team design

Lucas Cervera

introduction

about Lucas

importance

founders

number
profiles

skills and expectations

problem management

raise problems ASAP

decision making

team alignment

dedication

team affinity

leadership

negotiation

roles

responsability

partner agreement

founder skills

hard working
faith
resilience
versatility

phases

build MVP
product market fit
scale

work	resources	contributors	compensation

team design

self-awareness
rich or king

solo or with a team
only 16% of entrepreneurial projects

align visions

capabilities and expectations analysis
resources / team matrix

resource gap analysis

gap sourcing exploration
contacts analysis

design team structure
Minimum Viable Team
ideation
job positions
3 women don't produce a baby in 3 months

compensation design
money
money promise
shares

formalization
pacto de socios
dedicación
no competencia
drag-along y tag-along

team design testing

imagine one ordinary day of work

scenario playing
decide who the CEO is
one member leaves the team
6 months after launch sales are 25% below target
9 months after launch the product has to be pivoted
investors want to replace the CEO

feedback gathering

thank you