HOW TO BUILD A ROCKSTAR TEAM

By Nayoko Wicaksono
What is the most important skill an organizational leader should have to succeed in a digital workplace?

Transformative vision: Knowledge of market and trends, business acumen, problem solver (22%)

Forward looking: Clear vision, sound strategy, foresight (20%)

Understands technology: Pre-existing experience, digital literacy (18%)

Change-oriented: Open-minded, adaptable, innovative (18%)

Strong leader skills: Pragmatic, focused, decisive (11%)

Other: e.g., Collaborative, team builder (11%)
Millennials Workers in Indonesia

Source: Badan Pusat Statistik August 2015
Out of 10 Workers, There Are..

2008

2011

2015

Millennial Gen X Baby Boomer

Source: Badan Pusat Statistik August 2015
Who are they in 2017?

- **Baby Boomer**
  - 53 – 71 years old

- **Gen X**
  - 36 – 52 years old

- **Millennial**
  - 22 – 35 years old
What is your vision?
Goal: Team agreement on long-term vision and 18 months schedule
• What’s your long term vision and mission for the company?
• What do you ultimately want to solve?
• How do you expand into the market?
• What will the world look like 3 years after you begin?
• What is the culture you would like to build based on the values you and your cofounders determine as important for the success of the company

What is your management style and who are in your board?
Goal: Commitment among founders, investors, team to the Vision
• Commit to use of Business Model and agree on Market type
• Understand the difference between “searching” for a business model and “executing” a business plan
• Discuss number of “pivots available and how the board and team will measure company process
• Have criteria for success that are S.M.A.R.T.
### IMPORTANT POINTS

**Who are in your team and what are their goals?**

**Goal:** Setup your core team and OKRs
- Agree on who leads team
- Agree on team role, target, and OKRs
- Ensure team is properly incentivized
- Communicate often, ensure you have your trusted right hand and your managers to have their trusted right hand so that meetings meet weekly even when you are not around

**How do you scale up your team?**

**Goal:** Setup your recruitment process
- Ensure you have company values setup and communicated to team
- Continually improve process of recruitment and onboarding
- Have question bank for each position and determine the top 5 critical questions to ask
- Have interview evaluation criteria for yourself and your managers to make talent evaluation objective

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IMPORTANT POINTS

How do you develop your team?
Goal: Setup your talent development and coaching
• Understand your team’s aspiration, listen and develop a career growth path for them
• Focus on the strong performer, do not get stuck on the non-performing talent
• Setup weekly coaching and measure progress
• Setup casual coffee catch up chats with your team

How do you retain your team?
Goal: Develop strong bond in the team
• Fire fast, hire slow: sometimes only those that stay through the hardships and shine are the ones worth fighting for
• Identify champions and assign these champions as your committee for team activities
• Do monthly or quarterly team building activities, if possible do volunteerism together (depending on your values)
• Ensure that you properly incentivize your team whether through monetary, skills development, or others
“Leadership is the ability to get someone to follow you, even if it is out of curiosity.” – Colin Powell
OTHER MUST READ BOOKS

1. *The Lean Startup* by Eric Ries
2. *The Startup Owner’s Manual* by Steve Blank and Bob Dorf
QUESTION?