

# Entrepreneurs Network Event

9/5/06

Founders and CEO's

Mitch Tyson

# My Relevant Background

- PRI Automation (1987-2002)
  - Hired as COO by Founder
  - Became the CEO
- Advanced Electron Beams (2005-present)
  - Hired as CEO by VC's and Founder

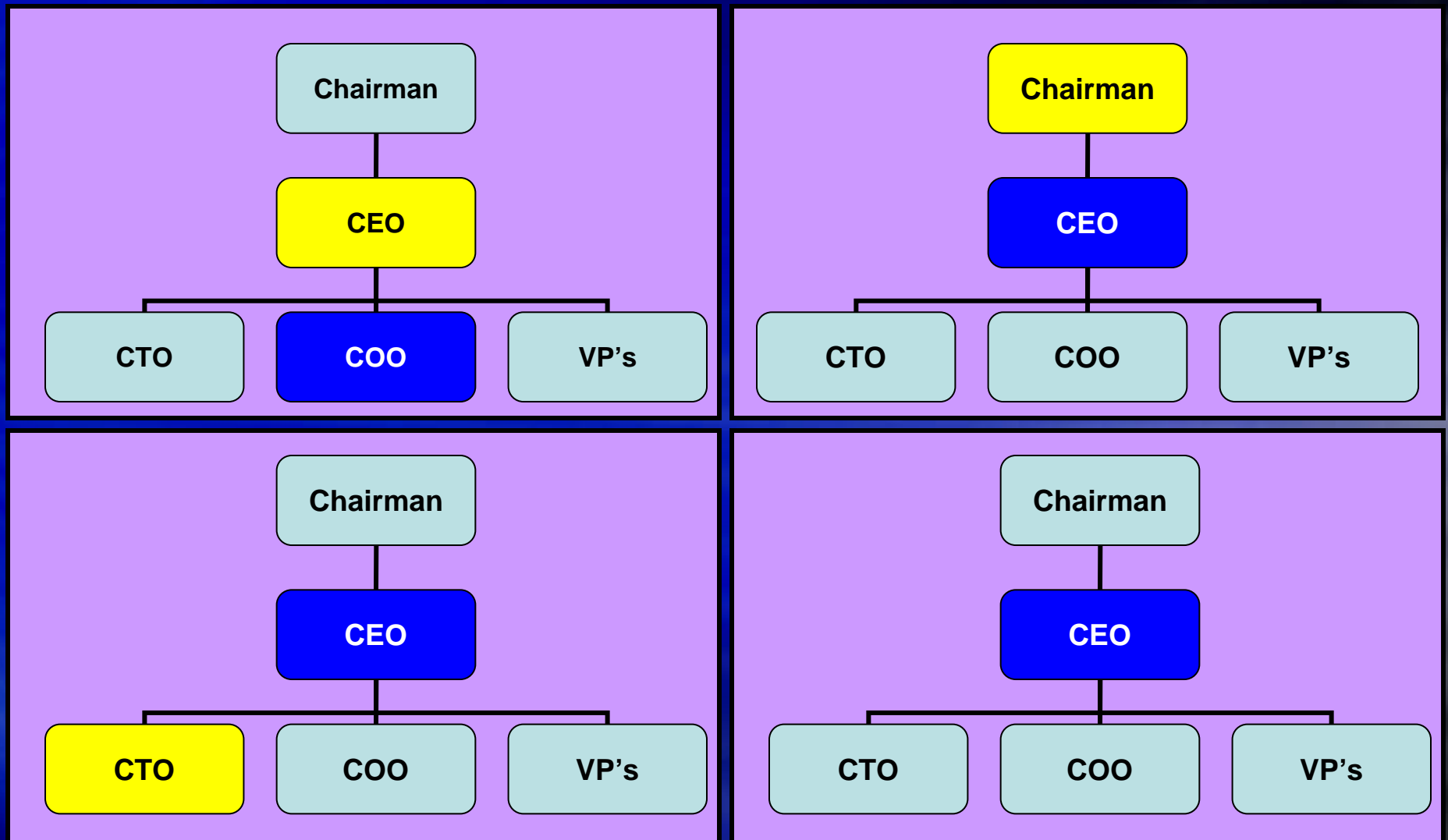
# Questions for Founders

- What stage is the company at?
  - Does the business need cash?
- What are your Goals?
  - Personal and Corporate
- What are your strengths and weaknesses?
- What do you like doing?

# Founder's Choices

- Be the CEO (and hire COO)
- Become the Chairman (hire CEO)
- Become the CTO/VP Eng. (hire CEO)
- Go Away (hire CEO and start another co.)

# Options



# Attracting and Getting a CEO

- Understanding the Role
  - Who's the boss
- Attracting a CEO
  - Self assessment
- Selecting
  - Experienced or first timer?
  - Experience, people skills (sensitivity), ego
  - Goal and Value Alignment
    - Integrity, IPO, people vs. profit
- Hiring (negotiation)
- Firing

# Advice to CEO's

- Evaluating Founders
  - Consult
  - Travel
  - Negotiate
  - Body language
  - Plans for succession

**Thank You**