Self-Running Impact Startups

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Most founders dream of a startup that runs by itself, like a smooth humming machine. Yet in reality, most people run their company in a way that actively prevents that.

Since the dawn of FounderBlocks we've always tried out new ways to build, run and govern companies. We've built a democratic company where each and every employee takes up responsibility. In practice that means:

- That I (the founder) can take vacation
- That the company not only thrives but *actively improves* even without me
- That our employer ratings are so high that we regularly get high quality applicants without having to do anything for it, where other startups struggle to get any at all

We will cover many concepts, we **practically** use, which you can pick and choose for your company, such as:

- Democratic decision making
- Transparent and equalized salary structures
- Shared ownership (legal and practical)
- Responsibility sharing mindset

> **Startups who don't follow this, usually:**

- **overwork their founder:** oftentimes the founder is responsible for everything and is a risk for the startup as well as unhappy with their workload
- **are statistically more likely to fail:** studies have shown that companies who apply these and similar strategies are much more likely to survive past their 4th year

> **After this talk, you will:**

- Be able to **take vacation** when you need it
- Create an **Employer USP** that allows you to **hire people, who are so good** that you couldn't normally afford them as a startup (because you are creating a perfect workplace for them!)

- have a **company that improves itself** every day without you having to juggle ten different plates (or any at all)