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Drawing on her experience launching and leading health companies like CardioDx and ParAllele, Melinda Thomas co-founded Octave Bioscience in 2014. Octave is developing a care management platform for neurodegenerative diseases, starting with multiple sclerosis, and aims to improve patient management decisions and create better outcomes while also lowering costs. In this talk, Thomas offers strategies for building deep, skills-driven entrepreneurial confidence.



Transcript

One of the hardest decisions is hiring.. You will hear everybody talk about how the team's the most important, people are everything, you need to hire rock stars, A's hire A's, B's hire C's, but I'm not sure that most people actually do that, and where they fall down is you have a deadline.. You've been interviewing for a long time.. Your people are tired of covering for that position, so you start to think good enough is good enough, and I think if you talk to people from any one of my past companies, one of the things they remember most about what I brought to that is I will not lower the bar.. I have never found, I'm confident I have never found that any deadline, any conference, any anything is worth not taking a few more months to find the right person who's really a rockstar because over time, if you hire good enough for right then, in the next five years, they will probably miss deadlines.. They will probably bring the rest of the team down.. So, I really hold that bar high, and I get a lot of pushback.. People are pretty uncomfortable with that, and all I have to do is say, "Look around the room.. "You all cleared that bar," and then they see all the things that they're able to do together...