Management

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The extended team

- Principals (US citizens?)
- Key employees
- Board of Directors
- Advisory Board
- Consultants and specialists
  - Legal representation
  - Accounting firm
  - Entrepreneurship center advisors
Key employees

- Founders – what positions?
- TMT: CEO, COO, CFO
- Technical employees
  - Technology officers
  - Production employees
- Marketing and sales people
- (Human resources employees)
Desirable attributes

- Experience (in detail, if possible)
- Success in planning, organizations
- Education (only if relevant)
- Strengths in business

- Given the above for everyone you have, what do you need most?
Elements of compensation

- Salary
- Bonuses (company or personal)
- Commissions (very great advantage for entrepreneurial companies)
- Profit sharing for everyone
- Equity
- Stock options (usually not vested immediately)
Board of directors

- Investors
- Business advisors
- Industry experts

- In a small company, the Board can also be small
- But its structure must be scalable
Consultants

- Attorney
- Accountant
- Technical consultants
- Marketing consultants
- Designers

(People to be added)
Classic OB stuff

- Organizational chart
- Lines of reporting, authority
- Decision-making processes
- Functional, product, geographic?
- Individual responsibilities for crucial events, or team/group-based responsibilities?
Corporate culture

- Clear policies, followed or changed
- Communication within and without
- Employee participation
- Recognition of superior performance
- Fairness in processes
- Management by walking around