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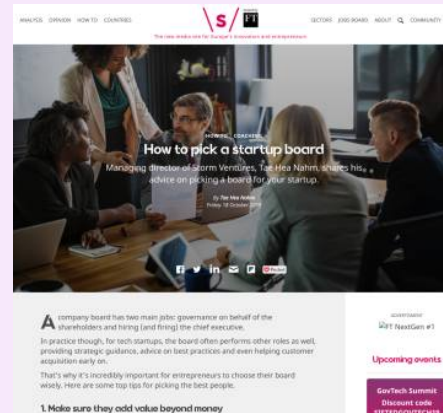
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3.98K

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Press coverage

Calculating sales efficiency in a startup: The magic number that will help you scale

How and why sales efficiency could help tech startups unlock growth

Ryan Floyd 1 month

Sales efficiency is the best way to understand the economics of a business. To me, it answers the question as to whether a

business can ever scale. The harsh truth is, if it can't scale, investors won't be interested.

Sales efficiency is more simple to measure than other related concepts like CAC (customer acquisition cost) or LTV (lifetime value). Here's why:

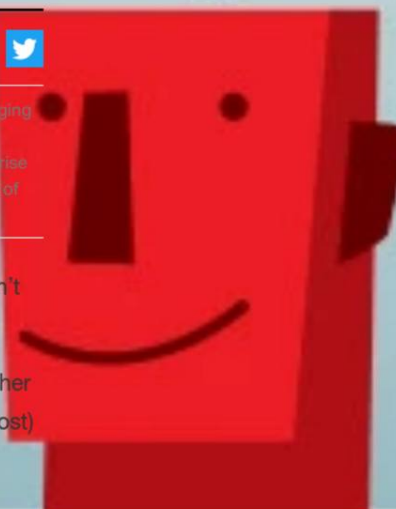
- CAC is harder to truly measure, especially new CAC. In a SaaS organization, sometimes it can be hard to allocate those costs to what that new CAC is, as opposed to upsell or cross-sell within the same organization. Salespeople are almost always trying to pursue two goals:
 - Trying to acquire new customers
 - Selling within an existing customer (more seats within an established department, or expanding to a new division)

These activities generate different CAC; trying to strip

Ryan Floyd
Contributor



Ryan Floyd is a founding managing director of [Storm Ventures](#), investing in early-stage enterprise SaaS companies, and the host of [Ask a VC YouTube channel](#).



TechCrunch

SEP 13 2019

(EST.) MONTHLY VISITS:

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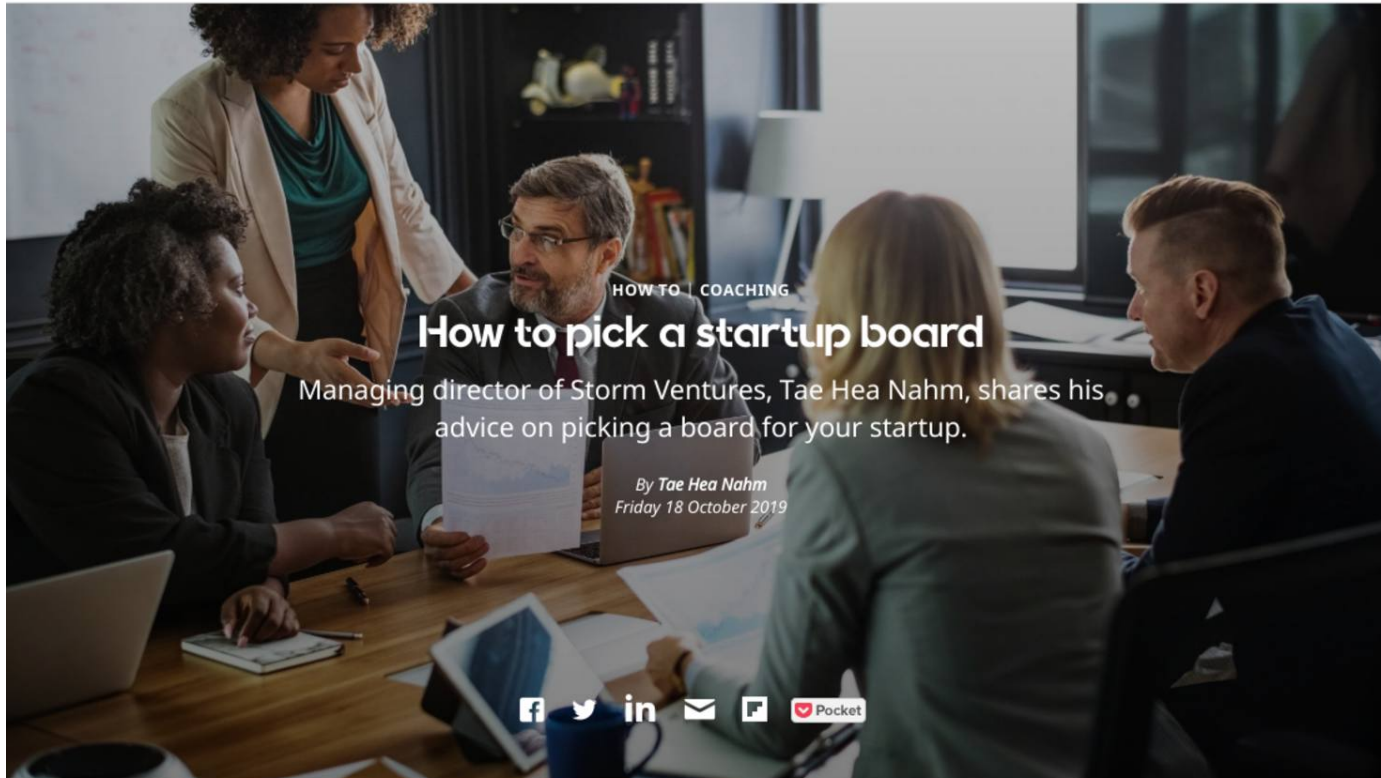
170



230



3



HOW TO | COACHING

How to pick a startup board

Managing director of Storm Ventures, Tae Hea Nahm, shares his advice on picking a board for your startup.

