

## Team Charter of Team 3

Our primary goal is to analyze the leadership practices, strategies, and impact of Snapchat's leadership team, focusing on its CEO and key executives. By conducting a comprehensive analysis, we aim to develop insights into how leadership influences organizational success, innovation, and adaptability in the dynamic tech industry.

### Roles:

To ensure efficiency and accountability, each team member will take on specific roles:

- Victor Sibiga (Project Manager): Oversees the timeline, ensures deadlines are met, and maintains overall project coherence. Acts as the primary point of contact for coordinating team efforts.
- Rakshit Chatra (Research Lead): Collects and organizes data on Snapchat's leadership strategies, including key decisions, culture-building practices, and public statements. Ensures research is thorough and well-documented.
- Prathamesh Sutone (Analysis Lead): Synthesizes research findings into coherent insights, identifying key leadership styles, trends, and their implications on Snapchat's success.
- Suwatika Kumaran (Presentation Lead): Develops visual and verbal materials for presenting findings to the class, ensuring clarity and engagement during the final presentation.
- Nisarga Madhav (Editor-in-Chief): Reviews and refines all materials, ensuring alignment with project objectives and academic standards. Focuses on consistency, grammar, and structure.

### Terms of agreement

1. Team members have agreed to work together on the company "Snap Inc". A social media company with a billion users.
2. Team members have agreed to each individual's roles, responsibilities, and objectives.
3. All equity is earned AFTER the course is over, so that nobody earns equity by just being in the class.
4. Team members have agreed to dedicate "4 hours" outside class, which includes regular meetings.
5. Team members will be on time to scheduled weekly meetings, which takes place twice weekly. If unable to attend, the team member must notify the group two days prior to the meeting and must take responsibility to complete assigned tasks.
6. Team members must come to meetings with assigned tasks completed and ready to present progress and results to the group.
7. All team members must be respectful during meetings and be open to new ideas suggested by other members.
8. All meetings will be open discussions, and all members are expected to engage during the meetings.

9. Team members agree to consider pivoting after a series of constructive feedback reiterating the same message.

## **Decision-Making Process**

Decisions will be made using a consensus-based approach whenever possible. For urgent matters, the Project Manager will have the authority to make final decisions after consulting the team.

## **Conflict Resolution**

Conflicts will be addressed through open dialogue during team meetings. If disagreements persist, the team will collectively brainstorm solutions. The Project Manager will mediate discussions to ensure resolution.

## **Agreement period**

Effective from Jan 16<sup>th</sup>, 2025

## **Signatures**

*Prathamesh Sutone*

*Rakshit Chatra*

*Victor Sibiga*

*Suwatika Kumaran*

*Nisarga Madhav*