

# BUILDING A KICKASS TEAM



**FRANCOIS MAZODIER**  
CEO, TECH LEADERS CAPITAL



A man with dark hair, wearing a light blue button-down shirt, a striped tie, and dark jeans, is reclining on a tan-colored sofa. He is looking upwards with a wide-eyed, open-mouthed expression of surprise or awe. In the foreground, the lower legs and feet of a woman are visible; she is wearing black high-heeled shoes and is positioned as if about to sit on the sofa next to him. The background is softly blurred, showing hints of an indoor setting with greenery.

**EXCITED... AND KINDA SCARED**

# FRANCOIS MAZOUДИER



- **10 YEARS+ IN OPERATIONAL ROLES**
  - TMT companies only
  - From startup to IPO
  - Every job in Product Management, Sales & Marketing, then Executive Management
- **LAST 12 YEARS+ IN PRIVATE EQUITY**
  - SPEED VENTURES, Europe's largest accelerator, backed by George Soros, Charterhouse & Permira
  - M&A
  - Working with TOP50 VC Funds



# IN DIGITS

48	YEARS OLD
23	YEARS+ IN TMT
7	COMPANIES
8	INVESTMENTS
20+	EXITS
3	IPO
1	TOTAL FAILURE.
3,500+	STARTUPS AND BIZ PLANS.







**THE CEO CO-INVESTMENT CLUB**  
HIGH END, GLOBAL, ACTIVE NETWORK.

**85% OF THE LARGEST EUROPEAN TECH  
COMPANIES ARE RUN BY FIRST TIME CEOS.**

**Russell Reynolds**



# LIFE NEXT YEAR AND BEYOND: Appearing and Disappearing

## HELLO



## GOODBYE



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What'sNext  
nowandnext.com

FUTURE  
EXPLORATION  
NETWORK  
futureexploration.net

ROSS DAWSON  
rossdawson.com

# VUCA: YOUR NEW WORLD



- **MOST DISRUPTIVE ERA EVER**
- **RAPID CHANGE EVERYWHERE**
- **OLD RULES – BROKEN**
- **NEW RULES - ADDED**
- **REPEAT**
- **FAST PACED, RISK TAKING AND  
EVER CHANGING COMPETITIVE  
LANDSCAPE**





