

**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

