

Guest Speaker Preparation

On Friday, 12/18, Pat McClain will be speaking to our class about his company and entrepreneurial journey. Pat is a GCM alum and is founder of Invoke CI. Take 15 minutes to learn about his company and him. In the space below, list 3 questions I can pass along to him to address in his presentation.

| <u>Student Name</u> | <u>Questions</u> | <u>Pats Answers</u> |
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| Jamie Escobar | <ol style="list-style-type: none"> 1. Do you think the demand of your business increased because of the pandemic? 2. What is one memorable experience you'd had with a customer? How did it shape your coaching? 3. How did you get the name of your business? 4. How did your friends and family react to you introducing your idea? | <ol style="list-style-type: none"> 1. Yes, but only because of the increase in the need for tech these days 2. Fundamentally changing their ability to operate predictability for their own customers 3. CI stands for Continuous Improvement and I want to Invoke that in everyone |
| Neeka Ganji | <ol style="list-style-type: none"> 1. What is the biggest obstacle you had to overcome in the process of starting Invoke CI? 2. Can you describe the importance of Invoke CI? 3. Did anyone help you along the way of creating Invoke CI? If so, who? | <ol style="list-style-type: none"> 1. Being able to scale! 2. I fundamentally change a company so that they can drive revenue through delivery 3. Yes! Relationships are key so develop mentors and align with the right people if you want to be the best |
| Glenda Patterson | <ol style="list-style-type: none"> 1: Why did you decide to create the company Invoke CI? 2: What has been your favorite thing about being an entrepreneur? 3: Who or what has inspired you to create Invoke CI? | <ol style="list-style-type: none"> 1. Companies don't always have all the answers, most need help and most have reached out for that very help. 2. Working for myself 3. I grew up in construction before college and I love contributing to building something |

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| <p>Shweta Varandani</p> | <ol style="list-style-type: none"> 1. What made you decide to help mature companies' frameworks? 2. How did you gather your team? 3. What made you start your entrepreneurial journey? | <ol style="list-style-type: none"> 1. I did it, saw the outcome, and then recognized the need. It's a lot of fun! 2. I don't have a team but I have a lot of mentors 3. It's in my blood! My dad owns his own construction business and my mom was a rockette! |
| <p>Pablo M. Frontera Mendez</p> | <ol style="list-style-type: none"> 1. What is the typical approach to how you determine a company's needs once they approach you for your service? 2. How does Invoke CI handle a company who after they request your service does not want to implement the changes the analysis shows will solve the issue? 3. What big well known names(companies) in the industry have you provided coaching for? | <ol style="list-style-type: none"> 1. I have three phases and the first is analysis. I need to understand how they are operating before I can recommend changes. 2. A common problem. I measure a baseline and show the progress over time. When they don't accept a change a show them quantifiable data that backs why they aren't seeing the changes they want to see. 3. Asurion, Blackboard, ScienceLogic, GSI, MBO Partners |
| <p>Nick Rongione</p> | <ol style="list-style-type: none"> 1. Was InvokeCI your first venture? 2. Any previous fails/success stories? 3. On your LinkedIn it looks like you've worked | <ol style="list-style-type: none"> 1. Absolutely not, it won't be my last either 2. Everything 3. Ha! Yes! My goal is to make billion dollar decisions (for my company or someone else) |

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| <p>SpencerNash</p> | <ol style="list-style-type: none"> 1. What differences are there to transition a company at the lower end of your range (\$35,000,000 year-over-year) compared to one towards the higher end (\$700,000,000 YOY)? 2. In which types Companies Have the most successful gains after your program? 3. How has your mindset changed from any setbacks in your career, and what have your failure taught you? | <ol style="list-style-type: none"> 1. Resources. A smaller company typically will have a harder time allocating money to fix their problems so you have to get resourceful. A larger company has more capital to invest assuming they are in good standing. 2. Abilities to deliver on time which impacts their customers and their internal stakeholders 3. My mindset hasn't changed, I have learned to fail and will continue to do so |
| <p>VishnuSankavram</p> | <ol style="list-style-type: none"> 1. What is unique about Agile Software, and what has it taught you? 2. What has been the most difficult part in your teaching process of the agile software during this pandemic? 3. Is There A long difference between coaching agile and ScrumMaster? | <ol style="list-style-type: none"> 1. Fail fast, break problems down, and find ways to deliver 2. Teaching online 3. No - A Scrum Master is an Agile Coach. In the software world titles change but the main role of a Scrum Master is to be a Coach |
| <p>BennyVertman</p> | <ol style="list-style-type: none"> 1. You Said That You Worked With Organizations around the world. What Are Some Of These countries that worked with and what did you learn from working with foreign enterprises? 2. Since You Work With Many People Per Year, what are some of the best/most notable interactions you have had? | <ol style="list-style-type: none"> 1. All around the US, India, Czech Republic, Bogota, China 2. Teaching a class of 65 in Brno (Czech Republic) where they hated the process before and ended up being the best at it. 3. The scale is large from interns to c-level executives of billion dollar companies |