By Tae Hea Nahm
Friday 18 October 2019



(EST.) MONTHLY VISITS:

152K

(EST.) COVERAGE VIEWS:

3.49K



7



17

A company board has two main jobs: governance on behalf of the shareholders and hiring (and firing) the chief executive.

In practice though, for tech startups, the board often performs other roles as well, providing strategic guidance, advice on best practices and even helping customer acquisition early on.

That's why it's incredibly important for entrepreneurs to choose their board wisely. Here are some top tips for picking the best people.

1. Make sure they add value beyond money

An early board member should contribute expertise and relationships that can help the company exit the founding stage and start scaling quickly.

Board members can add value in several different ways:

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Thursday 13 June 2019 5:52 am



City Talk

CFA Institute Talk

Among the uncertainty, cryptocurrency derivatives should still be treated seriously by investment professionals

Remainers rejoice, a second referendum seems almost inevitable

Opinion

Dinesh Dhamija



What a noisy week in politics. The Tory leadership contest is now fully underway, with contenders trying to out-Brexit each other with their visions of how to get Britain out the EU. There's even been the threat from some Brexiteers to prorogue parliament, much to the outrage of many. But there are some Remainers watching smugly as events unfold. Because with every twist and turn, a people's vote looks increasingly like the only solution.

Before he dropped out of the Tory leadership race, Sam Gyimah let slip that a growing number of Conservative MPs have admitted, albeit privately, that a second referendum is the only way to resolve Brexit. And those outside of parliament are preparing. The Electoral Commission has drawn up contingency plans in order to respond quickly to any

(EST.) MONTHLY VISITS:

956K

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14.5K



1.4K



49

[COMMUNITY](#) // August 15, 2019

“As the number of senior women increases, the numbers of females at all levels will increase.” with Ryan Floyd and Tyler Gallagher

Change must happen from the top. We need to increase the number of female partners in venture firms. As the number of senior women increases, the numbers of females at all levels will increase. Don't wait for vacancies on your board to open. Instead, engage female leaders with your firm and provide them with a [...]

By [Tyler Gallagher](#), CEO and Founder of Regal Assets



(EST.) MONTHLY VISITS: **1.69M**

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Thrive Global

AUG 15 2019

(IMAGE 2 OF 2)

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5.23K

Change must happen from the top. We need to increase the number of female partners in venture firms. As the number of senior women increases, the numbers of females at all levels will increase. Don't wait for vacancies on your board to open. Instead, engage female leaders with your firm and provide them with a platform to be thought-leaders and speakers at your events. Empower them to make the move.

I had the pleasure of interviewing Ryan Floyd, founding Managing Director of Storm Ventures. He focuses on early stage enterprise SaaS and has primarily invested in applications and cloud infrastructure related companies. Ryan works with Code2040, a nonprofit organization that creates pathways to educational, professional, and entrepreneurial success in technology for underrepresented minorities. He also blogs about enterprise start-ups, tech and venture capital at Ryanfloyd.org. When he's not in the office, Ryan spends his time surfing and with his family.

Thank you so much for joining us! According to [this article in Fortune](#), only 2.2% of VC dollars went to women in 2018. Can you share with our readers what you or your firm is doing to help close the VC gender gap?



Tory leadership contenders are offering false promises on No Deal

DISCLAIMER: All opinions in this column reflect the views of the author(s), not of EURACTIV.COM Ltd.

By Dinesh Dhamija

Jul 5, 2019

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Conservative Party leadership contender Jeremy Hunt speaks during a party leadership hustings in Belfast on 2 July 2019. . [EPA-EFE/PETER MORRISON / POOL]

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Both Tory leadership contenders are pandering to the idea that a No Deal Brexit will not hurt Britain's future. But when the victor reaches No 10, he will get a shock, writes Dinesh Dhamija.

Dinesh Dhamija is a businessman and a Liberal Democrat MEP for London.

Jeremy Hunt thinks that he can console British business owners if they go bust from a no-deal Brexit, simply by telling them: "if we don't do what the people tell us to do, we're not a democracy." As if that will soothe them. It's an insult to the very tradition he invokes.

There is not, and has never been, a popular or parliamentary mandate for leaving the EU without a deal.

Yet Jeremy Hunt, who until recently was considered a moderate and was against no deal, has now suddenly entered into a contest with his opponent Boris Johnson over who can sound the most convincing when talking about no-deal as a decent option for Britain's future.

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Business

Annastasia Seebohm: The Quintessentially boss who thinks career success isn't just for alpha egos

JIM ARMITAGE | Friday 26 April 2019 11:32 | 0 comments



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The Evening Standard



Annastasia Seebohm is the boss of luxury lifestyle planner Quintessentially ()

If you want your business to cater for a new generation of 20-to-30 somethings, how better to do it than hire a millennial as your chief executive? That's what the founders of Quintessentially, the luxury lifestyle planner, decided to do in the form of Annastasia Seebohm.

