

Entering Startupland An Essential Guide To Finding The Right Startup Job

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Many professionals aspire to work for startups. Executives from large companies view them as models to help them adapt to today's dynamic innovation economy, while freshly minted MBAs see magic in founding something new. Yes, startups look magical, but they can also be chaotic and inaccessible. Many books are written for those who aspire to be founders, but a company only has one or two of those. What's needed is something that deconstructs the typical startup organization for the thousands of employees who join a fledgling company and do the day-to-day work required to grow it into something of value. Entering StartUpLand is a practical, step-by-step guide that provides an insider's analysis of various startup roles and responsibilities—including product management, marketing, growth, and sales—to help you figure out if you want to join a startup and what to expect if you do. You'll gain insight into how successful startups operate and learn to assess which ones you might want to join—or emulate. Inside this book you'll find: A tour of typical startup roles to help you determine which one might be the best fit for you Profiles of startup executives across many different functions who share their stories and describe their responsibilities A methodology to identify and evaluate startups and position yourself to find the opportunity that's right for you Written by an experienced venture capitalist, entrepreneur, and Harvard Business School professor, Entering StartUpLand will guide you as you seek your ideal entry point into this popular, cutting-edge organizational paradigm.

Startup companies have a certain appeal. Not only do many technical and non-tech professionals wish to work for one, but executives from large companies also view successful startups as a model to help them adapt to today's digital economy. This practical guide provides an insider's analysis of various startup roles, including product development, marketing, growth management, and other areas. Venture capitalist, entrepreneur, and Harvard Business School professor Jeffrey Bussgang takes you through the responsibilities of each role, as well as the skills that coding wizards or non-tech professionals need to fulfill them. You'll gain insight into how successful startups operate and discover which of them you may want to join—or emulate. Take a tour of typical startup roles, from business development, sales, and finance to customer and user acquisition and retention Gain clarity about the jobs that actually exist within startups to determine which ones are a good fit for you—or your company Get interviews with high-performing practitioners at top tech startups Learn how to collect intelligence on startups—which ones are successful and which ones aren't doing so well

Entrepreneurs who dream of building the next Amazon, Facebook, or Google can take advantage of one of the most powerful economic engines the world has ever known: venture capital. To do so, you need to woo, impress, and persuade venture capitalists to take a risk on an unproven idea. That task is challenge enough. But choosing the right investor can be harder still. Even if you manage to get backing, you want your VC to be a partner, not some adversary who will undermine your vision in order to make a quick return. Jeffrey Bussgang is one of a few people who have played on both sides of this high-stakes game. By his early thirties, he had helped build two successful start-ups—one went public, the other was acquired. Now he draws on his experience and unique perspective on the "other side" as a venture capitalist helping entrepreneurs bring their dreams to fruition. Bussgang offers detailed insights, colorful stories, and practical advice gathered from his own experience as well as from interviews with dozens of the most successful players on both sides of the game, including Twitter's Jack Dorsey and LinkedIn's Reid Hoffman. He reveals how to get noticed, perfect a pitch, and negotiate a partnership that works for everyone. An insider's guide to the secrets of the world venture capital, Mastering the VC Game will prove invaluable for entrepreneurs seeking capital and successful partnerships.

The real story of what it takes to risk it all and go for broke. Conventional wisdom says most startups need to be in Silicon Valley, started by young engineers around a sexy new idea, and backed by VC funding. But as Mikkel Svane reveals in Startupland, the story of founding Zendes was anything but conventional. Founded in a Copenhagen loft by three thirty-something friends looking to break free from corporate doldrums, Zendes Inc. is now one of the hottest enterprise software companies, still rapidly growing with customers in 150 countries. But its success was anything but predestined. With revealing stories both funny and frank, Mikkel shares how he and his friends bravely left secure jobs to start something on their own, how he almost went broke several times, how they picked up themselves and their families to travel across the world to California and the unknown, and how the three friends were miraculously still together for Zendes's IPO and (still growing) success. Much like Zendes's mission itself—to remove friction, barriers, and mystery in order to make customer service easier and more approachable—Startupland removes some of the myths about startups and startup founders. Mikkel's advice, hard-won through experience, often bucks conventional wisdom and entrepreneurial tropes. He shares why failure (whether just or slow) is awful, why a seemingly boring product or idea can be the most exciting, why giving back to the community is an important as the bottom line. From how to hire right (look for people who aren't offended by swearing) to which press releases generate the highest response rates, Mikkel answers the most pressing questions from the perspective of someone still in the trenches and willing to share the hard truth, warts and all. While there are books by consultants who tell you how to build businesses, or by entrepreneurs now running billion-dollar businesses, there are few books from people still in the trenches who acutely remember the difficult daily decisions, the thrill (and fear) of the early days, the problems that scale with growing absiness, and the reason why they all went on the adventure in the first place. Startupland is indispensable reading for all entrepreneurs who want to make their ideas the next big thing. The book will inspire and empower you to follow your own dream and create your own story.

If you want salient advice about your startup, you've hit the jackpot with this book. Harvard Business School Professor Tom Eisenmann annually compiles the best posts from many blogs on technology startup management, primarily for the benefit of his students. This book makes his latest collection available to the broader entrepreneur community. You'll find 72 posts from successful entrepreneurs and venture capitalists, such as Fred Wilson, Steve Blank, Ash Maurya, Joel Spolsky, and Ben Yoskovitz. They cover a wide range of topics essential to your startup's success, including: Management tasks: Engineering, product management, marketing, sales, and business development Organizational issues: Cofounder tensions, recruiting, and career planning Funding: The latest developments in capital markets that affect startups Divided into 13 areas of focus, the book's contributors explore the metrics you need to run your startup, discuss lean prototyping techniques for hardware, identify costly outsourcing mistakes, provide practical tips on user acquisition, offer branding guidelines, and explain how a choir of angel investors often will sing different parts. And that's just for starters.