# 3 THINGS TO BE SURE OF:



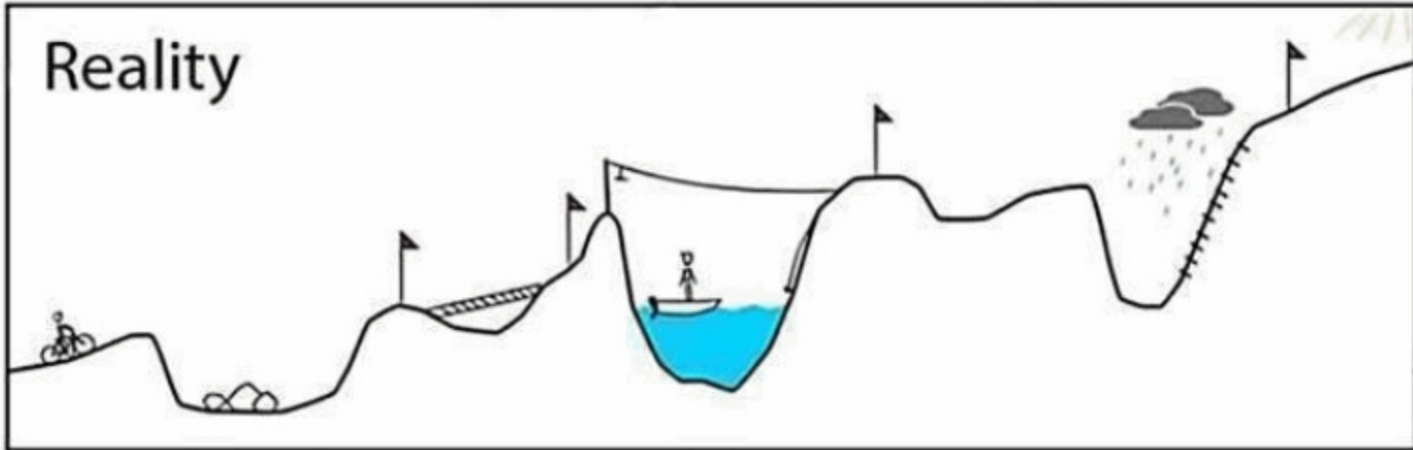
# 1



Your plan



Reality



# 2. ONE SHOT





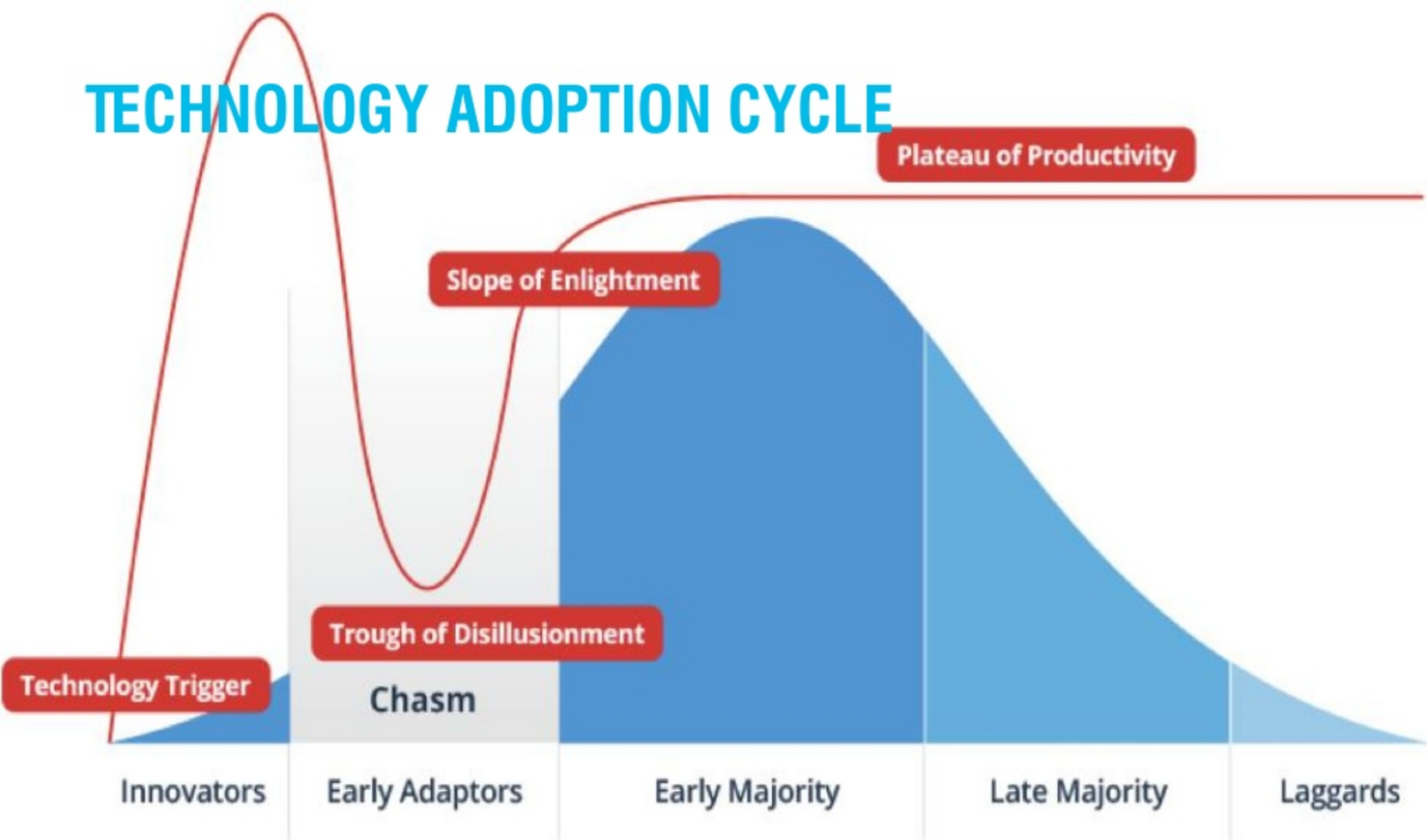