MOST POPULAR



Johnson and Bercow set for Brexit showdown



EU 'poised to grant three-

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27



150



Dinesh Dhamija
Entrepreneur and a Lib Dem London MEP candidate

THE BLOG

The Lib Dem 'Bo***cks To Brexit' Slogan Sounds Flippant, But Holds A Serious Message

No, it isn't the usual sort of language we would use in a political document, but let's be honest: these are not usual times.

09/05/2019 16:50 BST | Updated 09/05/2019 16:50 BST



DAVID MIRZOEFF - PA IMAGES VIA GETTY IMAGES

'Bollocks to Brexit'. That's the slogan on the front of the Lib Dem's manifesto, which is officially launched this evening in east London.

It isn't the usual sort of language used in a formal document by a political party, but these are not usual times. These are desperate times. The most pressing issue facing any of us in this country is that B-word – no not bollocks, but Brexit. If it goes ahead it will be the most damaging thing for us, our economy and our children in generations.

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September 25, 2019

The failure of Thomas Cook

By Dinesh Dhamija | @dinesh_dhamija



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5.66K

19



9

Liberal Democrat MEP, Dinesh Dhamija provides analysis on why Thomas Cook ended up being in a position of company liquidation, by providing personal experiences.

Why did Thomas Cook fail after 178 years in business? This is the question everyone is asking. It's probably fair to say that lots of factors played into the institution's demise – Brexit, the climate crisis, bad management, misguided hopes of a government bailout – but these issues only compounded a much more fundamental problem. Thomas Cook failed to grasp the cardinal rule for survival in the travel industry – the need to constantly change and evolve with the times.

When I started Dabin Travel (which later became eBookers) back in 1980, I was told that people only wanted to book their holidays through a travel agent. I knew that this would change with the internet. I always had faith in the consumer's knack for adapting to whatever the market had to offer, and more importantly, whatever could save them the most money. The rise of the digital marketplace severely disrupted the travel industry with companies like mine – eBookers – ascending to the top. To me the reason seemed obvious. Booking online significantly cut costs for the consumer. Even if it meant they had to take a DIY approach to searching for hotels, restaurants and booking flights. The task of entrepreneurs like me was to work out how to present this new model. I decided to take my travel business online in 1996 – one of the first in the industry to do so. Yes, Thomas Cook faced collapse back in 2011 but managed to navigate a path to recovery thanks to their lenders. Sadly, this left them shackled. They have had to pay out £2bn in interest since, which meant that more than a quarter of the money it charges for the 11 million holidays it sells every year goes into the pockets of lenders.

Their inability to recover over the last 8 years is most likely due to bad management. Twelve Thomas Cook bosses took home around £20 million over the last 5 years despite the debt pile. The market is also very fragile at the moment. A weak sterling combined with the threat of a 31st October no-deal

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I spent a day with the small businesses who face Brexit. The outlook is bleak

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✓ **PUBLISHED:** 11:45 04 September 2019 | **UPDATED:** 11:45 04 September 2019 | Dinesh Dhamija

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Some of the very best protest signs

Liberal Democrat MEP for London Dinesh Dhamija with Dan Parsons, director of operations at Fully Charged (Pic: Helen Croydon Ltd)

Lib Dem MEP and businessman Dinesh Dhamija went back to the shopfloor to meet the businesses facing a no-deal Brexit - and heard not one positive story



Thursday 5 September 2019 5:55 am

City Talk



CFA Institute Talk
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Day

DEBATE: Would a no-deal Brexit really be bad for business?

Opinion

Dinesh Dhamija and Brian Monteith



Would a no-deal Brexit really be detrimental for British business?

YES, says Dinesh Dhamija, an entrepreneur and a Liberal Democrat MEP for London

Crashing out of the EU with no deal will plunge us into 10 years of trade negotiations. That means even more uncertainty – and uncertainty is a cancer for business.

Already, foreign investment into UK companies has dropped to its lowest level in six years, no one is recruiting, and spending plans are on hold.

Last week, I spent a day visiting different businesses in the capital. As a London MEP, I wanted to see how different industries will be affected. All said that they were afraid of a no-deal Brexit.

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8



9



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BUSINESS TECHNOLOGY

AI sends a wake-up call to the advertising industry, embrace it or fail

8 min read

21 May 2019



By Russell Glenister



Pre-digital age, when information about products were scarce, consumers learned about new goods and services from advertising. Today, everyone would agree that we have too much information. Is embracing AI the answer?

It's no surprise that advertising has been having a tough time of late. Their messaging is getting lost or ignored among the noise and their lunch is being eaten from under their noses.

Advertising, the domain of the ad agency, is now also handled by PR agencies, design agencies, consultancies, tech companies, social media behemoths, influencer marketers and even directly by the brands themselves. 8 of the top 10 "ad agencies" are no longer traditional agencies.

As Michael Kassan, CEO of MediaLink, said in the book Frenemies, by Ken Auletta "It used to be Mad Men, then it became Media Men. Now it's Math Men".



