

How to build the right team

Mike Price, Director at MPA Group

How to build the right team



Who are MPA Group and who am I?

How has our business grown?

Why would you set up a business?

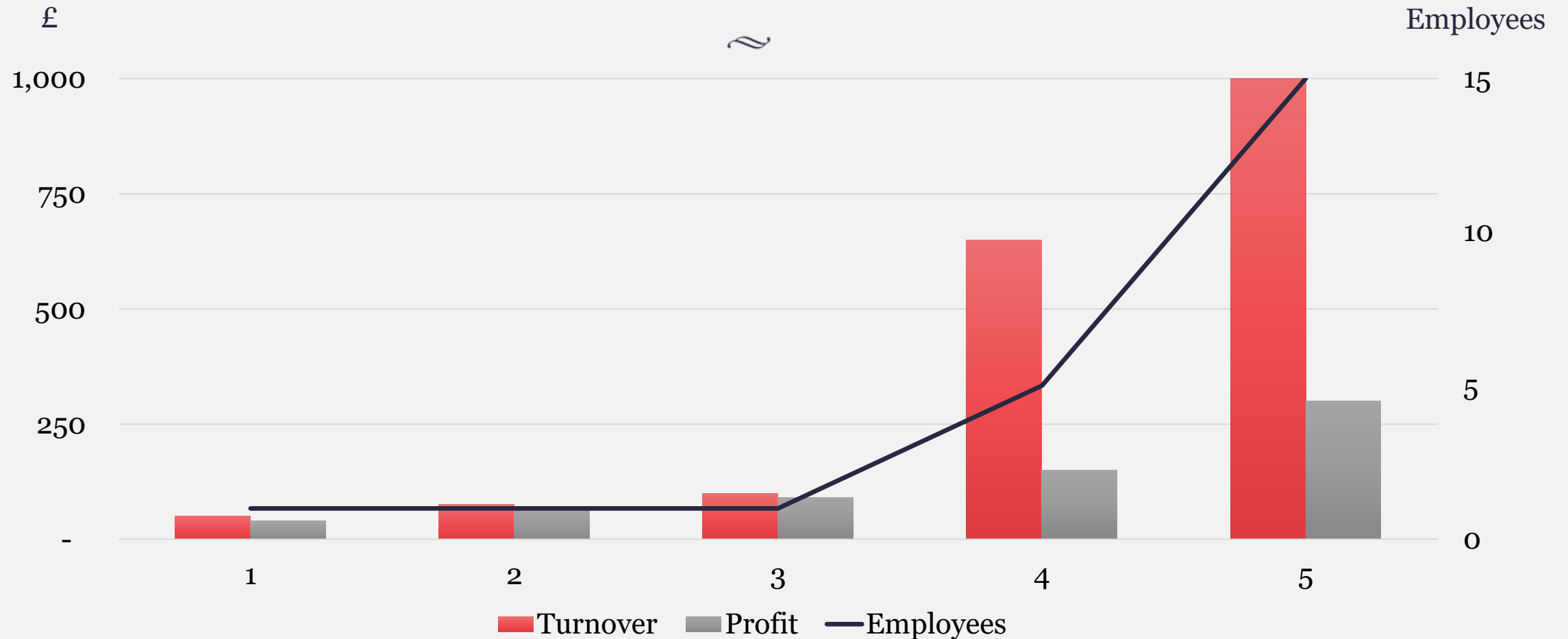
What's your motivation?

What have I learnt about building teams?