# 3. ■ YOU NEED A **KILLER** TEAM

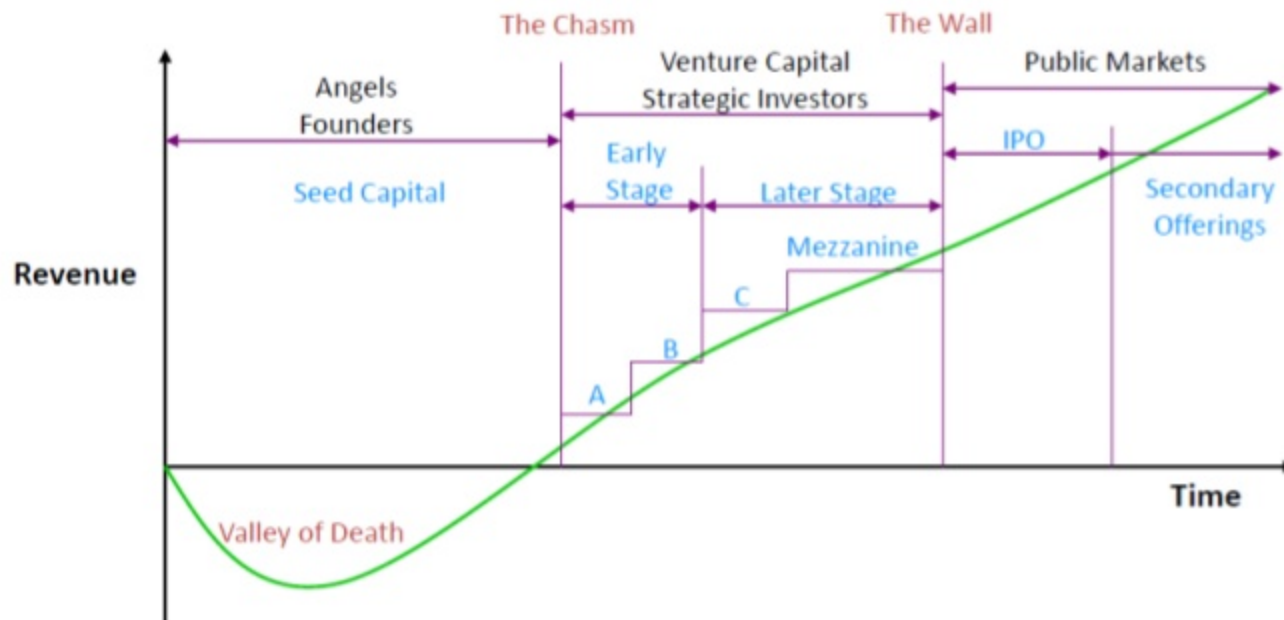


YOU'RE HIRING :  
**3 TEAMS NOT 1**



# TECHNOLOGY