

CEO Teachings

- Managing
 - Getting rid of 1-1s
 - [Getting rid of 1-1s by Sam Chaudhary, CEO of ClassDojo](#) (16 min) 3-11-25
 - [How we run 1-1s: we don't! by Alberto Rizzoli, CEO of V7](#) (4 min) 4-3-25
 - [Feedback in Group by Dan Lorenc of Chainguard](#) (2 min) 3-11-25
 - [Getting rid of 1-1s by Jonathan Siddhart, CEO of Turing](#) (5 min) 2-28-25
 - [How we run 1-1s by Alberto Rizzoli, CEO of V7](#) (4 min) 4-3-25
 - [Avoiding One-on-One Meetings by Jensen Huang, CEO of NVIDIA](#) (3 min)
 - [Why I Avoid One-on-One Meetings as a CEO, Brian Chesky, CEO of Airbnb](#) (2 min)
 - Daily stand-ups
 - [Daily Leadership Standup by Zach Perret, CEO of Plaid](#) (2 min) 2-21-25
 - [War Rooms by Alberto Rizzoli, CEO of V7](#) (7 min) 2-20-25
 - [Daily Stand-Ups by Avlok Kohli, CEO of AngelList](#) (5 min) 2-20-25
 - [Running Parallel War Rooms by Harry Qi, CEO of Motion](#) (3 min) 3-12-25
 - **Example of agenda: [Defacto Standup - 2025](#)**
 - Top 10-20 priorities
 - [Top 12 Projects by CEO of profitable company with 800 employees](#) (5 min) 3-20-25
 - [Top 20 by Zach Perret, CEO of Plaid](#) (5 min) 2-21-25
 - [Mission-Aligned Teams by Hussein Fazal, CEO of Super](#) (5 min) 3-4-25
 - Founder mode (product)
 - [Being in the details of the product, by Jason Citron, CEO of Discord](#) (6 min) 2-26-25
 - First 2 minutes of actions
 - [First 2 minutes of actions by Matt Mochary, CEO of Mochary Method](#) (4 min) 2-26-25
- Hiring and Onboarding
 - [Shadowing as the Foundation of Onboarding by Sam Chaudhary, CEO of ClassDojo](#) (14 min) 4-8-25
 - [Hiring for a Role You Don't Know Well by Dan Lorenc, CEO of Chainguard](#) (1 min) 4-19-25
 - [90-Day Plans by Garrett Langley, CEO of Flock Safety](#) (3 min) 3-3-25
 - [Running Better Reference Calls by Andy Bromberg](#) (5 min) 4-8-25
- AI: How to get my team to use it
 - [AI Day Company-Wide Initiative by Vijay Kedar, CEO of Tomorrow Health](#) (4 min)
- Product creation

- How to find a problem that will have explosive growth and therefore lead to an explosive solution?
 - [Leading indicators lead to outperform solutions, by Brendy Foody, CEO of Mercor](#) (1 min) 3-4-25
- Continuous problem-product discovery
 - [Tiger Team for Testing New Adjacencies by Vijay Kedar, CEO of Tomorrow Health](#) (4 min)
- Defacto
 - [Defacto: training our ever-growing team, by Matt Harpe \(CEO of Basis\)](#) (5 min) 4-2-25
 - [Using Defacto for 1-1s and Group Meetings by Dan Lorenc, CEO of Chainguard](#) (1 min) 4-19-25
 - If you want to cancel your next coaching call ... [Coaching Call Pep Talk by Santiago Suarez of Addi](#)

A theme that is appearing ... and it works:

1. Train people to act like you.
 - a. [Shadowing as the Foundation of Onboarding by Sam Chaudhary, CEO of ClassDojo](#) (14 min) 4-8-25
2. Get rid of 1-1s to force issues and information into the group, which is much more effective, and frees up 10-15 hours per week for the CEO.
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3. Use this extra time to super-charge teams with ...
 - a. Daily standups.
 - i. First, any team that needs to improve now:
 1. [War Rooms by Alberto Rizzoli, CEO of V7](#) (7 min) 2-20-25
 2. [Daily Stand-Ups by Avlok Kohli, CEO of AngelList](#) (5 min) 2-20-25
 3. [Running Parallel War Rooms by Harry Qi, CEO of Motion](#) (3 min) 3-12-25
 4. Example of agenda: [Defacto Standup - 2025](#)
 - ii. Then, the exec team:
 1. [Daily Leadership Standup by Zach Perret, CEO of Plaid](#) (2 min) 2-21-25
 - iii. Then, all teams!
 - b. A weekly unblocking meeting for the top 10-20 projects.
 - i. [Top 12 Projects by CEO of profitable company with 800 employees](#) (5 min) 3-20-25
 - ii. [Top 20 by Zach Perret, CEO of Plaid](#) (5 min) 2-21-25

- c. Make sure to put one single-threaded leader (not an exec!) in charge for each of these projects! And all the resources needed to complete the project.
 - i. [Mission-Aligned Teams by Hussein Fazal, CEO of Super](#) (5 min) 3-4-25

The essentials:

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