

Building A High Performance Team

Bessemer CEO Summit

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Looks Easy

➤ Find The Right Opportunity

➤ Hire Great People

➤ Get Everyone Working As A Team

Building A High Performance Team



A Case Study

Right Opportunity – Magnificent 7

- Big Market
- Focus, Focus, Focus
- Positioning
- Real Business Model
- Execution
- Money
- The Team

Key Principles

➤ Set A Clear Direction

➤ Create A Safe Environment

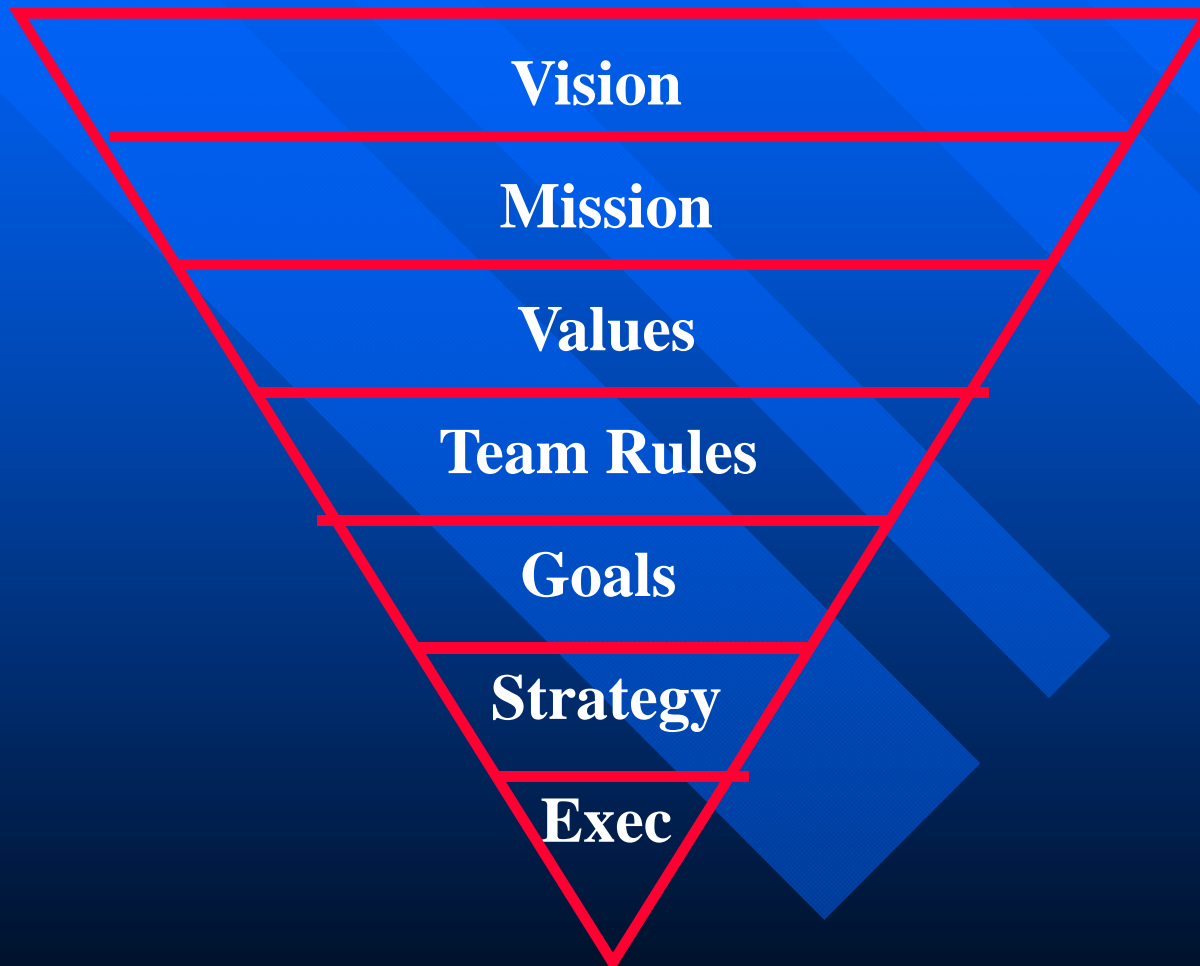
➤ Continue To Raise The Standard

The Playbook



“The Agent for the Purchasing Agent”

Playbook Focus



Vision

Great sustaining organization in the
21st century.



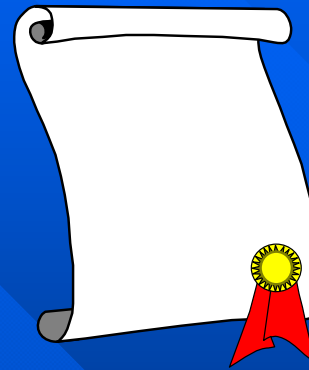
Mission

*Be the Leader in Operating Resource
Management Software for Business to
Business Electronic Commerce*

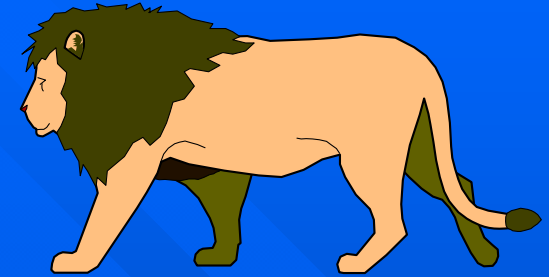


Values

- Respect
- Integrity
- Courage
- Ambition



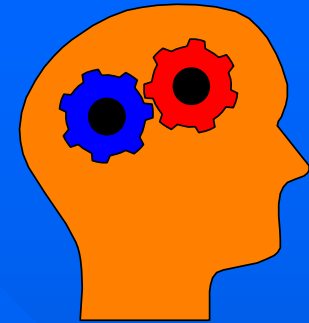
Strong Team



TEAM RULES:

1. Direct/open/honest communication
2. No idea is a dumb idea
3. Always continue to raise the standard
4. We are a team first, functional specialists second
5. Hire the best people, especially if better than us

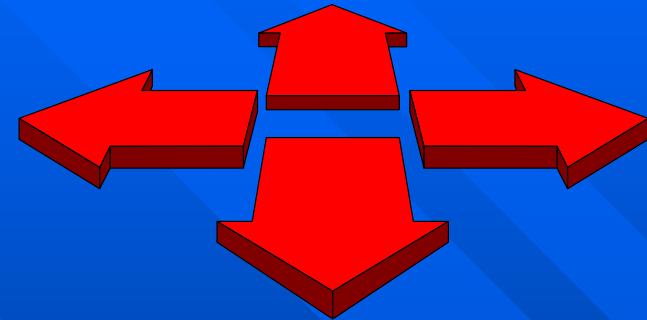
Long term goals



- Grow Profitably and Predictably
- Focus on Customer Success
- Excellence and Balance
 - Technology/Engineering/Product
 - Sales/Marketing/Services
 - Business Operations
- Culture- Teamwork, Values, Fun, (TVF)

Strategy

- Out Focus
- Out Think
- Out Execute



Short Term Goals

- FCS June
- 5 Successful Betas
- Best Product/Company Launch
- Best People/Processes

Results - Clear Leader

- Vision
- Product
- Customers
- Partners
- Financial
- People

Remember the 5 Leadership Imperatives

- Challenge The Process
- Inspire A Shared Vision
- Enable Others To Act
- Model The Way
- Encourage The Heart