Every day, rising companies stumble because management hired available people, not the right people. Then after making one too many of these mistakes, especially in key positions, the once-promising business that had the world to offer to its consumers is no longer. Because they didn't learn: Hiring. Is. King. In Hire Smart from the Start, author and entrepreneur Dave Carvajal distills lessons learned from 20 years of both successful and poor hiring decisions as he built and staffed two enormously successful Internet startups and helped firms like Tumblr, Buddy Media, and Shutterstock land the talent they needed to reach their greatest potential. Whether you manage a restaurant, a tech firm, or an Internet startup, the proven formula in this book will help you in every aspect of hiring, training, and keeping the right employees in the right positions. Learn how to find candidates whose values and working style fit your business. Discover the 5 types of applicants you should never, ever hire. Find out how to motivate otherwise-happily-employed-elsewhere applicants to take a chance on your vision. If you hire smart from the start, you will accelerate your business's success and it will flourish beyond what you thought possible!

I'm lounging in the living room of a vacation home located in the high country of Colorado with a handful of close friends from Boulder. We each work for startups of various sizes and maturity. We've rented the home for the weekend to relax in the nearby hot springs and hike local mountain trails, as well as set aside time from our harried schedules to discuss our hopes, dreams—and startup careers. As the sun sets and the dry mountain air cools, we bundle up with blankets and take turns sharing life updates, which, especially this particular weekend, offer a snapshot into the variety and complexity of startup life.

The definitive playbook by the pioneers of Growth Hacking, one of the hottest business methodologies in Silicon Valley and beyond. It seems hard to believe today, but there was a time when Airbnb was the best-kept secret of travel hackers and couch surfers, Pinterest was a niche web site frequented only by bakers and crafters, LinkedIn was an exclusive network for C-suite executives and top-level recruiters, Facebook was MySpace's sorry step-brother, and Uber was a scrappy upstart that didn't stand a chance against the Goliath that was New York City Yellow Cabs. So how did these companies grow from these humble beginnings into the powerhouses they are today? Contrary to popular belief, they didn't explode to massive worldwide popularity simply by building a great product then crossing their fingers and hoping it would catch on. There was a studied, carefully implemented methodology behind these companies' extraordinary rise. That methodology is called Growth Hacking, and it's practitioners include not just today's hottest start-ups, but also companies like IBM, Walmart, and Microsoft as well as the millions of entrepreneurs, marketers, managers and executives who make up the community of Growth Hackers. Think of the Growth Hacking methodology as doing for market-share growth what Lean Start-Up did for product development, and Scrum did for productivity. It involves cross-functional teams and rapid-temo testing and iteration that focuses customers: attaining them, retaining them, engaging them, and motivating them to come back and buy more. An accessible and practical toolkit that teams and companies in all industries can use to increase their customer base and market share, this book walks readers through the process of creating and executing their own custom-made growth hacking strategy. It is a must read for any marketer.

For any organization to be successful, it must operate in such a manner that knowledge and information, human resources, and technology are continually taken into consideration and managed effectively. Business concepts are always present regardless of the field or industry—in education, government, healthcare, not-for-profit, engineering, hospitality/tourism, among others. Maintaining organizational awareness and a strategic frame of mind is critical to meeting goals, gaining competitive advantage, and ultimately ensuring sustainability. The Encyclopedia of Organizational Knowledge, Administration, and Technology is an inaugural five-volume publication that offers 193 completely new and previously unpublished articles authored by leading experts on the latest concepts, issues, challenges, innovations, and opportunities covering all aspects of modern organizations. Moreover, it is comprised of content that highlights major breakthroughs, discoveries, and authoritative research results as they pertain to all aspects of organizational growth and development including methodologies that can help companies thrive and analytical tools that assess an organization's internal health and performance. Insights are offered in key topics such as organizational structure, strategic leadership, information technology management, and business analytics, among others. The knowledge compiled in this publication is designed for entrepreneurs, managers, executives, investors, economic analysts, computer engineers, software programmers, human resource departments, and other industry professionals seeking to understand the latest tools to emerge from this field and who are looking to incorporate them in their practice. Additionally, academicians, researchers, and students in fields that include but are not limited to business, management science, organizational development, entrepreneurship, sociology, corporate psychology, computer science, and information technology will benefit from the research compiled within this publication.

"Most books on entrepreneurship focus on strategic issues like product/market fit, deciding what market to be in, or what business to buy, how to get traction with customers, etc. Examples include bestselling perennials such as The Lean Startup, Art of the Start, Zero to One, Startup Owner's Manual, et al Simple Startup, covers a completely different part of the process: the concrete details of business launch, growth, and management. Most best-sellers that promise to tell people how to start a business do so very briefly, and quickly end up recommending that readers seek guidance from lawyers, accountants, and other paid advisors. Simple Startup gives readers the detailed insights they need to understand exactly what they need from each of these professional counselors, to ask the smart questions that will help them get their money's worth, and to make intelligent decisions independent of their advisors' recommendations. Simple Startup is aimed at those who want to make it really big, not just the home-based artisans, daycare providers, or dry cleaning stores. These are innovators and visionaries who have the passion, drive, and creativity to launch a great company, but who need a nuts-and-bolts guide to the hundreds of complex challenges that derail many a business on the journey from their first business card to a successful company sale or IPO..."

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