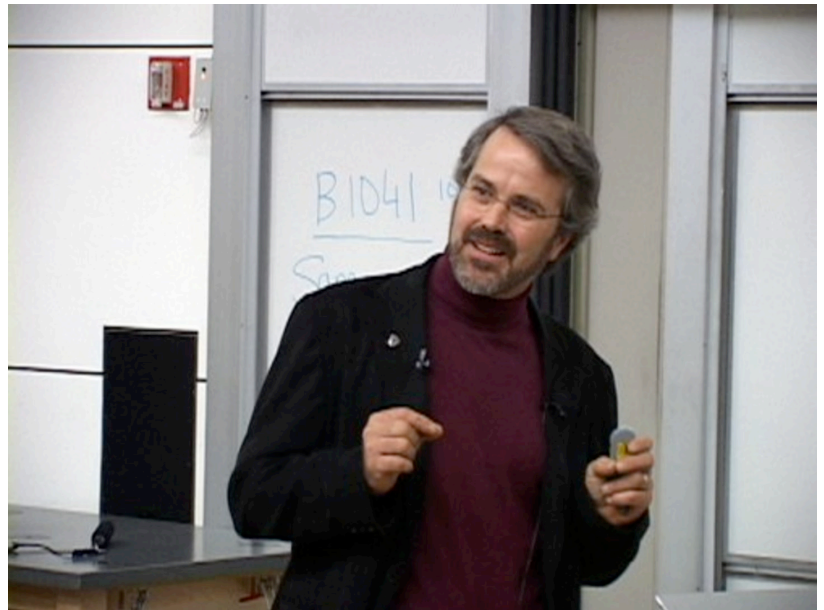


URL: <https://stvp.stanford.edu/blog/videos/building-and-deconstructing-teams>

Martin Eberhard, co-founder of Tesla Motors, points out that adding team members is just as important as letting them go. If a player is not a good fit, don't hesitate to remove them from the mix. Eberhard also points out the necessary characteristics for A-players, including passion, enthusiasm, and experience.



Transcript

I guess the lesson I've learned throughout this is hire the best people, and the corollary to that is when it's time for somebody to go, get him out of there.. I'm always, as a manager, am reluctant to let people go when it's obvious they should go.. By the time I do let somebody go, when they're out the door, the whole company is like, "Well, we should have done that six months ago." You need to balance a team with a combination of smarts and experience and, of course, the passion and enthusiasm for what you're doing...