TRENDING

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Who's who in British business revealed: An inside

By Praseeda Nair



BUSINESS LAW & COMPLIANCE

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By Staff writer



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87



3

May 20, 2019

Forget this Tory imperialist Government, it's time for a People's vote

By Dinesh Dhamija | @dinesh_dhamija



Comment Central

MAY 20 2019

(IMAGE 1 OF 2)

(EST.) MONTHLY VISITS:

38K

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9.65K



52



4

At Comment Central we're committed to providing a free platform to host insightful commentary from across the political spectrum. To help us expand our readership, and to show your support, please like our Facebook page:

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Liberal Democrat MEP candidate, Dinesh Dhamija, says the Tory Government is composed of imperialists consumed with a fairy-tale past where trade policy was focused around the Commonwealth. He believes the British people deserve a second referendum and should vote to remain in the European Union.

Another week and more businesses come into difficulty. Thomas Cook blames its unprecedented £1.46 billion half-year loss on Brexit uncertainty. British Steel has asked for a £75 million bailout from the government, blaming them for causing the uncertainty that has led to their financial problems.

As Brexit uncertainty continues, headlines like this will only become more frequent. If those in charge of negotiating our exit from the EU had any understanding of business they would have done everything in their power to ward off uncertainty. It is a cancer for business. As one of the few politicians to have built and led a FTSE 250 business, I know that more than anyone.

British Steel is a classic example of a Brexit casualty. Because of the prospect of no-deal, there has always been a chance that the UK will revert to WTO rules. Calculating what the default trade tariff will be for steel is no simple task. There are 25 different categories of steel tariffs. With that sort complexity, why would any foreign company order say 100 tons of steel from the UK if they don't know what the tariffs will be?

This is an issue affecting the whole of the manufacturing sector. Honda this week announced it will close its Swindon plant by 2021. Although it says the decision is not due to Brexit, it's hard to disconnect the two things. It seems an unlikely coincidence that Japan and the EU implemented a deal for zero trade tariffs on Japanese car imports earlier this year. If the UK isn't part of the EU, why would anyone in Europe go for a Japanese vehicle from Swindon and pay 10 per cent more, when they can get a tariff-free one straight from Japan.

British Steel has turned to the government for its loan with undertones of blame for its dithering over Brexit. Local MP for Scunthorpe Nick Dakin has explicitly blamed the government's failure to secure a deal for the industries current economic woes.

He is right. If the Tory party really were the party of business as they say they are, they wouldn't have continued to kick the can down the road over the sort of deal we could get. I refer to my business experience again. I founded eBookers. I built it from scratch in a kiosk at a tube station in Earls Court. I expanded into European markets and eventually sold the business for £200 million company. So I have experience leading a company from a tiny start-up to an industry leader. In all stages of business growth, a business needs certainty.

The only reason I could grow my business was because I had access to a large market – Europe. And there was stability in that market. In my view, it should be mandatory for everyone serving in government – from civil servants to MPs – to shadow a business executive in a different sector each year for 2 – 4 weeks. A work placement for politicians, if you will. I can guarantee that if they did this, they wouldn't make a quarter of the hostile business decisions that they have made over the last three years since that referendum in 2016.



Have an article to submit?
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Comment Central

MAY 20 2019

(IMAGE 2 OF 2)

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9.65K



52



4

The missing link to unlock growth is Go-To-Market Fit; the biggest hurdle, Unlearning 5 min read

July 30, 2019 | [Deodosia Chen](#)



*This guest post about go-to-market fit is by Bob Tinker, Co-author of *Survival to Thrival: Building the Enterprise Startup: Change or be Changed*. Bob is also a Seed Investor, as well as a former Enterprise CEO. He will be speaking at SaaStock West Coast this September alongside his co-author and [Storm Ventures MD](#), Tae Hea Nahm. You can still [grab a ticket](#) to see them as well as over 20 other excellent speakers in San Francisco.*

As an early-stage investor, I have met with hundreds of CEOs and founders and worked closely with over eighty teams in which I invested. Some were successful, some were not. I have seen companies hit the wall and die within a year. Yet some successfully unlock growth and go on to pass \$100m / year in revenue. Why the difference?

That's the question that me and my co-author, Tae Hea Nahm from Storm Ventures, set about quantifying in our book series *Survival to Thrival*, and what we will share in our

(EST.) MONTHLY VISITS:

28.9K

(EST.) COVERAGE VIEWS:

1.58K



15



4

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WHY SAAS STARTUPS SHOULD CARE ABOUT CHURN

WRITER Ryan Floyd

♡ LIKES 1

⌚ EXPECTED TIME TO READ 6 min

Churn can take many forms - the dreaded email that's never returned, or worse, the pre-emptive "we are dropping your service" note. But fear not, there are ways to respond to and work with churn which will help you scale and grow.

WHAT IS CHURN?

Software as a Service (**SaaS**) has a number of advantages over traditional enterprise software license models, but there are also some disadvantages, the main one being that customers are in a better position to take their business elsewhere if they're not getting value. That is sales churn.

I like to take the optimistic "glass-half-full" approach to this aspect of SaaS. Rather than it spelling doom, experiencing churn in your startup could be an opportunity to improve. Churn in SaaS is real-time feedback. There's nothing like losing customers to get you focused on fixing your business.

There are two kinds of churn: gross and net. And two metrics with which you use to measure it: revenue and logo. Your baseline should always be measured in revenue. So, first I'll look at the two types of churn using the revenue metric.

Gross churn is typically the first to be measured:

(EST.) MONTHLY VISITS:

2.17K

(EST.) COVERAGE VIEWS:

572



6

Published: 21:06 July 25, 2019

Home > EU INSTITUTIONS > Leaving EU without a deal would create far greater economic and social...



The new leader of Liberal Democrats, Jo Swinson has said that 'her door is always open' to any MPs from other parties who want to join LD to stop a disastrous no-deal exit.

