

“You have to persevere to turn a vision into a reality. You have to have a passion for inspiring other people, whether it’s your employees, your customers or investors. And the reward is seeing the impact your company can have on people.”  
- Matt Blumberg

**Designing Job Titles and Promotions:** It is always a happy day when someone at the company is doing so well that we can give them more responsibility. We try to promote from within as much as we can, but you also have to realize that’s not always possible. You might require a skillset that doesn’t exist in your company currently.

Keynote Lecture Notes:

**Impact Question:** What will you do differently as a result of what you’ve learned from this module?

## Questions for you, the entrepreneur

1. What is my company's mindset around promotions?
2. What kind of checkpoints can I implement to avoid promoting people beyond their capabilities?
3. How do I set up my employees for success in management if that's their career goal?
4. How can I promote people and develop roles without forcing people into management?

## Questions for your team

1. What kind of management training can we get before we progress to new positions?
2. Can training be implemented by the company?
3. What career paths would we like to have available to us?

<p style="text-align: center;">Readings</p> <p>Notes:</p>	<p style="text-align: center;">Founder Genius</p> <p>Notes:</p>
<p style="text-align: center;">Other Related</p> <p>Notes:</p>	<p style="text-align: center;">Tools</p> <p>Notes:</p>