

10X TALENT

From Lottery Hiring to Systematically hiring A-Players

10X TALENT YOU
YOUR TEAM
YOUR BUSINESS

www.10X-e.com

VUMELA
Enterprise Development Fund

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G R O W T H



10X TALENT OVERVIEW

'The ultimate throttle on growth is not products or markets... but the rate at which you get and keep the right people'
– Jim Collins, Good to Great

The #1 make-or-break issue in Scaling Up is building the right team. Building an A-team is easy when you're a team of 10 or 15. The challenge is doing it as you scale beyond that. The dilemma is you can't afford hiring mistakes, yet you have to delegate hiring to relatively inexperienced hiring managers! Being involved in every hiring decision no longer works as you scale, despite best intentions. That means you'll have young, busy managers making key hiring decisions. That's risky. Recruiting just 2 or 3 B-players can fundamentally ham-string your growth trajectory, because B-players recruit C-players, the weakest link brings down company performance, and it's all downhill from there. The only way forward is to institutionalise the world's best recruiting techniques, make mastery a core management competency, and measure recruiting performance.

Come learn how to institutionalise world class recruiting to scale A-Teams.



BOOT CAMP OBJECTIVE

This 1-day Boot Camp will empower entrepreneurial executives with a practical toolkit for building an A-Team, by covering:

- Recruiting Pitfalls – Why traditional recruiting approaches don't work, & lead to having 50% or fewer A-players.
- Proven hiring techniques – Tools to build a team of 75%-90% A-players.
- The Scaling Talent System – How to institutionalise world class recruiting practices

FACILITATOR

JASON GOLDBERG

Entrepreneur, Investor, Scale Up Strategist and Scale Up CEO Partner

FOCUS AREAS

- The top 10 recruiting landmines for Scale Ups
- 5 critical principles for high success rate recruiting
- How to build a recruiting system that predictably achieves a high recruiting success rate
- How to prepare for an effective hiring process
- How to source a high volume of quality candidates
- How to dramatically increase screening efficiency
- How to conduct interviews that help you make quality hiring decisions
- How to conduct effective reference calls
- How to set new hires up for success
- How to institutionalise world class recruiting



WHO SHOULD ATTEND?

- CEO's and senior executives in early stage and growing businesses.
- Investors and Board members in early stage and growing businesses

DATE

25 June 2018

DURATION

$\frac{3}{4}$ day: 10am – 6pm

FEE

R5,500 pp (exc VAT)

DISCOUNT

Bring 3 for the price of 2

30% discount for referring Founders of other ventures

LOCATION

Venue: The Focus Rooms

Area: Sunninghill, Johannesburg

MORE INFO

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Speaker bio

JASON GOLDBERG

Founder of 10XE; Founding Director of Edge Growth; Co-Founder of Vumela Fund

B.Sc Electrical Engineering; Post Graduate B.Phil in Sustainable Development

Since starting his career at Bain and Co. and later as a corporate strategist, Jason has spent the last 10 years investing in, starting, scaling, advising, accelerating, and sitting on boards of high potential ventures.

Jason brings his unique mix of experiences as an experienced investor, entrepreneur, strategist and his passion for growing business leaders to help venture leadership teams to scale themselves as leaders, build scalable teams with scalable cultures, and scale their businesses (operations, systems, boards). Jason's specialisations are growth strategy and scaling organisations after the Accelerator stage – helping teams navigate the most complex stage of building a business: transitioning from a start-up to a scaled enterprise.