



Stanford eCorner

How to Recruit Top Talent

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Video URL: <http://ecorner.stanford.edu/videos/869/How-to-Recruit-Top-Talent>

Worthington talks about how Fluidigm relied on two assets to help them recruit top talent: breakthrough technology and chemistry. Obviously, the technology was a big draw for many people to come to Fluidigm, he says. Chemistry was not as obvious an asset. Worthington got along well and developed strong relationships with many individuals that helped Fluidigm to recruit the top talent.



Transcript

Let's see. Two things actually; the technology was breathtaking. It really was. It wasn't hard to explain to people why this really could make a huge difference and you get somebody to take a chip to John Young even though it was very different back then. He'd hold it up and say I can identify with that. This potentially is something really new and furthermore, it has some resonance with the industry that I know and came from, electronics and integrated circuits and the like. So you ask a lot of people why they came to Fluidigm and they'll tell you technology. That was probably most of it actually that we had and were able to grow a really powerful and captivating technology. The other thing is just chemistry. Honestly, you have chemistry with some people and you don't have chemistry with others.

When I met Sam Collela for the first time, I got to tell you I was more than a little bit intimidated. Sam's reputation as a venture capitalist that he takes no prisoners that he makes real tough decisions and he's famous booting young entrepreneurs out if they don't cut the mustard. He was in many respects feared in the Valley. I just immediately hit it off with him. I got to say he really snuck up on me in the sense that I didn't expect that Sam would be a mentor or mine or he would be so good a friend as he is now. I know for a fact he still makes these tough decisions if he needs to but the fact of the matter is that we had chemistry and that drives a lot of recruiting, chemistry between individuals.