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TOP STORY

European Day Against Trafficking:

One week and two new political leaders. It has been quite a week in politics for the UK. It may seem that for my party, the Liberal Democrats, that the appointment of **Boris Johnson**, a hard Brexiteer is concerning. But on the contrary, we think this is short-sighted stance on Brexit (and stubborn nature), not listening to any advice on

(EST.) MONTHLY VISITS: **7.23K**

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ARTICLE



Russell Glenister
10 June 2019

Advertising, B2C, Content, Innovation & Trends, Social Media, Technology, Video advertising

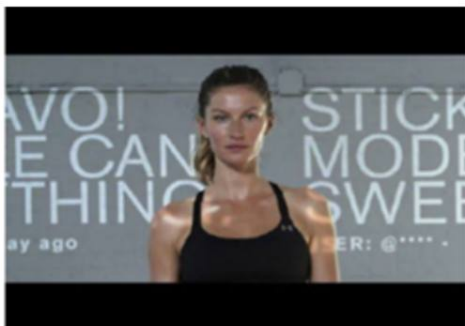
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Celebrity Endorsement Could Become a Thing of the Past – Replaced by online word-of-mouth influencers

Influencers have changed the way people connect, discover and share information, and brands are taking notice. Historically, advertisers turned to celebrities to endorse their products. Now they can use influencers to get their message straight through to the buyer.

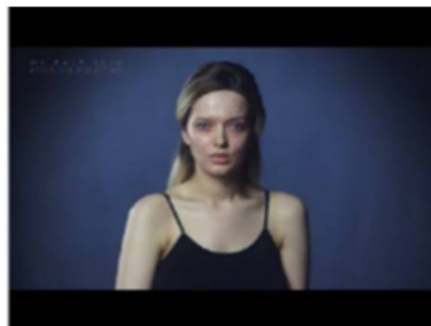


Gisele Bündchen is a world famous model, she starred in this ad for Under Armour, a global footwear and apparel company - Under Armour have over 187,000 subscribers on YouTube.

The video about Gisele taking up kick boxing has over 3.5 views

Views = 3.5 million

Cost = substantial



Em has acne, she taught herself how to make up her face and direct video - she has over 1 million subscribers on YouTube.

This video - about when she chose not to wear makeup has over 30 million views

Views = 30 million

Cost = negligible

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Opinion

Why is no-one talking about the Brecon and Radnorshire by-election?

✓ PUBLISHED: 11:49 28 June 2019 | UPDATED: 16:58 28 June 2019 Dinesh Dhamija

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Brexit Party supporters say they are 'going off' Nigel Farage over new position



3

The best reactions to Boris Johnson finally sending a letter requesting a Brexit extension



Some of the very best protest signs

Liberal Democrat leader Sir Vince Cable launching the party's campaign for the European elections (Pic: Ken Mears)

While everyone is preoccupied with the Tory leadership election, there is a quieter but extremely consequential contest about to take place.



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NEWS



Startup applies AI in hiring to contracting niche

AI is gaining ground in recruiting, hiring and now in contracting. A London-based firm provides some insight about what the future may hold in contracting for niche markets.

**Patrick Thibodeau**

News Writer

21 Jun 2019



Artificial intelligence in hiring is becoming commonplace in recruiting. Contracting may be catching up, and a U.K. firm may be hinting at its direction.

A London-based startup, Curation Zone, offers an example. It is using AI in hiring to connect

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153



16

connect
filmmakers with
corporate and
brand clients.

The firm has analyzed the works of about 1.3 million filmmakers globally. It uses its AI-developed tool to analyze the videos, as well as the content type. It looks at how many views the videos receive, the connections, networks and links of the people behind them. It evaluates the brands that have sponsored them, in addition to other criteria.



Russell Glenister

The platform is invitation-only, said Russell Glenister, founder and CEO of the firm.

"[AI systems](#) have to find them and score them before we will even consider having them on our platform," he said. It makes filmmaker

recommendations to clients out of a final pool of about 220,000.

AI in hiring contractors

What Curation Zone is doing is similar to Nexus A.I., said Ben Eubanks, analyst at Lighthouse Research & Advisory, based in Austin, Texas. That firm uses AI in hiring to find contractor talent, although the work it does is much broader, he said. HR may oversee or manage contractor labor hires.

But AI in hiring is also raising concerns. The biggest is [about bias](#), Eubanks said. This could be a consequence of using too few data points to make a decision about

AI systems have to find them and score them before we will even consider having them on our platform.

Russell Glenister
CEO and founder, Curation Zone

Building a Data-Driven Business with Advanced Analytics
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16



THE KEY TO UNLOCKING GROWTH IN YOUR BUSINESS LIES IN 'GO TO MARKET FIT'

28/03/2019

Tae Hea Nahm is the cofounding MD of Storm Ventures, which invests in tech and SaaS start-ups all over the world. He's the author of the book series Survival to Thrival: Building the Enterprise Startup, which provides B2B entrepreneurs with all they need to know to grow and then thrive. His latest title in the series, Change or Be Changed is out in April. Here he tells us the secrets to growth and the lesser addressed topic of how to manage it.

What business problem for entrepreneurs do your books address?

The first book was all about unlocking growth – the thing that every start-up wants to address. We came up with a concept which we believe is the missing link to unlock enterprise growth. It's called 'Go-To-Market Fit'. Many start-ups will know about finding 'Product-Market-Fit' (PMF). But even when they find PMF, they still often find it hard to transcend from survival mode to thrive mode. The bridge between these two modes is finding your unique 'Go-to-Market-Fit'.

