

# David Onboarding GOLIATH

**Scaling Exponential Growth**

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# Managing Success

**Scaling internal teams during  
times of (hyper)growth**

**Process: eyes on the road, but  
don't forget the map**

**Emotional Change Management**



# THE STORY

# HYPERGROWTH

**50%**

**Compound Annual  
Growth Rate**

**94%**

**QM's current SaaS  
renewal rate**

**45%**

**Percentage of the  
world's internet  
experiences captured by  
Quantum Metric**

the  
GIANT

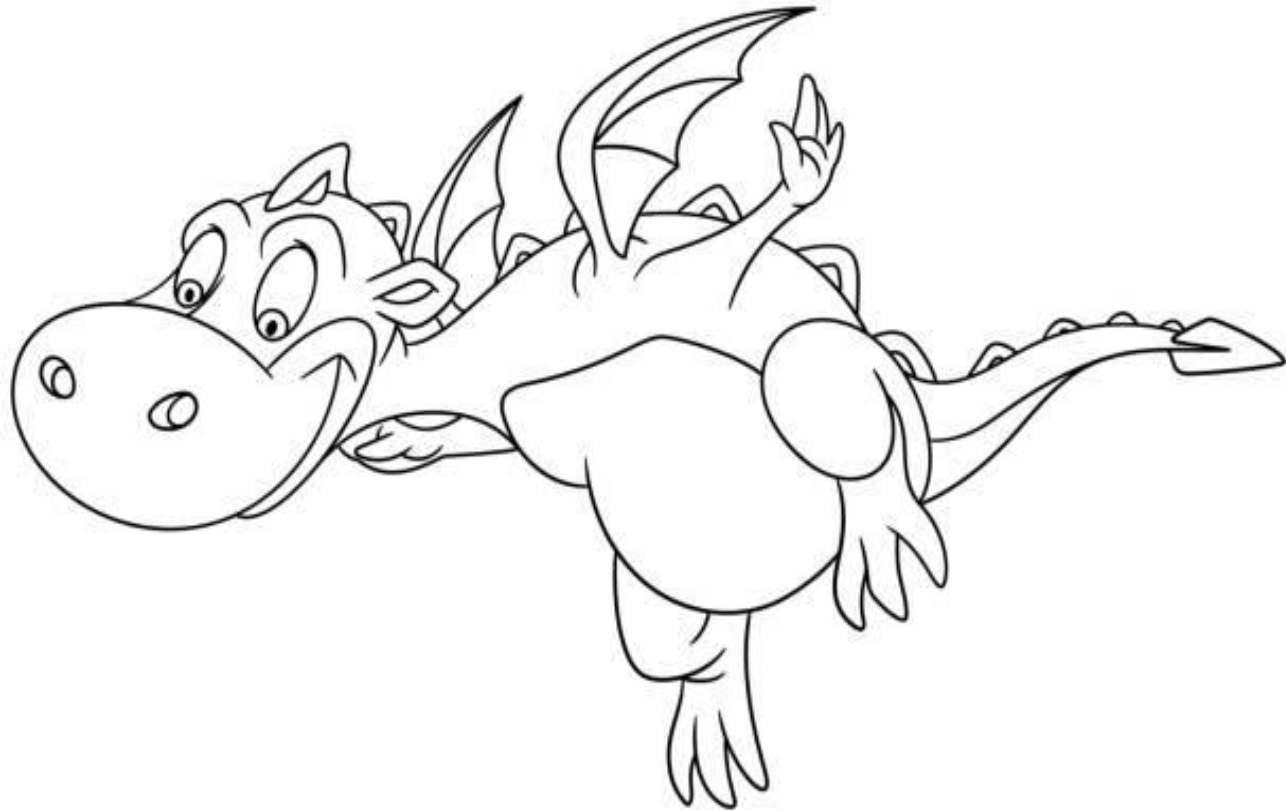


**GOLIATH - CO**



**A TELECOMMUNICATIONS GIANT**

# Scaling Teams



**EAGER  
DRAGONS**

# EYES on the ROAD

(but don't forget the map)



**the  
ROAD**

**The likeliest  
HAPPY PATH**

**the  
VISION**



# EMOTIONAL CHANGE MANAGEMENT



“We have never done it  
**THIS WAY**  
before...”



