

# Case Simplex Solutions

## *Expanding the Entrepreneurial Team*

### Preparation

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#### **1 Skill set needed at this stage of its evolution and business concept**

- Multidisciplinary
- Long-term vision
- Experience in bringing startups to an IPO
- Strong communication
- Experience in the healthcare industry
- Team player

#### **2 Decision to hire on the basis of demonstrated skills, task competence, potential or interpersonal style**

It's important that the new hires have demonstrated an expected level of skill in their future role. On top of this, Simplex Solutions should keep in mind the potential that the candidates bring to the table. The potential of these new hires could greatly impact the firms growth and performance after the shift of activity.

#### **3 Impact of diversity in team formation**

Literature has shown that bio-demographic diversity within teams isn't a crucial factor, but task-related diversity (Horwitz & Horwitz, 2007). As the company isn't mature yet and has a specialization process ahead of itself, the team should be multidisciplinary. This is why when hiring these two new employees, attention to a wide range of abilities should be the focus.

## 4 How to minimize predictable problems and tensions in new venture teams

Top managers should focus on building a strong communication system, as this is crucial for evolving companies. All employees should be in close contact with each other to allow for a fast detection and resolving of tensions and problems.

### References

Horwitz, S. K., & Horwitz, I. B. (2007). The effects of team diversity on team outcomes: A meta-analytic review of team demography. *Journal of Management*, 33(6), 987-1015. Retrieved from <https://doi.org/10.1177/0149206307308587> doi: 10.1177/0149206307308587