URL: https://stvp.stanford.edu/clips/accumulating-skills-and-experiences

MuckerLab Managing Partner William Hsu steps through the choices he made to re-start his career with a focus on collecting key skills and experiences. Hsu also explains why networking is actually the "accumulating of trust from others."

Transcript

Building a company is very different than starting a company.. Starting a company is selling a vision, it's recruiting, it is raising money, it is getting interviewed by TechCrunch, right.. Building your own company is on average of 7 to 10 year road.. It is hiring and firing, it is managing a product roadmap, it's motivating, setting goals for iterating goals, it's having one-on-one, it's looking up your KPIs, it's tracking your KPIs, these are very mundane and day-to-day things where you need discipline and knowledge to do.. And what I did in those 10 years was to really accumulate skills and experiences and not titles.. And I view that as a very important thing to do.. And then one of the - just the most important thing that happened in my career was the realization that networking is actually not about networking.. It's about accumulating trust from others.. One of the great examples I like to give is at AT&T I was hired to kind of build a division, a new business unit for AT&T.. And one of the hardest thing you have to do is when you are given a task your job is to try to figure out and find people smarter than you to kind of solve that problem with you..

And I went back to my days at eBay, right.. I was very junior employee at eBay, but I worked hard, I was smart, I was collaborative and I built a great reputation or a good enough reputation.. So I went back to eBay and found as many people as I can to come and work with me.. At eBay they were more senior than me, they were paid more than me, but they were willing to come to AT&T because they understood that the value of what we can accomplish together is not really about the title or the hierarchy, it's about the accomplishments itself.. And the last thing I will say about how do you really spend the time building a career, the 10 years of your life is how do you really accumulate experiences and iterations.. It's not about the 10 years actually or the two years or the three years, it's really about how many times you can get it in the bat, right.. How many times you can iterate and learn and repeat? Go to companies that let you learn and repeat, release as many products into the marketplace as possible, launch as many marketing campaigns as possible, understand the feedback between your customers and the feature set that all the things that get you to understand hey, that wouldn't work if I did that again, but this will work and I'd better try it one more time...