UCI New Venture Competition 2020

How To Form A Winning Team

David Ochi

LinkedIn.com/in/DavidOchi

UCI Paul Merage School of Business
Beall Center for Innovation & Entrepreneurship
A BIG Thank You to Our Sponsors

Dr. Emanuel Shaoulian  Ramin Mousavi  Johnson Chuang

Ken and Carla Neeld  Matt Bailey  Fiza & Mansoor Shah
Specific Questions?
The Horse or the Jockey?

Think Hollywood:
Both the actors and the movie elements matter.
What is a high performance team?
Group vs. Team

- Dependence
- Accountability
- Time
Methods and Steps to a High Performing Team
When you are...

**FORMING**
- Co-create clear team goals.
- Co-create a team charter that defines how you plan to work together.

**STORMING**
- Establish team processes.
- Swiftly work to resolve conflict.
- Remember that storming is natural & necessary
- Build relationships among team members.

**NORMING**
- Engage in team building.
- Empower team members to take responsibility for progress towards goals.

**PERFORMING**
- Sorry, you don’t get a free pass! Your dynamic is bound to shift.
- Be prepared by continuing to engage in team building to further the growth and development of individual team members.
Team Why vs. My Why
SUCCESS

what people think it looks like

SUCCESS

what it really looks like
Personal Goals and Company Goals

Team Commitment Analysis

https://tinyurl.com/TeamCoreAnalysis
# Team Commitment Analysis

<table>
<thead>
<tr>
<th>Team Commitment Analysis</th>
<th>Core Competency</th>
<th>Non-Core Competency</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Personal Goals Align</td>
<td>Personal Goals Align</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

## Biz Goals Align

- **Yes**: Core Team, Employee, Contractor, Contractor
- **No**: Disengage, Disengage, Avoid, Avoid
Micro-Teams

Who on your core team fits these roles?

Leader

Seller

Do-er

Counter
The 4 C’s of Hiring

• Character

• Culture

• Connections

• Capability
Additive Team Analysis

Team Traits Marginal Addition Analysis

https://tinyurl.com/TeamAddAnalysis
Additive Team Analysis

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Passion</td>
<td>0</td>
</tr>
<tr>
<td>Tenacity</td>
<td>0</td>
</tr>
<tr>
<td>Agility</td>
<td>0</td>
</tr>
<tr>
<td>Communication</td>
<td>0</td>
</tr>
<tr>
<td>Coach-ability</td>
<td>0</td>
</tr>
<tr>
<td>Prestige</td>
<td>0</td>
</tr>
<tr>
<td>Capability</td>
<td>0</td>
</tr>
<tr>
<td>Availability</td>
<td>0</td>
</tr>
<tr>
<td>Versatility</td>
<td>0</td>
</tr>
</tbody>
</table>
Subtractive Team Analysis

Team Traits Marginal Subtraction Analysis

https://tinyurl.com/TeamSubtractAnalysis
### Subtractive Team Analysis

<table>
<thead>
<tr>
<th>Component</th>
<th>Score</th>
<th>Symbol</th>
</tr>
</thead>
<tbody>
<tr>
<td>Passion</td>
<td>0</td>
<td>+</td>
</tr>
<tr>
<td>Tenacity</td>
<td>0</td>
<td>+</td>
</tr>
<tr>
<td>Agility</td>
<td>0</td>
<td>+</td>
</tr>
<tr>
<td>Communication</td>
<td>0</td>
<td>+</td>
</tr>
<tr>
<td>Coach-ability</td>
<td>0</td>
<td>+</td>
</tr>
<tr>
<td>Prestige</td>
<td></td>
<td>+</td>
</tr>
<tr>
<td>Capability</td>
<td></td>
<td>+</td>
</tr>
<tr>
<td>Availability</td>
<td></td>
<td>+</td>
</tr>
<tr>
<td>Versatility</td>
<td></td>
<td>+</td>
</tr>
</tbody>
</table>
Three skills that founders actually want

