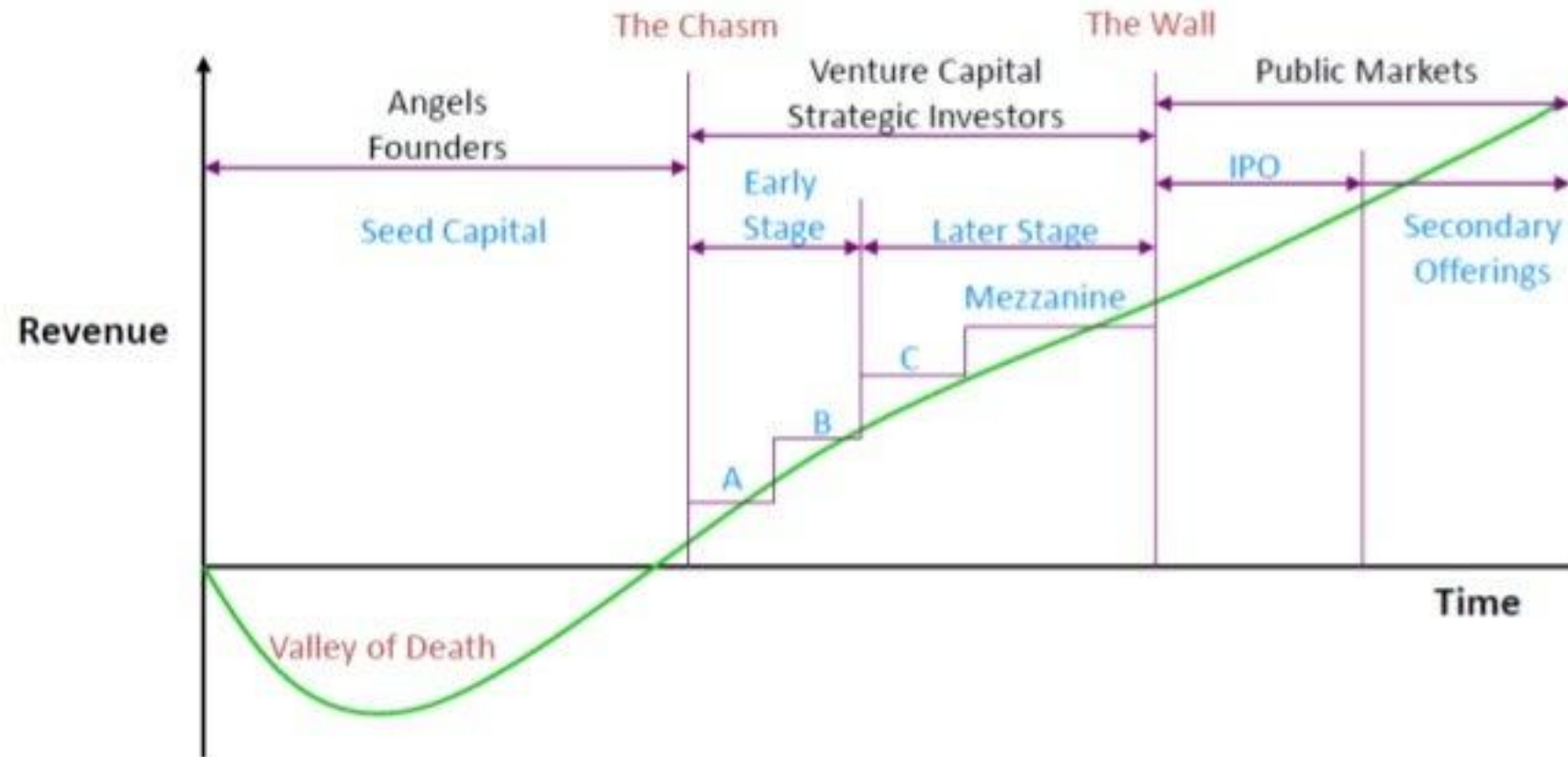
3. ■ YOU NEED A **KILLER** TEAM



YOU'RE HIRING :
3 TEAMS NOT 1

TECHNOLOGY ADOPTION CYCLE

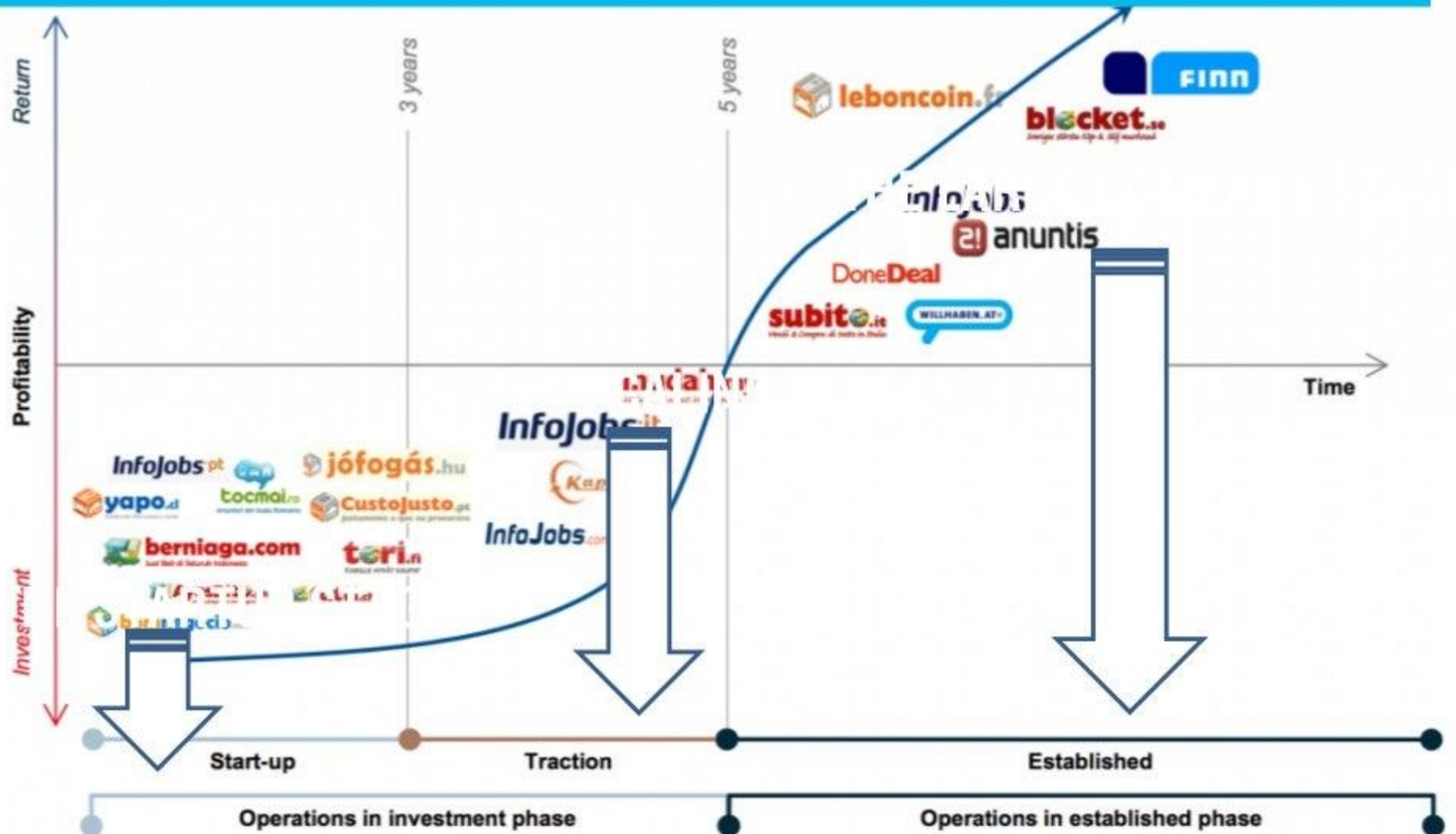




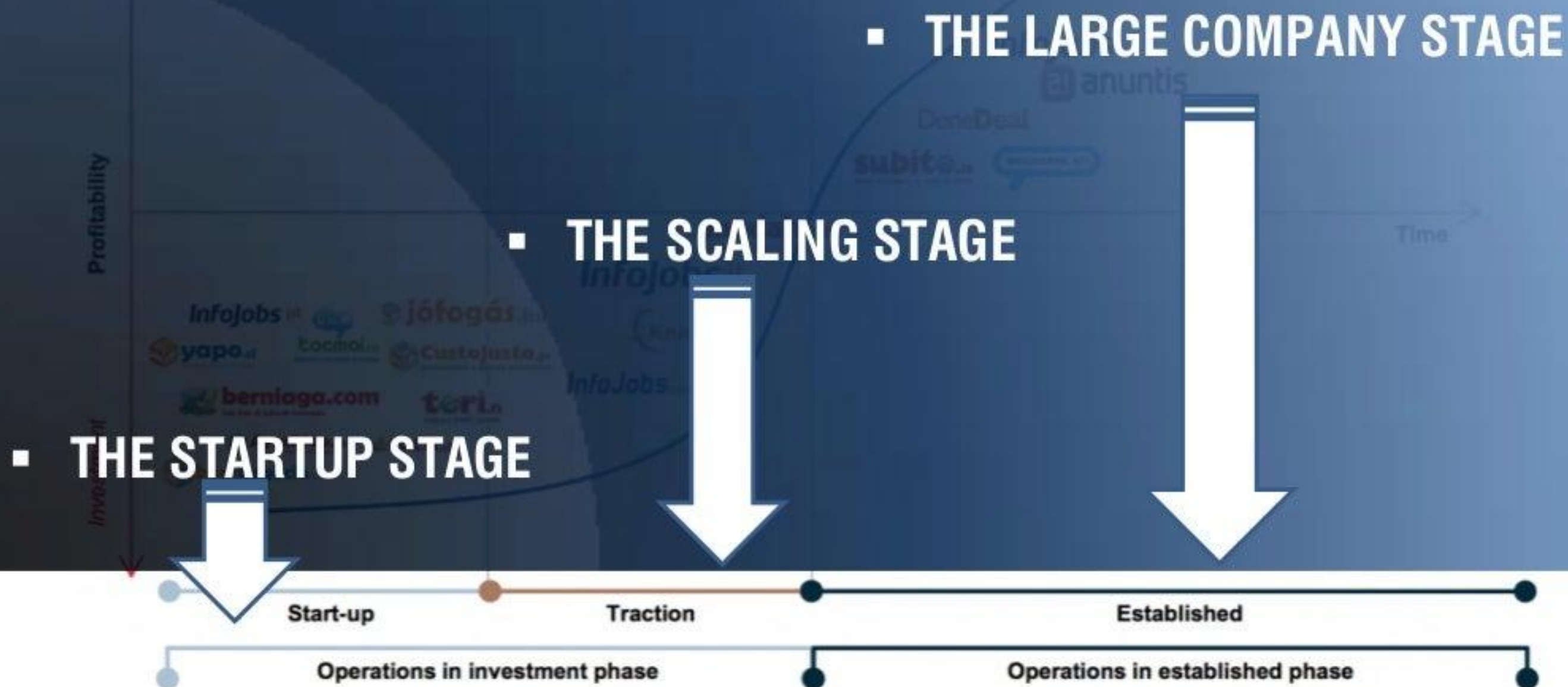
