



## Stanford eCorner

### Cutting the Chaff from the Team

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Video URL: <http://ecorner.stanford.edu/videos/2501/Cutting-the-Chaff-from-the-Team>

When you know that some players on your team are not a good fit, let them go quickly, says Hara CEO Amit Chatterjee. In his estimate, one-third of your employees will be passionate devotees, one-third will be willing to follow, and the remaining third will voice their discontent. Members of that last group must change or move on.



#### Transcript

What are the big mistakes we've made? So I'll tell you, the #1 mistake that any entrepreneur can make - and I've been guilty of this many times often - is when you know that somebody doesn't fit in a company, get them out. It's just easy. It's a big mistake. If you don't think about what talent fits for your culture, for your team, you will continually be on this perpetual motion of where a third of the people are 100% passionate for you, a third of the people are willing to be led, and there's a third that are always going to moan because they're not happy. And I think what you need to do is figure out who those people are, figure out if you can change them. And if you can't, then have them move on in a different direction than when your company is headed. You have too many things on your plate to worry about that part of it. They've either got to be on the boat or not. And I think you can go down real fast as a company if you don't focus on that. That's my big learning number one.