connect.

dev's kitchen

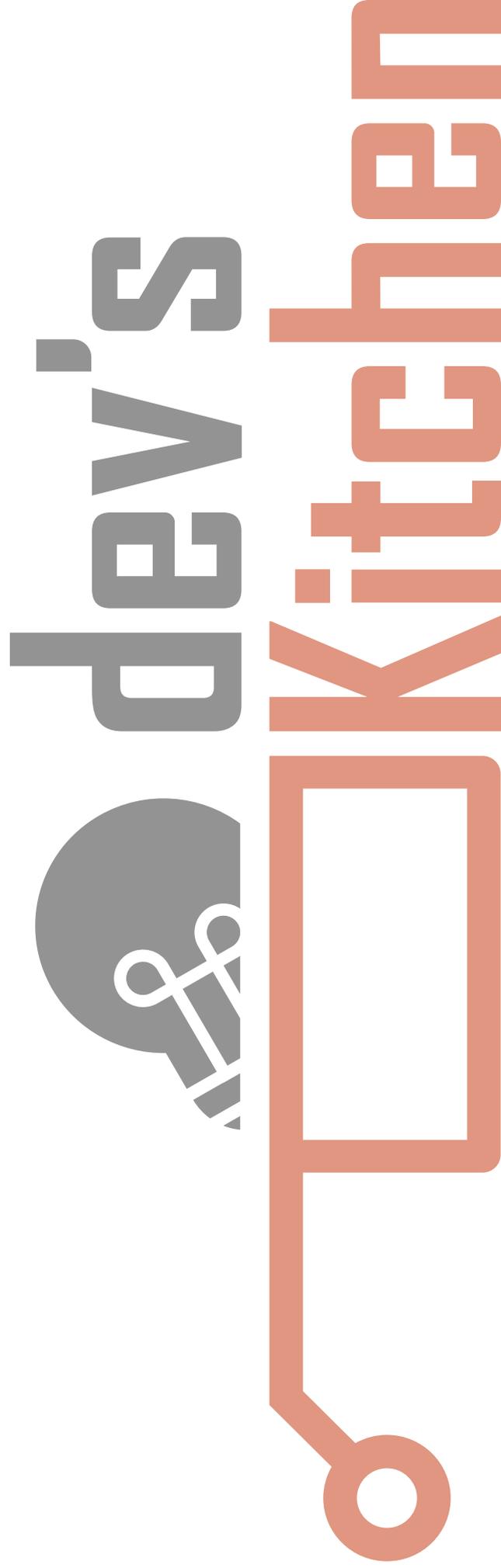# Gather your team

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Talent overwhelming

Previously on Dev's Kitchen we showed you the importance of careful planning, smooth execution and proper research. However, if your idea is meant to be a real breakthrough, you will need to add a few more crucial ingredients to your recipe (with a small hint of several all-night crunches).

You must gather your party before venturing forth. Who would they be? Ideally, you would want to assemble a group of people oriented on self-development, who value hard work. They must be willing to go for great lengths and put an extraordinary effort in order to deliver something truly magnificent and exceptional. Such people usually can easily be found in computer science departments, so they are suitable

places to start your search. Bear in mind though, that whether you are managing a start-up or team of World Championship participants, their commitment and hard work will be for naught if you forget to give them the reason and purpose. All you need to do, is answer the question "why". If you can do that, you are on right track to assemble a truly motivated and enthusiastic group of specialists .

Enthusiasm might add a great flavour to your team, but do not overdose it if you do not want to spoil all the taste. Remember, not all people are willing to sacrifice their current lives and positions. If you find someone that does, however, be sure you have warned them about all the risks. Mark Zuckerberg did not become who he is today just by simply sticking to his stable existence, after all.

We have already stressed the importance of a good team, but do not forget that team consists of individuals and to make use of their full potential, you will need to assure that they are in synergy with each other. What traits should they have, to deliver an outstanding product with exceptional efficiency? The key characteristic here should be determination and perseverance. You may ask how to find out whether your candidates have one of these? For instance, it might be someone, who focuses on the developing the project instead of going to the cinema with their significant other. If they spent their savings on a 3D printer to finish the project, then you probably hit the jackpot.

Once you have gathered suitable people and give them purpose you must remember, that common goal and enthusiasm, no matter how contagious, might not always be enough to draw them together. What you really need to do, is to assure them that they are part of largerr collective. They must know that they share not only the sacrifices, but also success and victories, and what is probably most crucial, the rewards. Silicon's Valley huge success was immensely influenced by paying developers with stock options.

You cannot base your motivation plan solely on financial gratification, however. Sometimes a word of praise can work more wonders than even the most substantial money bonus. Appreciating the input and contributions of your team members will uplift them to the new height of their creativity and zeal.

At the Dev's Kitchen, we strongly believe that even though your idea may not be perfect, all it takes to shape it from a rough diamond into shining business is mixing the ingredients properly. We have provided them for You, use them generously, but do not forget about the right proportions.