**DATA DRIVEN DECISION  
MAKING**



**COMMUNICATING RISK  
(and OPPORTUNITY)**

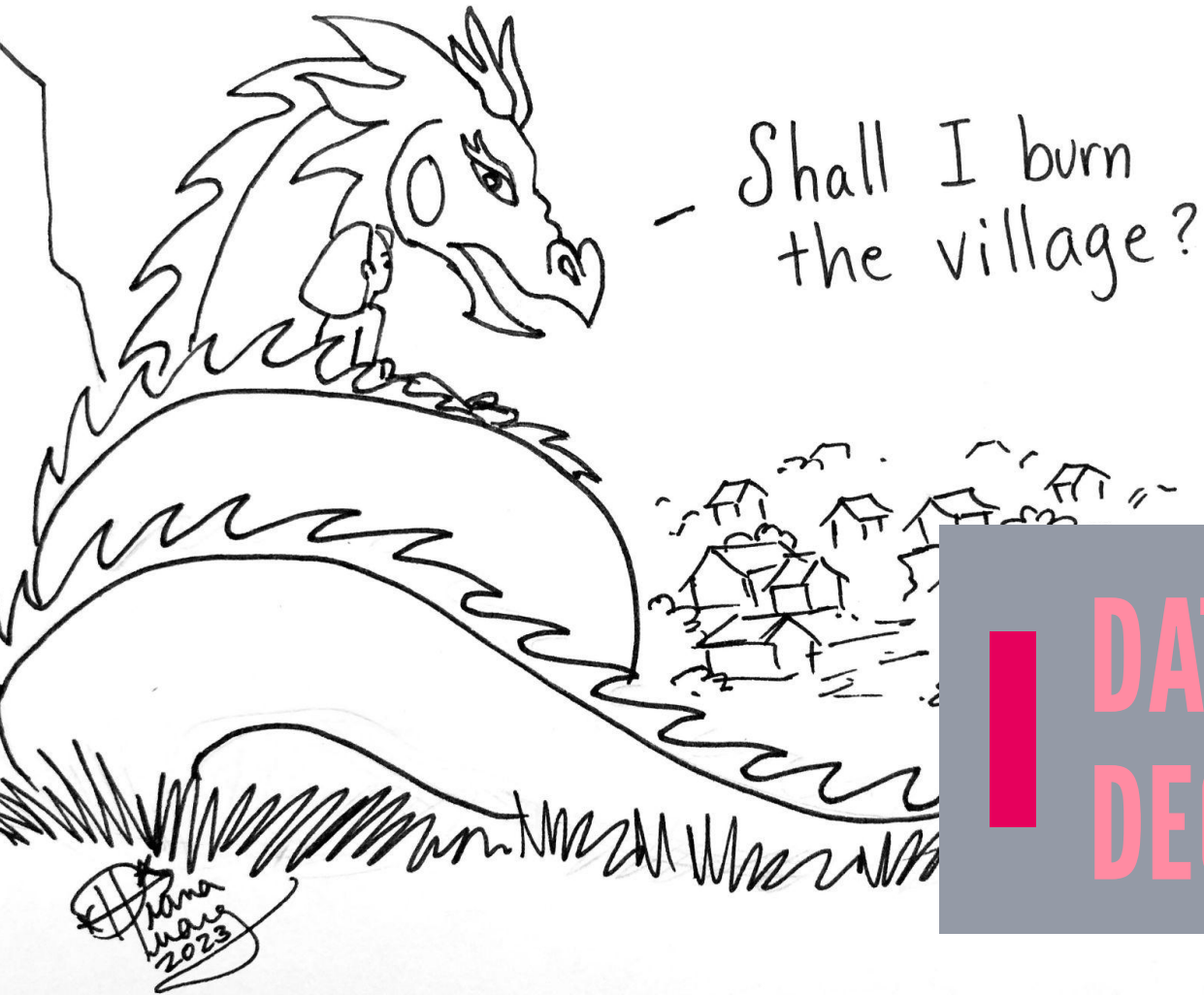


**AS MANY CONTINGENCY  
PLANS AS YOU CAN CARRY**



**CELEBRATE.  
OFTEN.**

**CHOOSE YOUR  
STONES WISELY**



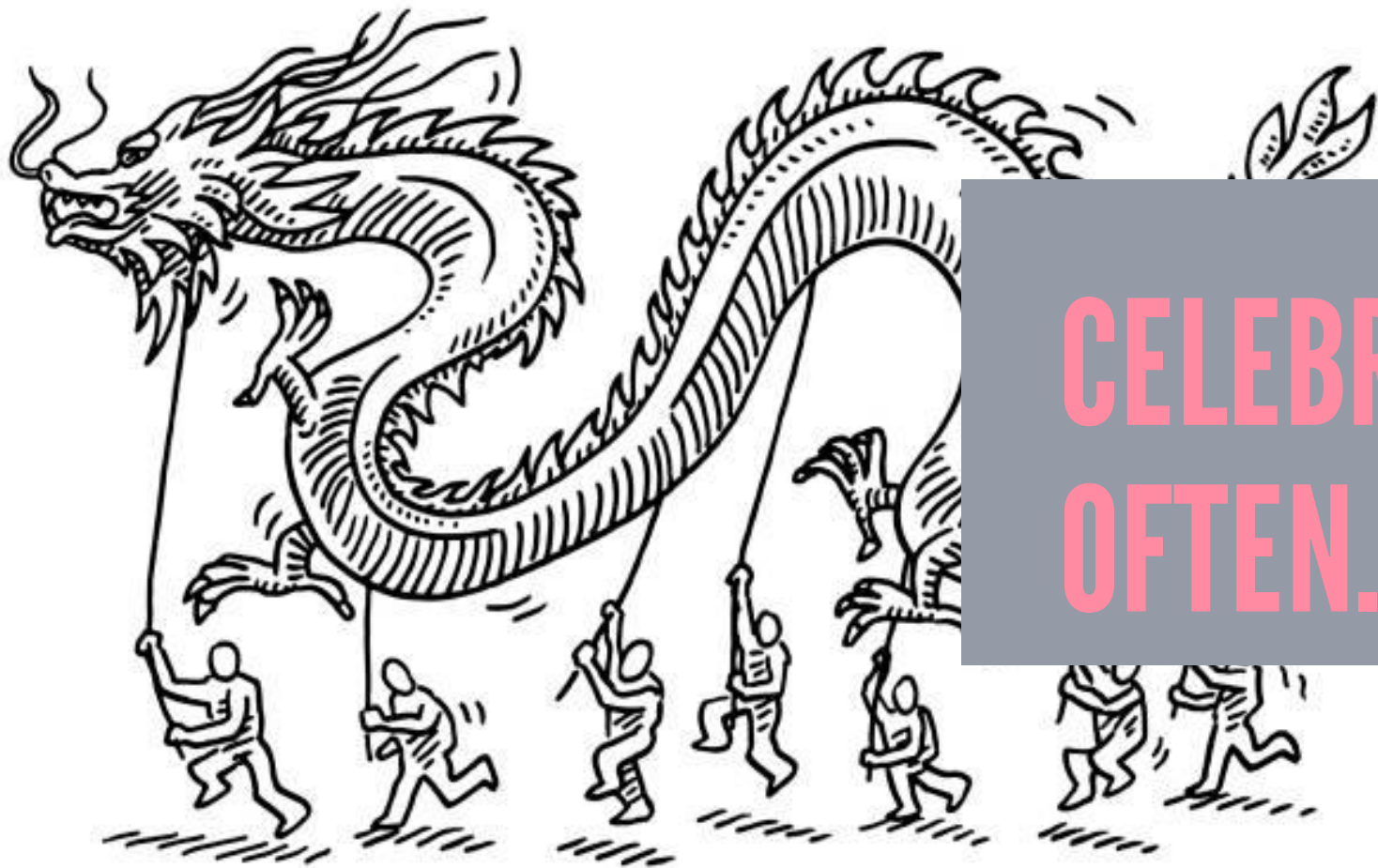
# DATA-DRIVEN DECISION MAKING

**COURAGE**

**OVER**

**CONVENTION**





**CELEBRATE.  
OFTEN.**

# TAKEAWAYS

**Empower Teams with clearly defined YESes and NOs to help prevent burnout.