ADOPTION CYCLE





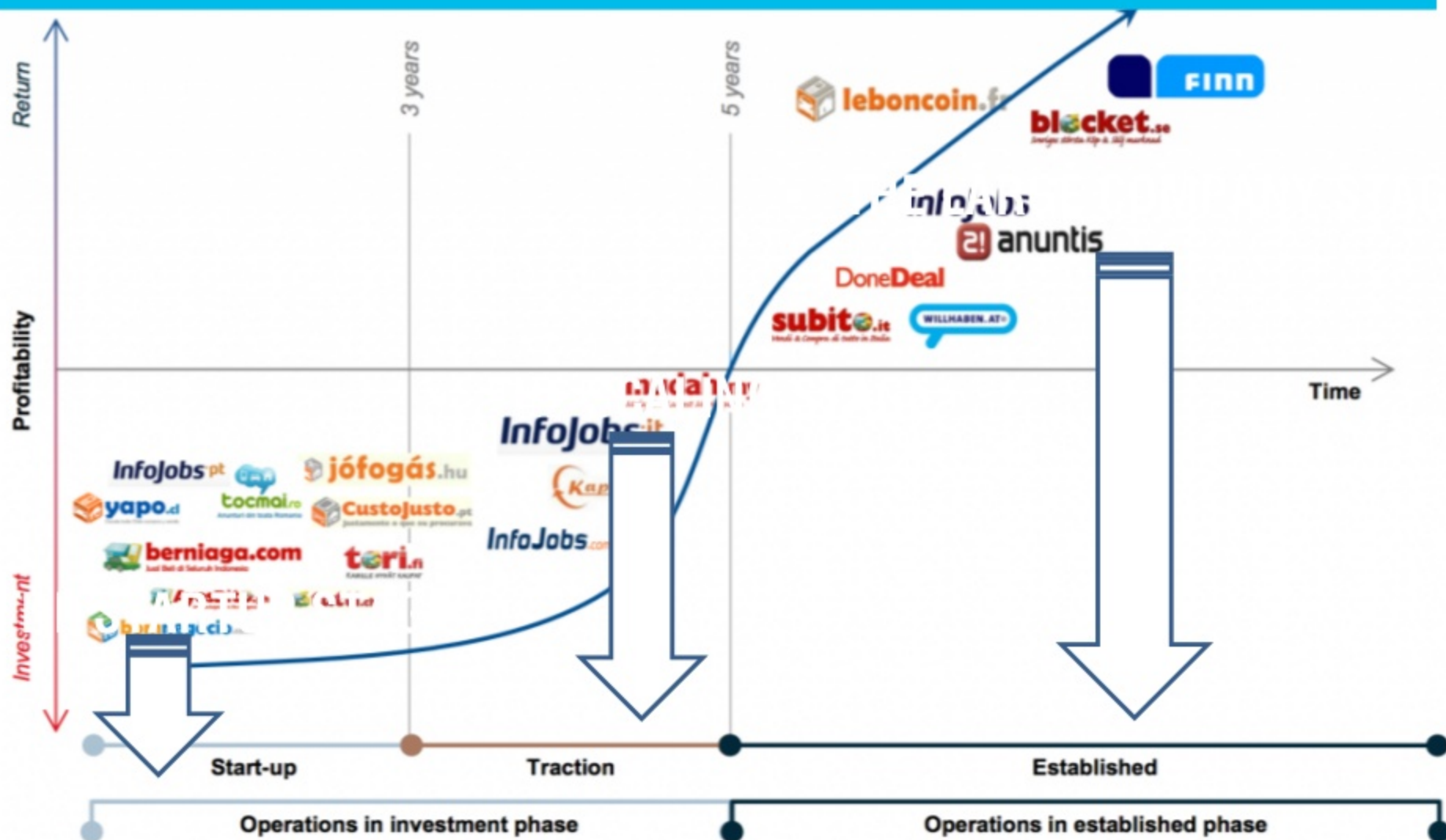
**Seed or Start-up:** Market research and product development. *Little or no revenues*