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| | 3. How old are the people you usually coach? | |
| Milad Salangi | <ol style="list-style-type: none"> 1. How Did You Get The idea for your company? 2. How Have You Tried To improve your company's public image? 3. How long did it take to reach here? | <ol style="list-style-type: none"> 1. Trial and error that aligned with my skillset 2. Image - I always do what I think is most ethical, I hope working with FCPS I can help people like you! 3. My entire life, it's only just begun |
| Dana Pham | <ol style="list-style-type: none"> 1. How long do you usually work with a company? 2. Your Company Focuses On A lot of problem solving; has this mindset helped your personal life in any way? 3. How Is Virtual training work? Do You See the same results? | <ol style="list-style-type: none"> 1. 6-12 months so far 2. Absolutely, I'd say my mindset personally has set me up for professional success 3. This is the most difficult transition I have experienced so quickly. It's hard and no it's not the same! |
| Emily Bastida | <ol style="list-style-type: none"> 1. What are some threats or obstacles the company has faced other than corona-can be recent or not. 2. Can you describe what agile training is? 3. What Are Some Organizations You Have trained? | <ol style="list-style-type: none"> 1. People with less experience and more certifications :) 2. I can in a longer discussion, send me an email at Pat@InvokeCI.com |

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| | <ol style="list-style-type: none"> 4. How To Build That "trust" from your client's to believe in your training? 5. | <ol style="list-style-type: none"> 1. I win them over in the analysis first and my past resume. After than, I deliver |
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| <p>Angel Kelly Wisco</p> | <ol style="list-style-type: none"> 1. How do you get Your Customers/clients trust are capable of achieving“real business results”? 2. Where Did You Find The Inspiration to create your company? 3. What is the biggest“mistake”you have made and did correct that mistake?How Did you come back from that mistake? | <ol style="list-style-type: none"> 1. Past performance and metrics 2. My passion for improving something 3. I have overpriced and lost bids that would have been game changers. I don't know that I have learned from it yet :) |
| <p>LilyWeaver</p> | <ol style="list-style-type: none"> 1. What Are Some Types Companies That You have helped transition? 2. How did you get the experience to come up the types of training and coaching your business offers? 3. How Did You Recognize A Market Need For your business? | <ol style="list-style-type: none"> 1. They have all been tech companies from Ed Tech to financial companies 2. Experience in the field 3. Analysis of the market itself. Most small companies that are expanding need help expanding especially in Agile |
| <p>OmarNayfeh</p> | <ol style="list-style-type: none"> 1. What Got You into the training field? 2. Where Did You Get The idea for your business 3. What something you wish you knew when you were first starting out | <ol style="list-style-type: none"> 1. Becoming an expert and getting thrown in head first 2. Experience 3. Pricing, absolutely |
| <p>OliviaSchmitz</p> | <ol style="list-style-type: none"> 1. How has Covid Affected Your Business And how you operate? 2. How Did Come With The idea of Invoke CI? 3. Do think Marshall prepared you in anyway start your business? 4. What is your favorite and least favorite part about operating and running your own business? | <ol style="list-style-type: none"> 1. It hasn't 2. Through experience 3. Yes! I love Marshall, their teachers, and my coaches. It's amazing 4. Favorite - \$. Least favorite, nothing is guaranteed.. It's all on you!!! |