**

**Identify the desirable team member traits that may be hindering growth**

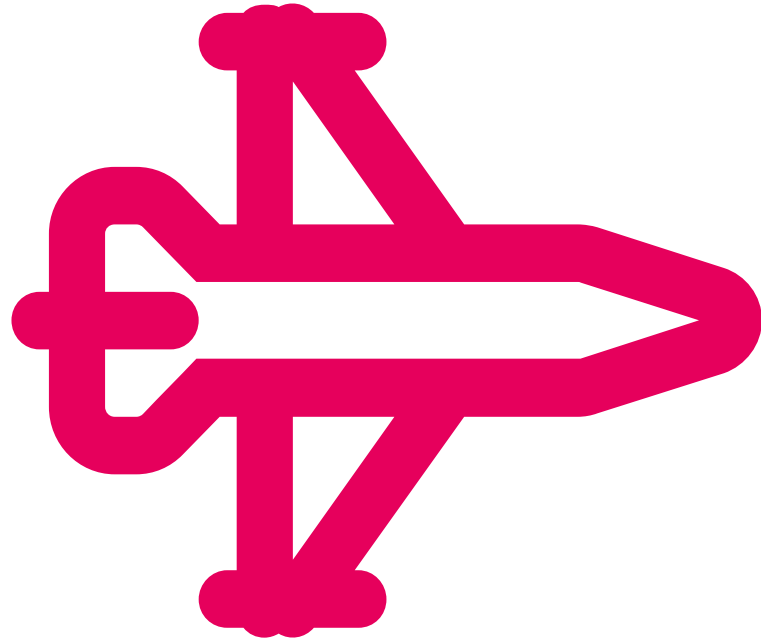
**Monitor your balance between actively taking risks and long term sustainability.**

**Actively pursue solutions from unlikely sources**

**Celebration is the only community antidote for burnout**

The  
NEXT  
GIANT

GOLIATH-CO AIRLINES



Making your trip a giant success!

**THANK YOU.**

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