

Standard Operating Manual Starbucks

Richard Hagberg, Tien Tzuo

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Founders, Keepers Richard Hagberg, Tien Tzuo, 2025-06-17 Based on decades of empirical research and data Founders Keepers gives founders a practical roadmap for navigating the inevitable challenges that come with startup growth It s a brutal paradox the same founder attributes required to put a startup in motion will invariably blow it up The difference between success and failure lies in the personal journey that every founder must pursue to avoid their own worst impulses Steeped in nearly forty years of research in leadership psychology Founders Keepers begins with the same personality assessment Rich Hagberg a psychologist and executive management coach gives his clients Hagberg and Tien Tzuo founder and CEO of Zuora help founders build a Swiss Army knife of practical tools that will give them a much better chance of making it to the next level of success A guide for founders investors and academics alike the result of a decade long collaboration between a successful CEO and Silicon Valley s CEO Whisperer offers readers insights into The differentiators between successful and unsuccessful founders The three pillars of leadership that every founder needs to be successful The essential skills founders need to master to be successful over the long haul An examination of the common personality traits that lead founders to make fatally flawed decisions What makes founders tick including the default tendencies and leadership styles that often undermine their success How founders frustrate their investors partners and employees Founders may not

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