The first book also helps founders anticipate their start-up journey from founding to \$1 billion company.

Book two is about what happens after you've unlocked growth. Why is change so hard on the



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5

Get the parameters right and influencers could become the saviours of advertising

36

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By Russell Glenister
14 May 2019, 13:01 p.m.
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Categories

Advertising, Content Marketing, Influencer Marketing, Social Media Marketing



Opinion The cult of fame has moved from the broadcast world of movies and soap stars to the digital world of social media personalities in no time at all. Instead of films grossing millions at the boxoffice because of a sought after star, now it's influencers making megabucks in promotional fees based on their follower numbers. Especially for the under 30s.

These changes go far beyond the social media scene though. Brands and advertising are finding tactics to target people who have the power to radically change consumer decisions. Instead of courting film stars, they need to court social media stars.

The growth of social media and 'influencers' has been exponential over the last 10 years. The [Influencer Marketing Report](#) from 2018 by Business Insider found that influencer marketing ad spend is poised to reach between \$5 billion and \$10 billion by 2022. Spending such large sums is understandable when you consider that overall, there are currently 2.6 billion users of social media across the world – with this predicted to rise to 3 billion by 2021.

This culture is driving the inevitable – people trying to fast track their social account to stardom levels. Even Ben Silbermann, co-founder of Pinterest said recently that social media is about "projecting an image of being famous". And you only have to look at the new Huawei P30 Pro smartphone to see how products are being driven by a social more. It has a selfie option that will make your nose smaller, you eyes bigger and remove any puff in your cheeks.

A whole industry has emerged for building personal profiles online. One company, Devumi has an impressive count of reality TV stars, athletes, comedians, TED speakers and models on its books, for which it helps build followers. Its clients have included, Michael Dell, the actor John Leguizamo and even the Twitter board member Martha Lane Fox CBE, according to a recent New York Times expose on fake followers, "The Follower Factory".

Some companies even build fake accounts (bots) that follow, like and comment. The growth of bots online shows how much follower counts matter. The numbers help

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share

g+

plus

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subscribe

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About the author

Russell Glenister
Founder and CEO,
Curation Zone

<https://www.curationzone.com/>

Serial entrepreneur and investor in the tech and content space, Russell has invested in and helped build some of the most successful companies in the field. He has considerable interest in the video sector with four companies in his current portfolio active in the area. He started out as an art director at Tony Stone Images, which became Getty Images; later built then sold image100 to Bill Gates.

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7

12

The future of AI is collaborative

Man and machine must come together for the world to truly maximize AI's benefits.



STORY BY

Jordan French

Jordan French is a multi-media journalist on the editorial staff at TheStreet.com... (show all)

AI is becoming increasingly widespread, affecting all facets of society — even [Sonic drive-ins](#) are planning to implement artificial intelligence to provide better customer service.

Of course, every time a [new innovation](#) appears in the realm of AI, [fears arise](#) regarding its potential to replace human jobs. While this is a reality of adapting to a more tech-driven society, these fears tend to ignore the collaborative and job-creating attributes that AI will have in the future.

Podium | The Next Web

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260



210

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To prepare today's workforce for AI, they must understand it's not a threat



7 Expert Tips on How Small Businesses Use Artificial Intelligence in 2019



Rebecca Reynoso | May 21, 2019

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140



15

Enterprise businesses (you know, multi-million dollar companies that don't need any more name recognition) utilize artificial intelligence to automate certain day-to-day processes in order to boost their bottom line.

But do small businesses use AI as well? Absolutely.

You might not think that small businesses need to use **artificial intelligence** in the same way that enterprise companies do, but AI automation isn't just for large companies. AI is used in many facets of business success, from data sorting, email marketing, and much more.

7 tips on how to use AI for your small business:

1. **Manage employee and client expenses**
2. **Create email contact lists**





HOW TO STOP BREXIT? UNDERSTAND THE LOOMING DISASTER FOR BUSINESS

19th August 2019 by Dinesh Dhamija — 3 Comments

★★★★☆ 4.2 (9)



There is a lot of smoke surrounding the prospect of a no-deal on 31 October. The bookies' odds are shortening for a no-deal exit. But I still have faith that MPs in our government won't let a no-deal go through. How they do that (through a no confidence vote, or forming a new government of national unity), who knows?

With Parliament on holiday, no one is really saying what they are going to do, including Boris. According to the Fixed Term Parliament Act, Boris would need Corbyn to agree to call a general election anyway because they need two thirds of parliaments to agree to it.

Whatever the method to rerail Brexit, what is clear is that Britain's fate lies with MPs of different parties to form an alliance and work together. One step we can all make is to convince our own MPs what a disaster a no-deal would be.

As an entrepreneur before turning to politics, my biggest argument against Brexit has always been the negative effect it will have on business. Business provides employment and

THE AUTHOR



Dinesh Dhamija

Dinesh Dhamija is a Liberal Democrat London MEP, and the party's deputy treasurer and vice-chair of the Lib Dem Federal Board, which is responsible for overseeing the party's policy-making process. Before turning to politics he was an entrepreneur, building the travel giant ebookers after starting out selling travel tickets from a kiosk in Earls Court tube station in 1980. He keeps his hand in business and philanthropy with Copper Beech Group, which manages investments in sustainable projects such as education, ecotourism and property in Romania and India.



