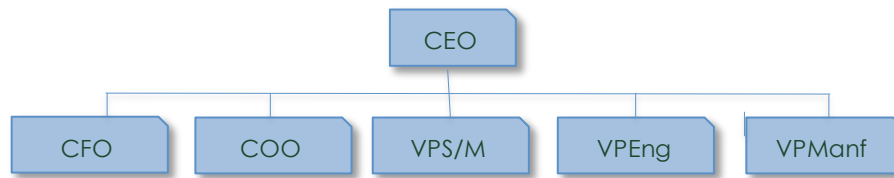


Building World-Class Entrepreneurial Teams



The power of a successful entrepreneurial management team is demonstrated in a World-Class America's Cup sailing team.

There are thirteen positions on a traditional America's Cup team with each having an integrated relationship and shared responsibilities with the other members of the team. Each position has a specific contributive role, makes a unique contribution to sailing the boat, and work synchronously as a member of the team. The critical power of an America's Cup team is their ability to work as an integrated member of the team in accomplishing the activities.

The process of changing the direction of a 98' America's Cup boat is accomplished with just two commands, (Ready...About...)

All member's of the crew work as one to change of direction of the boat. Each crew-member executes their role knowing that all members are working in harmony.

The quality and stability of the executive management team is a critical factor in determining a company's ability to achieve sustained growth.

In a similar manner, the integrated activities of an entrepreneurial management team are the keys to their ability to succeed in building the company and meeting their business goals.

Companies recognizing this reality and the high demand for exceptional executives are willing to make the necessary commitment in compensation and programs to hire and retain a winning executive team.

Having a clear vision is a necessary part of the success of the management team. Leaders need to think big when creating their vision and must communicate their vision. It is critical the executive team develops a clear vision and passion for the company.

The executive management team should have an active role in developing the company business and funding program as well as integrating functional group plans.

Top executive management team members are not necessarily looking for a new position. If a company truly wants the best and brightest executives they have to find them proactively and be ready to offer top executive compensation, growth opportunities, and expanding responsibilities.

A successful management team is composed of a range of strong functional executives providing leadership in their specific area and participating as an integrated team.

Leveraging the strength of the team to resolve growth issues and raise the potential for the company to succeed in meeting business plan goals and objectives for the company needs to be a critical element for the team.

No department can be an 'island'. A key element of the management team process is the integration of department plans including coordinated process between groups.

Meridian Resources has successfully coached and developed mission-critical executive teams to meet career goals as well as support the development of successful entrepreneurial management teams. We look forward to seeing how we can support you in securing a new career opportunity or developing your executive management team. www.meridianer.com