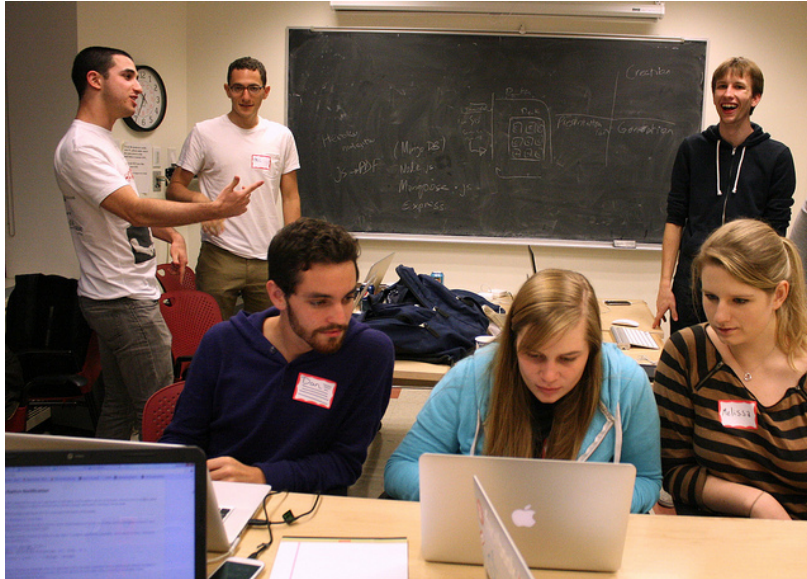


How to Organize Your Startup Team: Best Practices for a Healthy Startup



How Can Your Startup Stay Together and Thrive?

Organization Helps Startups

The success of a startup depends not only on a great product! The *organization* behind the product determines whether your startup will succeed. Being organized means you'll spend your time wisely and stay together longer. A team with proven communication habits will have a better chance of locating funding and succeeding in today's marketplace. Our research shows that just ten attributes can make the difference between success and failure. The suggestions below can serve as a checklist for your startup to plan and strategically organize your team.

Attributes of Successful Startups

1. **Leaders with Credibility:** Having credible leaders give potential users confidence in the quality and trajectory of a product.
2. **Multidisciplinary Expertise:** When synergy is created among multiple key collaborators, an innovative product can be developed.

3. **Collaborative Environment:** Successful teams fully recognize that no one person can carry the project forward. You all should be in it together!
4. **Shared Goals:** Successful teams usually are able to create an overarching goal or a set of goals that hold the team together.
5. **Common Language:** Although many startup efforts are diverse, successful ones generate a common language that keeps everyone on the same page.
6. **Strategic Structure:** In a successful team there is a clear division of labor and everyone has a clear understanding of their own and others' roles.
7. **Productive Routines:** Clear routines can be as simple as having weekly teleconferences, coffee, dinner, or regular "standing" meetings, as in agile development.
8. **Organizational Capacity:** Organizational capacity includes resources such as expertise, knowledge, personnel, and funding. The more of these you have, the more quickly your startup can grow!
9. **Sustainable Funding:** Members of a successful team do not worry about where their next meal is coming from. Projects that face unstable funding can lose sight of long-term goals.
10. **Personnel Continuity:** Successful startups minimize turnover, although a 100% retention rate is not always possible.

Citation: Kee, Kerk (2017): Organizational Attributes of Successful Science Gateways and Cyberinfrastructure Projects. Proceedings of Gateways 2016: The 11th Gateway Computing Environments Conference. K. Lawrence, N. Wilkins-Diehr, and S. Gering, Eds. figshare. <https://doi.org/10.6084/m9.figshare.4494158.v2>, Retrieved: 14 25, Feb 28, 2017 (GMT).

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