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Information

24 Entrepreneurs Explain The Essential Skills One Needs To Be a CEO

 Mercy - CBNation • June 5, 2019

🗨️ 0 🕒 11 minutes read



PRESENTS **TEACH A CEO**
ENTREPRENEURS EXPLAIN
THE ESSENTIAL SKILLS ONE NEEDS
TO BE A CEO

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Gresham W. Harkless Jr.

Hi, my name is Gresh (Gresham), and this is CBNation.co. We are a brand that is focused on increasing the business success rate with a two-tiered focus on (1) increasing visibility and (2) proving support for CEOs, entrepreneurs and business owners like YOU. Our team is laser-focused on fulfilling this mission and our vision of being the #1 business resource.

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I hope you enjoy this site, and I hope to connect on social media @progrehsion or schedule some time and collaborate. Please let us know if we can be of any help!

Teach a CEO

JUN 5 2019

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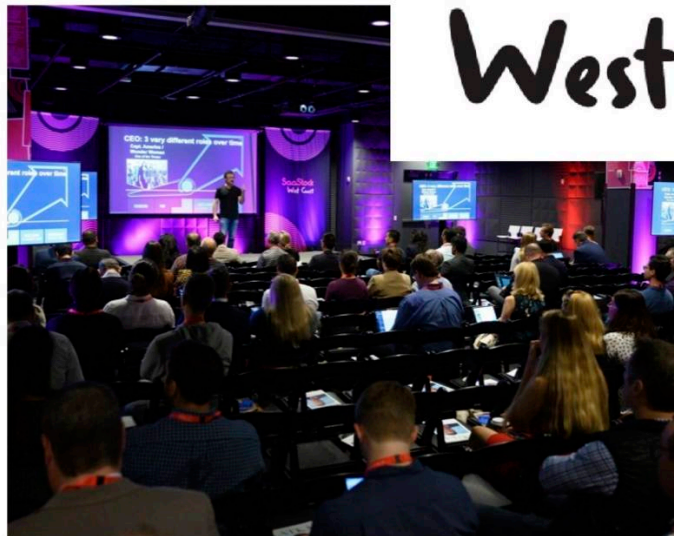

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23

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SaaStock West Coast



Annastasia Seebohm Group CEO at Quintessentially

Annastasia Seebohm is the group CEO of Quintessentially, the global luxury lifestyle group. Annastasia is an authority on the lifestyle industry and luxury market, and has been featured in Business Insider, Harper's Bazaar, Forbes, HuffPost and WWD.



Tae Hea Nahm
Co-founder & Managing Director at Storm
Ventures

Tae Hea is co-founding Managing Director of Storm Ventures and co-author of Survival To Thrival. He was the founding CEO of Airespace, later sold to Cisco for \$450m. Currently, he is interested in "AI + SaaS" companies.



COLLISION

Collision Conference

Podcasts



From Founder To CEO

Bob Tinker Reveals How He Conquered His Fear Of...

53 MINS | JUL 8

0:00:00



0:52:31

Episode Info

Ok, Bob shares a TON of personal insights in this extended interview. The reason? You won't find a lot of Founders who have scaled up their companies to nearly 15,000 customers and then IPO. He talks in detail about this and many other topics.



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From Founder To CEO

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Losing \$710 million with Dinesh Dhamija

Pioneers with John Amaechi

Entrepreneurship



John sits down with the founder of ebookers, Dinesh Dhamija, to talk about how he went from a small kiosk in Earl's Court to owning a company worth \$770 million. Dinesh reveals what it was like after his company's value fell by \$710 million after 9/11, and produces a note worth 100 trillion dollars.

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UK



The New European Brexit Podcast

Brexit Party employ toddler tactics and a bad week for Jeremys

Jul 5, 6:00 AM



</> Embed

Richard Porritt and Steve Anglesey return for another bout of Brexit madness.

This week they turn their backs on the Brexit Party and wonder what Jeremy Hunt will promise next.

And, of course, another Brexiteer of the Week is crowned.

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AUG 9 2019

A \$471 Million Exit From The Online Travel Industry

AUGUST 9, 2019 / 00:42:55 / 39M



00:00

00:00

(EST.) MONTHLY VISITS:

4.85K

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229



10



8

About this Episode

From a standing start, Dinesh Dhamija grew European online travel agency eBookers to more than one billion in sales in just five years.

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To read a transcript of this episode, [click here](#).

After two successful financing rounds, Dhamija still owned 40% of eBookers stock which represented virtually his entire net worth. Dhamija decided it was time to sell. He quickly got six acquirers interested, and sold eBookers to Cendant (owners of brands like Orbitz and Avis among others) for \$471 million.

In this episode, you'll learn:

- Where to find the most natural strategic acquirers for your business
- One guaranteed technique for knowing whether an acquirer is serious about buying your business or just kicking tires
- How to accelerate the pace of your deal to sell your company
- About a "Greenshoe" option and how it can impact you as a founder
- The biggest mistake Dhamija made after selling his company which cost him "a few million dollars"

Unlearn and Relearn, Change or Be Changed with Bob Tinker

What gets you from A to B, won't get you from B to C.

Why is it just as important to unlearn and relearn, as it is to learn something in the first place? Because what got you from point A to point B, isn't going to get you from point B to point C. Bob Tinker is someone who has experienced just that, and in this episode, he joins me to talk about why, as innovators, we all have to change or be changed.