**Early Stage:** Funding full-scale operations and selling products/services. *Not yet profitable*

**Later Stage:** Funding expansion and new products. *Near break-even*

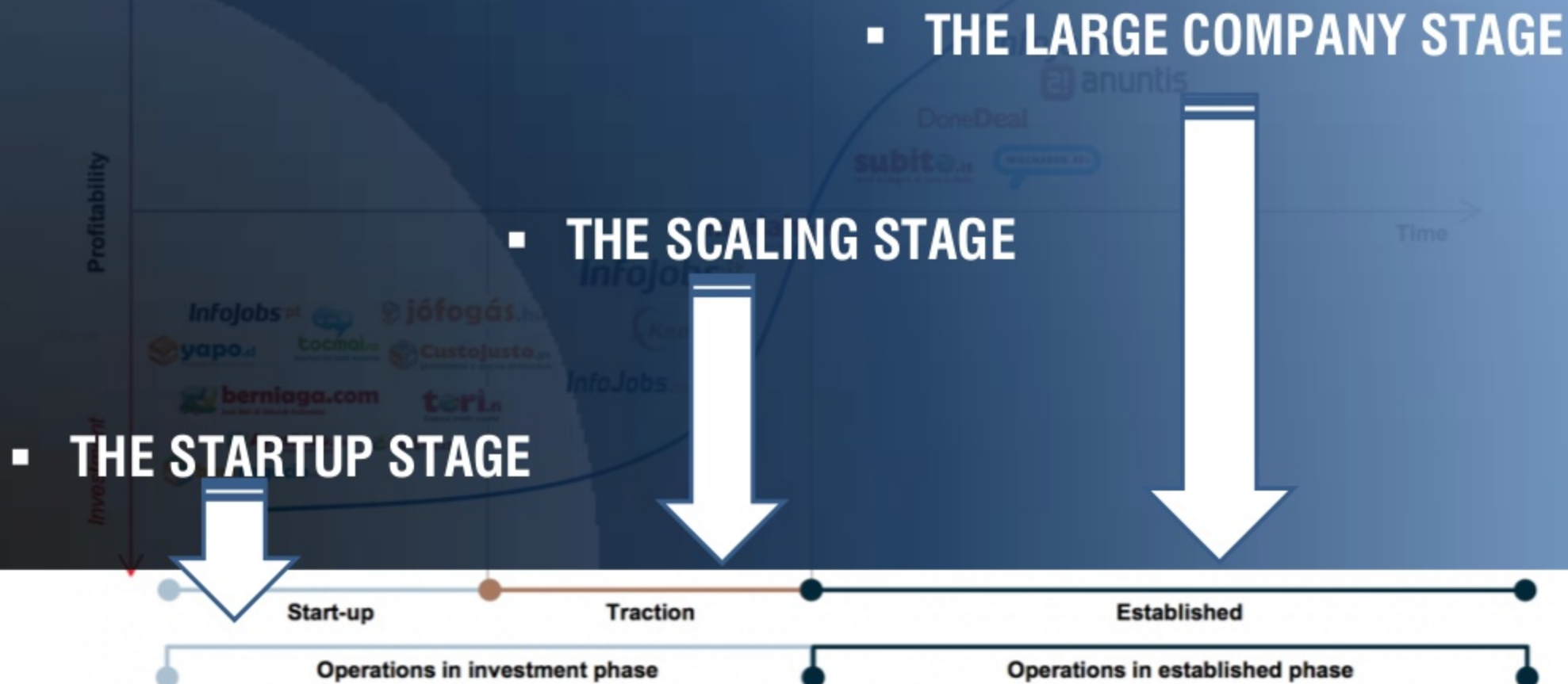
# 3 STAGES, 3 COMPANIES, 3 TEAMS

C





# 3 STAGES, 3 COMPANIES, 3 TEAMS



# EARLY STAGE

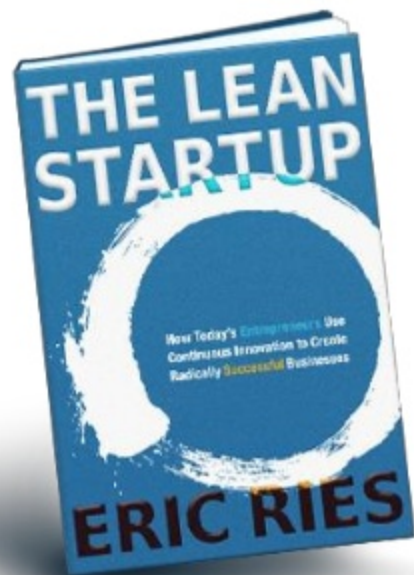


**IDEATION STAGE**

**PMF STAGE**

**(PRODUCT/MARKET FIT)**

**MVP STAGE (MIN VIABLE  
PRODUCT)**







**WHAT'S YOUR "KILLER TEAM"**