

URL: <https://stvp.stanford.edu/clips/work-on-teams-instead-of-consulting>

Building relationships and an understanding for group dynamics are two of the benefits of choosing to work on teams over consulting, says entrepreneur Reid Hoffman. The LinkedIn co-founder also believes good companies implicitly understand great employees may eventually leave to start new ventures.



Transcript

So the question is if you think about starting a company should you be doing consulting as a way of evolving your career, getting skills, building a brand, since you're not necessarily doing a long-term relationship with the company? Well, I think the short thing is I think that almost every realistic company understands implicitly, if not explicitly the tour of duty notion.. So I don't think that the vast majority of modern good companies to work at have this notion if you go and really do some great things for couple of years there, that they then kind of beat on their chest and say what, you're leaving to start a company now? How could you possibly do that? Given of course here us being here, we all do that to some degree, that's what happens.. And one of the reasons I'd actually tend to encourage people to go work on teams, rather than as a consultant is because the relationships that you form are really important.. The ability to actually see how the team works and if you yourself are going to start a company and say how does this group dynamic work in terms of everyone? So generally speaking, I don't think that consulting is a particularly good path for doing the actually entrepreneur starting company as a path and really what you just have to do is settle between being a good employee where you have a tour of duty, e.g.. you're there for a while you do some stuff, but with a look you achieve some things then people are happy with you.. I think if you go back - that would be an interesting question - if you go back to most of my employers I think they were happy that I worked there, right.. And not, oh yeah, good thing we got rid of that guy Hoffman...