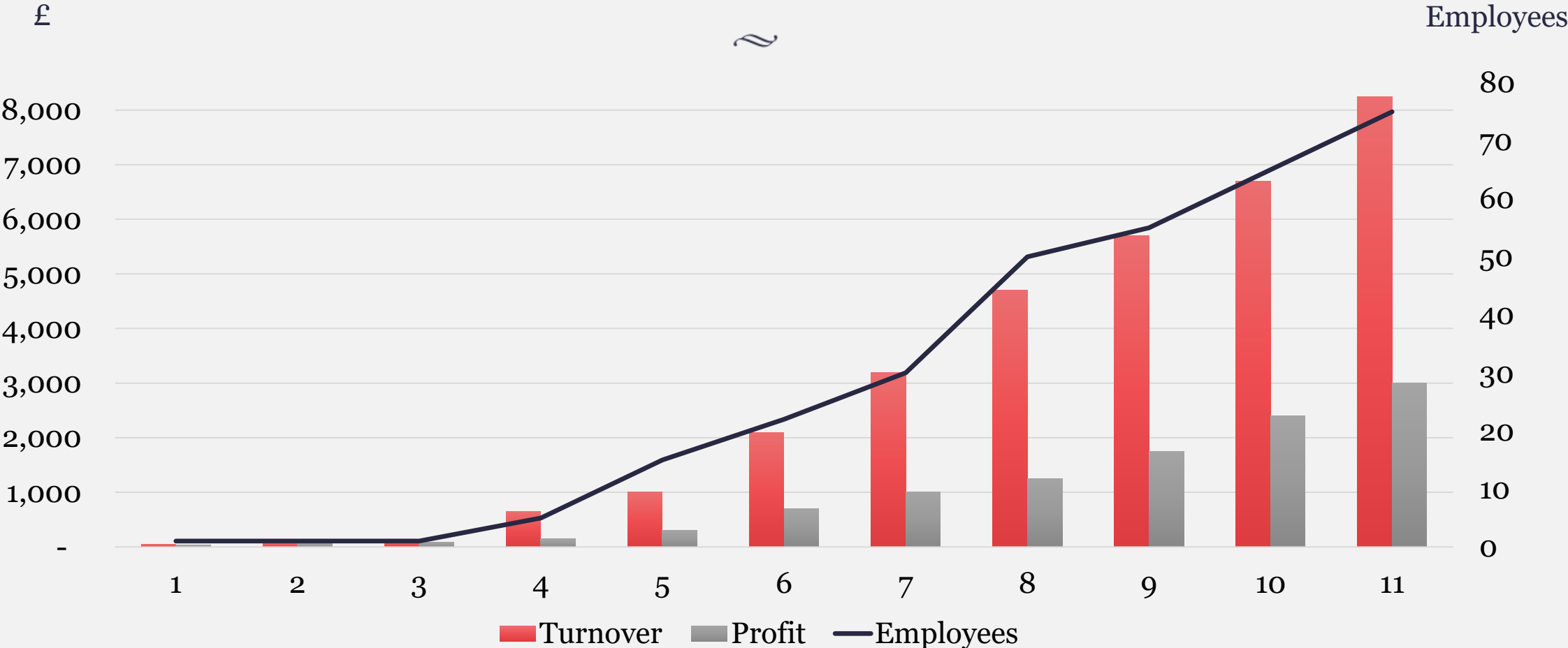
MPA Group – who are we?



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Why do people set up in business?



Choice and Control



What if you don't have choice and control?



Then you don't have a business, you have a job!

What is your motivation?



What phase of growth are you in?



Start-up:

- Agility
- Multi-Skilled
- “Seed employees” or contractors
- But expendable

Scale-up:

- Client volume increases
- Systems and processes become more important
- One size fits all methodology

Maturity:

- Sustainability reached
- Requires a mix of specialists working as a single team
- Services tailored to requirements, fit for purpose and designed to be profitable

Choice & Control



What do you want to do in your organisation?

Specialise!



What have I learnt about putting a team together?



- A rock solid shareholder agreement



- Attitude Vs Ability – confidence is no decent indicator



- Get the absolute best you can

What have I learnt about putting a team together?

Working at MPA

What have I learnt about putting a team together?



- Find people with the same core values as you.
Connected Curious Empathy



- Reward them well



- Engage all the brains

What have I learnt about putting a team together?



- Give your team autonomy, with a robust system of checks and balances



- Communicate, Communicate, Communicate



Questions?

MPA Group - innovation funding specialists

www.thempagroup.co.uk



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