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| JuanVillamarin | <ol style="list-style-type: none"> 1. Does Your Business Have A Mission statement ora specific goal that you are trying to put out? 2. Who Are Your Suppliers? 3. Who is your entrepreneur inspiration? | <ol style="list-style-type: none"> 1. Yes! My mission is to enable companies to drive business success in consistency and predictability 2. None 3. Elon, AirBnB guys, anyone else that solves for a void |
| ThomasRegan | <ol style="list-style-type: none"> 1. Has Virtual training been a challenge for your company? 2. What made you want to start your business? 3. What experience do you have in this field? | <ol style="list-style-type: none"> 1. Yes - Very hard to make it engaging 2. I've always wanted to start my own, my dad owns his own construction business 3. |
| MaxBarksdale | <ol style="list-style-type: none"> 1. Have Ever had returned Customer because the original business structures you gave them didn't workout, and if so do you have create completely structure or didi justneed tweakminorpartsofthe original structure? 2. Is Developing A Plan For Smaller Businesses | <ol style="list-style-type: none"> 1. Not yet 2. Developing a plan for a smaller company is harder because they don't have the resources to drive the change |

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| | easier or harder than developing one for big businesses and what's a unique challenge for each size? | |
| Sara Hassan | What makes your business unique? If you could go back and do something different in your business what would you do? | <ol style="list-style-type: none"> 1. My experience. If I could go back I am not sure I would change anything yet... |
| Alejandro Melchiorre | How have you and your business been able to adapt to COVID? | <ol style="list-style-type: none"> 1. Yes, but not well lol |

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| Cameron Giuseppe | <ol style="list-style-type: none"> 1. • What difficulties did you face when first creating your company? 2. • How long has Invoke CI been around? • Did you always know you wanted to do this? | <ol style="list-style-type: none"> 3. Everything, it failed lol 4. 2 years, and no |
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| Miles Bullotta | <ol style="list-style-type: none"> 1. How helpful is it to have a good team of people to work with? 2. What other jobs did you work before being an entrepreneur and how much better is it to be your own boss? 3. How long did it take for you to come up with the idea for this business? | <ol style="list-style-type: none"> 1. So far, not at all 2. Experience led to it all 3. 6 years |
| Natalie Shambaugh | <ol style="list-style-type: none"> 1. How long does it take for you to work with a company? 2. Due to the pandemic, I'm sure many of your opportunities have changed; how have you changed your marketing plan or ways of helping a company due to the pandemic? 3. Is there anything that you don't like about being our own boss? 4. When Studying at Shepards University, did you know that you wanted to create your own company? If so, how did they help you? | <ol style="list-style-type: none"> 1. I am still fully employed 2. I haven't, we are still in demand 3. No, I love it 4. No, the best thing that ever happened to me was my entrepreneurship class my junior year and I wish I found that passion at your age |

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| Alex Woltman | <ol style="list-style-type: none"> 1. What inspired you to become an entrepreneur, did you want to be one at a young age or did you make the realization later in life? 2. What previous experiences have you had that prepared you or facilitated your business's success? 3. What made you decide to take your business in the direction that you did? | <ol style="list-style-type: none"> 1. My Parents 2. My failures and my experience 3. My experience in changing corporations, it's a lot of fun |
| Adam Sarnovsky | <ol style="list-style-type: none"> 1. Did you want to be an entrepreneur from a young age/what inspired you to become one? 2. What college courses would you say are the most helpful for developing entrepreneurial skills? 3. What is one mistake you made in the early days of | <ol style="list-style-type: none"> 1. Yes - When most kids wanted to be a firefighter I wanted to be a CEO 2. Entrepreneurship 3. I have made mistakes at every level |

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| | developing your company that you'd recommend others to be wary of? | |
| Thomas Dunbar | <ol style="list-style-type: none"> 1. How Did You Get The idea to start this company? What Was Your First Job? 2. What Age Were You When You Started Your First Job? | <ol style="list-style-type: none"> 1. My experience led me to the need 2. I was probably just old enough to mow lawns so maybe 12 |
| Wesley Clarke | <ol style="list-style-type: none"> 1. What Was Your Biggest Hump When Taking Risks | <ol style="list-style-type: none"> 1. I have avoided big risks |
| Max Schmorow | <ol style="list-style-type: none"> 1. What Was Your Biggest Motivation? 2. What Gave You Your idea? | <ol style="list-style-type: none"> 1. My family 2. My experience 3. Making Billion dollar decisions |

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| | 3. Where Do You Want To Be in 5 years? | |
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