



Stanford eCorner

Put the Right People in the Right Seats

Mark Forchette, *OptiMedica*

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According to OptiMedica CEO Mark Forchette, learning to put the right people in the right seats is perhaps the single most important lesson to learn when embarking on your career. Forchette says this concept is critical to master, and applies to building constructive business teams and rewarding personal relationships.



Transcript

Put the right people in the right seats. Now, this is kind of my last lesson and I kind of did this in chronological order but this is probably the single most important thing for you to think about as you launch in your career making sure the right people in the right seats. People in OptiMedica hear me say, "A lot of weapons don't win battles, people do." If you don't have the right people in the right seat, you have to correct it. Everybody on the team probably knows that they're not the right person in the right seat. It goes further than you might actually think. It's natural when people hear the statement to think, "Oh, I need to make sure the people that work for me are right people." It goes way beyond that. You need to make sure you have the right seat in your board. You make sure you have the right investors then make sure you have the right team, you have the right advisors. You need to make sure that your friends share your values and that you guys are good for each other and you need to make the right decisions in your personal life. One of the most important decisions I ever made in my life was my wife and the spouse that I have, she's incredibly supportive for me.

That's important decision and that's another way of thinking about having the right people in the right seat.