

URL: <https://stvp.stanford.edu/clips/creating-a-people-first-company>

Manish Chandra, founder and CEO at Poshmark shares how product design and company architecture are built around people. As a result, all of the founding members and employees are still with the company, scaling an amazing culture.



Transcript

- The core of the community is centered around people.. So our entire shopping platform is not built on products, but on focusing on people.. And I remember in 2010, standing in a cafe on University Avenue, and three or four of us were sitting there, and we just had this epiphany that Poshmark is all about people.. And that is still true.. And we all gave each other a big hug, because the entire product design centered around that sort of single concept of people.. What was beautiful is that it also allows us to design a company architecture.. So, for example, at Poshmark today, everyone who joined in the first 2 1/2 years of the company, every single employee is still here with the company.. And they are still scaling and growing with the company.. Many of them are senior executives.. Many of them are leaders in the group, but part of it is not just me putting people first, but everyone sort of putting people first, and that has created a culture which, obviously takes a lot of effort, and we are going through as we are scaling at different places to continue challenge it, but it creates an amazing culture, which, particularly when you live in Silicon Valley, to have that longevity across all types of folks, is very hard to do..

You can only do it if you can walk the walk and talk the talk, and sort of blend the two things.. So it allows us to dovetail community and company paradigms into a single sort of approach..