High Quality Work

On Time

Pleasant To Work With
## Team Charter

<table>
<thead>
<tr>
<th>Project Description</th>
<th>Project Category</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mentor :</th>
<th>Advisors :</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Team Members</th>
<th>Roles &amp; Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deliverables</th>
<th>Due Date</th>
<th>Lead</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Budget</th>
<th>Source of Funds</th>
<th>Ownership</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| IP Considerations | |
|-------------------| |
Team Performance

Organizational goals
- Revenue
- Response times
- Patient outcomes
- Workforce

KPI measurements
- Values
- Charts
- Thresholds
- Indicators

Actions
- Quality improvement
- Outcomes
- Transparency

Interpretations
- Definitions
- Indications
- Control charts
10 Rules for Amazingly High Performing Teams

1. **UNITY**
   Show a United Front

2. **RESULTS**
   Agree to a performance-driven purpose that everyone can articulate.

3. **COMMITMENT**
   Display commitment and urgency to accomplish goals and objectives.

4. **ACCOUNTABILITY**
   Be uncompromising in accountability— for yourself and others.

5. **CELEBRATION**
   Reward and recognize the team, not just individuals.

6. **CONFLICT**
   Manage conflict and disagreement in open, healthy ways.

7. **ROLES**
   Understand roles, responsibilities, and hand-off points between teams.

8. **DECISIONS**
   Be clear on who and how decisions are made and communicated.

9. **FLEXIBILITY**
   Have a learning mindset to be adaptable and challenge the status quo.

10. **TALENT**
    Match strengths and develop others to achieve the team's purpose.
Resources For Finding A Team

• Meet & Greet (… a lot)

• [http://ucinvc.kontess.com](http://ucinvc.kontess.com)

• Social Media

• Ask, Ask, Ask
Concept Paper

- How many team members are required for the concept paper?
Team

Joe Gebbia
User Interface & PR

Holds a patent for his product, Cribfare(R). Has dual BFA's in graphic design and industrial design from Rhode Island School of Design (RISD).

Brian Chesky
Business Development & Brand

Founder of Brian Chesky Inc, industrial design consultant. Has a BFA in industrial design from RISD.

Nathan Blecharczyk
Developer

Created Facebook Apps "Your neighbors" (75,000 users). Computer Science from Harvard, Nate. Worked @ Microsoft, OPNET Technologies and Batiq.

Michael Seibel, Advisor

Michael is the CEO and Co-founder of Justin.tv, a San Francisco based venture funded startup that delivers live video to the Internet.
Next Workshop – Market Research 101
# KEY DATES

## PHASE 1

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nov 6th</td>
<td>Kick-off and Beall Bash</td>
<td>Feb TBD</td>
<td>Demystifying Intellectual Property</td>
</tr>
<tr>
<td>Nov 20th</td>
<td>How to Come Up with a Billion Dollar Idea</td>
<td>Feb 20th</td>
<td>NVC Concept Papers and Videos Due</td>
</tr>
<tr>
<td>Jan 14th</td>
<td>From Problem to Business</td>
<td>Mar 3rd</td>
<td>Semi-Finalists Announced</td>
</tr>
<tr>
<td>Jan 22nd</td>
<td>How to Write a Winning Concept Paper</td>
<td>Mar 3rd - 6th</td>
<td>Wildcard Voting Open</td>
</tr>
<tr>
<td>Jan 28th</td>
<td>How to Form a Winning Team</td>
<td>Mar 9th</td>
<td>Wildcard Announced</td>
</tr>
<tr>
<td>Feb 11th</td>
<td>Market Research 101</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
“He who has a thing to sell and goes and whispers in a well is not as apt to get the dollars as he who climbs a tree and hollers.”

— Anonymous
Questions?
THANK YOU!

Beall Center for Innovation and Entrepreneurship
949.824.1172
haleb@uci.edu

#UCINewVenture