Seed or Start-up: Market research and product development. *Little or no revenues*

Early Stage: Funding full-scale operations and selling products/services. *Not yet profitable*

Later Stage: Funding expansion and new products. *Near break-even*



3 STAGES, 3 COMPANIES, 3 TEAMS



EARLY STAGE

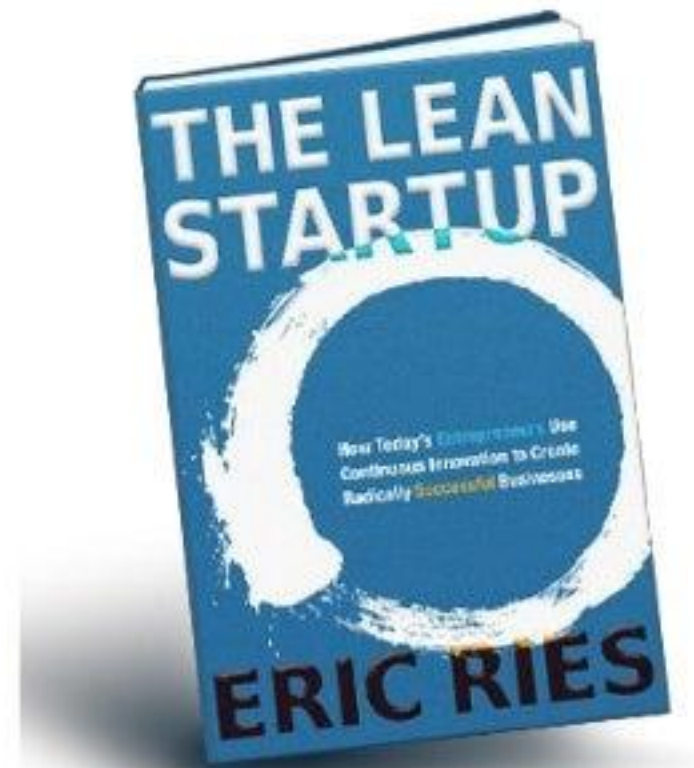


IDEATION STAGE

PMF STAGE

(PRODUCT/MARKET FIT)

**MVP STAGE (MIN VIABLE
PRODUCT)**





WHAT'S YOUR "KILLER TEAM"