

Ref: ICSII-SSIP04/FEB25/06

Date: February 17, 2025

Event Report

Event: Role Distribution for Entrepreneurs

Type: Webinar

Time: 3:00 PM – 4:30 PM

Platform: Online

Speaker:

Prof. Shaswat Padalia, Asst. Dean R&D, Indus University

Total Participants: 163

Overview

The webinar “**Role Distribution for Entrepreneurs**” was conducted to help founders understand how to structure responsibilities effectively within a startup team. Led by **Prof. Shaswat Padalia**, the session focused on strategic delegation, team design, and leadership patterns essential for achieving operational efficiency and sustainable growth.

Key Highlights

- **Understanding Founders' Roles**
 - CEO, CTO, COO, CMO — what each role truly entails in an early-stage startup
 - Choosing roles based on strengths, not titles
- **Delegation & Responsibility Mapping**
 - Importance of avoiding role overlap
 - RACI framework: Responsible, Accountable, Consulted, Informed
- **Building a Functional Startup Team**
 - Identifying core vs. non-core tasks
 - When to hire, outsource, or automate
- **Leadership Dynamics in Small Teams**
 - Effective communication and conflict resolution
 - Role flexibility and adaptability during rapid growth phases
- **SSIP & ICSII Mentorship Support**
 - How student founders can access structured guidance for team formation

- Case references where good team role clarity improved PoC-to-startup transitions

Outcomes

- Participants gained clarity on structuring startup roles systematically
- Many attendees recognized gaps in their own team's role distribution and noted areas for improvement
- Increased awareness of how clarity of roles directly impacts efficiency and innovation

Conclusion

The session was highly impactful in guiding budding entrepreneurs to build well-structured, high-performing startup teams. Prof. Shaswat Padalia emphasized that the right distribution of roles is not just operational—it's strategic, forming the backbone of a startup's long-term success.

Organized by: ICSII, Indus University

Duration: 1 Hour 30 Minutes

Mode: Online Webinar