

WEBINAR

FORVIS

Founder's Syndrome: How to Survive & Thrive

August 18, 2022

TO RECEIVE CPE CREDIT

▪ Individuals

- Participate in entire webinar
- Answer polls when they are provided

▪ Groups

- Group leader is the person who registered & logged on to the webinar
 - Answer polls when they are provided
 - Complete group attendance form
 - Group leader sign bottom of form
 - Submit group attendance form to cpecompliance@forvis.com within 24 hours of webinar
- If all eligibility requirements are met, each participant will be emailed their CPE certificate within 15 business days of webinar. Due to the large volume of certificates of completion issued, requests to re-issue lost or misplaced certificates will be honored up to 60 days following the webinar

Meet the Presenters



Dan Prater

Senior Managing Consultant
dan.prater@forvis.com



Corinna Creedon

Managing Director
corinna.creedon@forvis.com



Sarah Loghin

Senior Managing Consultant
sarah.loghin@forvis.com

In This Session

1. Famous Founders
2. Definitions
3. Impacts on Various Stakeholders
4. Case Studies
5. Strategies & Possible Solutions

Famous Founders



Clara Barton



George Williams



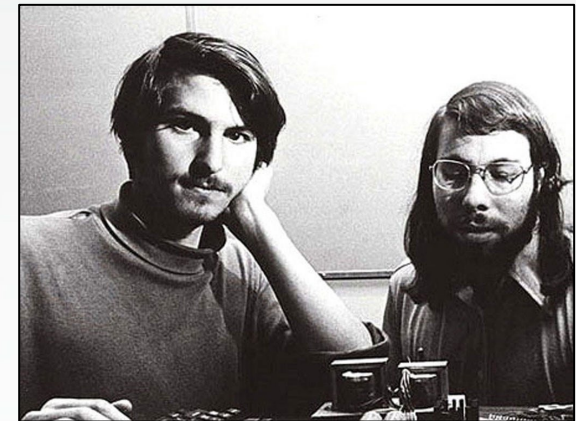
Paul Allen & Bill Gates



Millard &
Linda Fuller



Blake Mycoskie



Steve Jobs & Steve Wozniak

FORVIS

Definitions

What is it?

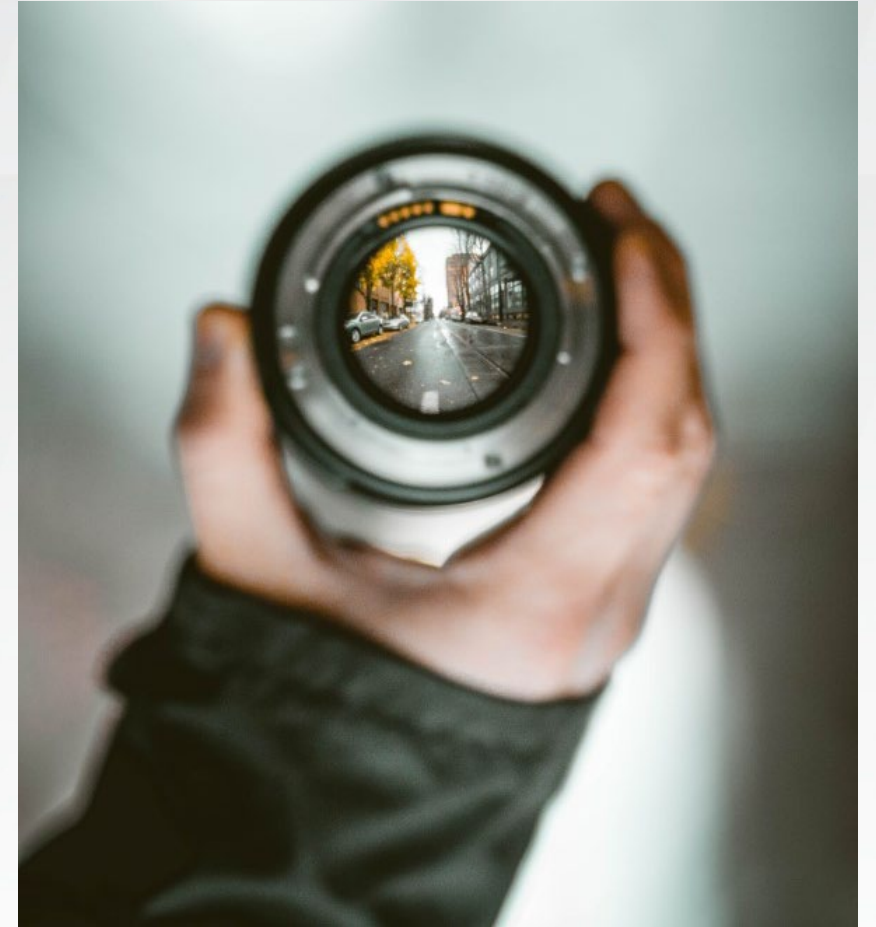
Founder's Syndrome occurs when a person, typically the founder, insists on running (or controlling) the organization according to their personal preferences—even if that style hinders the organization from being effective & efficient.

Who can have the syndrome?

Founder
Long-time leader (at least seven years, but probably longer)
Board member
Donor

Interpersonal Impact

- Founder or Leader's perspective
- Board members' perspective
- Staff members' perspective
- Donors' perspective



Financial Reporting Impact

- Reporting to the Board
- Lack of financial/accounting expertise
- Reports may be exaggerated



Mission Impact

- New ideas or tactics are discouraged
- Innovation seen as threat to legacy or heritage
- Feelings versus data & measurable outcomes



Case Studies

True stories of Founder's Syndrome



Strategies to Avoid Founder's Syndrome



Solutions—How to Deal with the Syndrome

- Board performance
- Honest discussions & accountability
- Equalize power & decision making
- Listening & responding to stakeholders

QUESTIONS

FORV/S

CONTINUING PROFESSIONAL EDUCATION (CPE) CREDIT



FORVIS, LLP is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbaregistry.org

FORV/S

CPE CREDIT

- CPE credit may be awarded upon verification of participant attendance
- For questions, concerns, or comments regarding CPE credit, please email FORVIS at cpecompliance@forvis.com

WEBINAR

Thank you!

forvis.com

The information set forth in this presentation contains the analysis and conclusions of the author(s) based upon his/her/their research and analysis of industry information and legal authorities. Such analysis and conclusions should not be deemed opinions or conclusions by FORVIS or the author(s) as to any individual situation as situations are fact specific. The reader should perform its own analysis and form its own conclusions regarding any specific situation. Further, the author(s) conclusions may be revised without notice with or without changes in industry information and legal authorities. FORVIS has been registered in the U.S. Patent and Trademark Office, which registration is pending.

FORVIS

Assurance / Tax / Advisory