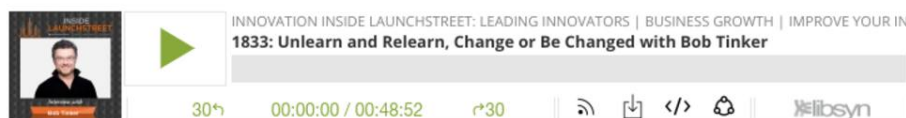
Bob Tinker was the founding CEO of MobileIron, an enterprise startup in the mobile security space that in eight years went from "three people and a whiteboard" to over \$150M in annual revenue, over 12,000 enterprise customers, nearly 1,000 employees, and an IPO. He is also the author of *Change or Be Changed*, his latest book in the *Survival to Thrival* series. Bob shares more about his experience growing MobileIron, the different hurdles he faced at each stage, and how he was constantly surprised by how often things that used to work, stopped working.

Through the growth of his company, Bob reveals that his job as CEO changed three times during his time at MobileIron, but not his title. He explains how we can ensure that we evolve with the demands of our job, and what swimlanes have to do with your company and your role as a leader. We also dive into the importance of good onboarding, why culture inertia can hinder innovation, and why it's so important for culture to be well-defined, but not dogmatic and rigid.

If you are ready to:

- get buy-in from key decision-makers on your next big idea
- be a high-impact, high-value member that ignites change
- foster a culture of innovation where everyone on your team is bringing innovative ideas that tackle challenges and seize opportunities...

Listen now to this episode on Inside LaunchStreet:



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1 hr 11 min

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116: SPECIAL EDITION: Candidate-packed Euro Elections hustings-cast!

Remainiacs - The Brexit Podcast

News



Surprise special edition incoming... It's Euro elections week and lots of us STILL don't know who to vote for. On Friday 17 May we brought together people from the key national parties who are hunting the Remainder vote to make their pitch in semi-hustings format. London MEP candidates DINESH DHAMIJA (Lib Dems), LAURA PARKER (Labour) and JAN ROSTOWSKI (Change UK) plus AMELIA WOMACK (Deputy Leader of the Greens for England and Wales) joined Dorian Lynskey for an hour of free-range podcanvassing in our London studio.

On the agenda: Who should you vote for and why? What's behind Labour's strategic indeterminacy? What would the candidates prioritise if and when they got to Brussels? If we remain, what are they going to reform? And which candidates can out-European the others?

A note on the guests: It's a small London-based studio so we had to make the decision to invite only parties that are standing nationally, which means we couldn't cover the SNP or Plaid Cymru. We'll be addressing Scotland, Ireland and Wales in our final pre-vote show on Wednesday. But let's face it, none of you want to hear from the Conservatives or the Brexit Party anyway, do you?

Presented by Dorian Lynskey. Produced by Andrew Harrison. Audio production by Alex Rees and Tom Bullen at Air Edel Studios, London. **Remainiacs is a Podmasters production.**

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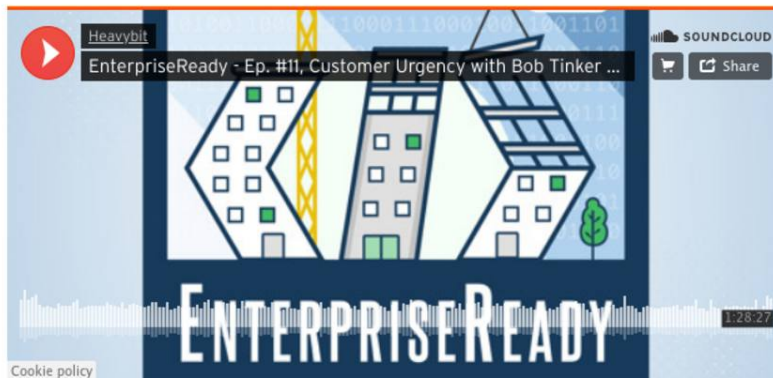
9.13M

(EST.) COVERAGE VIEWS:

386



Bob Tinker of MobileIron



In this episode of the EnterpriseReady podcast, I sit down with **Bob Tinker**, co-founder of MobileIron, a company that he served as CEO of, from founding through IPO before stepping down in 2016. Bob recently co-authored a book called **Survival to Thrival**, in which he lays out the foundations for building and growing an enterprise software company. We focus on several of the frameworks that Bob developed for building a go-to-market playbook, including how to determine your best go to market approach, and how to continuously evolve your company in a fast-changing market. We also discuss the importance of customer urgency and playing to your wow features. I think anyone building a modern enterprise software company is really going to appreciate this episode.

EnterpriseReady is hosted by Grant Miller, creator of EnterpriseReady and co-founder and CEO of **Replicated**, who are powering the worlds best enterprise software.

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Are you interested in being a guest on the EnterpriseReady Podcast? If so, [drop us a note here](#).

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480



1



Unlearning with Tae Hea Nahm

An episode of People at Work

By Jostle

Want to make work better for yourself and those around you? This is the podcast for you! People at Work is a series of conversations with individuals leading change to create extraordinary workplaces. We get real about common workplace issues like engagement, teamwork, leadership, and culture, and discuss practical ideas for making change happen. We're people at work!


blog.jostle.me/blog

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Unlearning with Tae Hea Nahm

Oct 7

00:00 34:48

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28:20




Donna Korren on how the bigges...

What do Coca-Cola, McDonald's and Workday all have in common? They were all started by entrepreneurs who wer

October 11, 2019

38:03



Unlearning with Tae Hea Nahm

October 7, 2019

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