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# The Downfall of Founder-Mode CEOs: A Cautionary Tale

## Description

Tech companies and startups often make mistakes by choosing leaders who are not good at their jobs. It's important to understand why your CEO is not doing well. Founder mode and manager mode are two different ways CEOs can lead a company. Founder mode is when the CEO controls everything, while manager mode is when the CEO trusts others to help run the company. Both are important at different times. Visionary leadership is about having a big idea and making sure it is part of the company from the start. But eventually, the CEO needs to step aside and let others take over. It's a balance between having a vision and being practical. It's best to have a CEO who can do both well. If not, having two leaders with different strengths can be a good solution. Every company is unique, so it's important to find the right leader for each stage of growth.

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## Vocabulary List:

1. **CEO** /,si:.i:'oʊ/ (noun): Chief Executive Officer; the highest-ranking person in a company.
2. **Leadership** /'li:dərfɪp/ (noun): The action of leading a group or organization.
3. **Visionary** /'vɪʒən,eri/ (adjective): Having or showing clear ideas about what should happen or be done in the future.
4. **Founder** /'fəʊndər/ (noun): A person who establishes an institution or settlement.
5. **Balance** /'bæl.əns/ (noun): An even distribution of weight enabling someone or something to remain upright and steady.
6. **Practical** /'præktɪkəl/ (adjective): Concerned with actual use or practice; feasible or useful.

## Comprehension Questions

### Multiple Choice

1. What are the two different ways CEOs can lead a company mentioned in the text?

- Option: Visionary mode and practical mode
- Option: Founder mode and manager mode
- Option: Innovative mode and traditional mode
- Option: Solo mode and team mode



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2. What is visionary leadership according to the text?
- Option: Having a clear plan for short-term goals
  - Option: Maintaining the status quo of the company
  - Option: Delegating all responsibilities to others
  - Option: Having a big idea and making sure it is part of the company from the start
3. What is emphasized as the importance of having two leaders with different strengths in the text?
- Option: Creating internal conflicts
  - Option: Creating confusion among employees
  - Option: Bringing balance to the leadership team
  - Option: Decreasing overall productivity
4. According to the text, why is it important for CEOs to understand why they may not be doing well?
- Option: To shift blame to others
  - Option: To improve their performance
  - Option: To ignore criticism
  - Option: To maintain the status quo
5. What should the CEO eventually do, according to the text?
- Option: Control everything in the company
  - Option: Stay in the visionary mode forever
  - Option: Step aside and let others take over
  - Option: Ignore the employees
6. Why is it important to find the right leader for each stage of growth in a company?
- Option: To maintain a stagnant environment
  - Option: To challenge the employees constantly
  - Option: To ensure alignment with the company's needs
  - Option: To have a single vision throughout

## Answer

**Multiple Choice:** 1. Founder mode and manager mode 2. Having a big idea and making sure it is part of the company from the start 3. Bringing balance to the leadership team 4. To improve their performance 5. Step aside and let others take over 6. To ensure alignment with the company's needs

## Vocabulary quizzes



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**Multiple Choice ( Select the Correct answer for each question. )**

1. What is the least amount required?

- Option: A. Maximum
- Option: B. Optimum
- Option: C. Minimum
- Option: D. Average

2. What is a severe tropical storm?

- Option: A. Blizzard
- Option: B. Monsoon
- Option: C. Typhoon
- Option: D. Hurricane

3. Who establishes a company?

- Option: A. Investor
- Option: B. CEO
- Option: C. Shareholder
- Option: D. Founder

4. Situations requiring immediate action are called?

- Option: A. Disasters
- Option: B. Contingencies
- Option: C. Emergencies
- Option: D. Crises

5. What is something of great worth?

- Option: A. Ordinary
- Option: B. Inexpensive
- Option: C. Common
- Option: D. Valuable

6. What refers to the scientific knowledge used in practical ways?

- Option: A. Machinery
- Option: B. Technology
- Option: C. Equipment
- Option: D. Tools

7. Assistance or encouragement is known as?

- Option: A. Denial
- Option: B. Support
- Option: C. Opposition



Option: D. Disapproval

8. Who studies weather patterns and makes forecasts?

- Option: A. Geologists
- Option: B. Astronomers
- Option: C. Biologists
- Option: D. Meteorologists

9. Who is the highest-ranking executive in a company?

- Option: A. Manager
- Option: B. CFO
- Option: C. CTO
- Option: D. CEO

10. Which gemstone is the hardest natural material?

- Option: A. Ruby
- Option: B. Sapphire
- Option: C. Emerald
- Option: D. Diamond

**Gap-Fill ( Fill in the blanks with the correct word from the vocabulary list. )**

- 11. Rolex watches are known for being very \_\_\_\_\_ .
- 12. It is important to maintain a \_\_\_\_\_ between work and personal life.
- 13. The company plans to \_\_\_\_\_ its market share by 20% next year.
- 14. Elon Musk is considered a \_\_\_\_\_ entrepreneur for his innovative ideas.
- 15. Cybersecurity measures are essential to prevent data \_\_\_\_\_ .
- 16. The traditional wedding \_\_\_\_\_ was held in a beautiful garden.
- 17. It is the duty of the security guard to \_\_\_\_\_ the premises from unauthorized access.
- 18. The water in the lake was so cold it felt like \_\_\_\_\_ temperatures.
- 19. The new computer software provides many \_\_\_\_\_ features for the users.
- 20. The CCTV cameras are used to \_\_\_\_\_ activity around the building.



**Matching Sentences ( Match each definition to the correct word from the vocabulary list. )**

21. Employees receive payment for their work known as salaries or wages.
22. Anxiety or worry about something troubling is termed as concerns.
23. Having links or relationships with people or organizations is referred to as connections.
24. Grouping objects or individuals based on shared characteristics defines a category.
25. Companies or individuals providing goods or services to other businesses are called suppliers.
26. Guiding or directing a group of people towards a common goal is known as leadership.
27. A chest of drawers or a government office or department can be referred to as a bureau.
28. The distinct characteristics or personality that defines an individual is their identity.
29. Maintaining stability or equilibrium between different factors is keeping a balance.
30. To safeguard from harm or damage is to protect.

**Answer**

**Multiple Choice:** 1. C. Minimum 2. D. Hurricane 3. D. Founder 4. C. Emergencies 5. D. Valuable 6. B. Technology 7. B. Support 8. D. Meteorologists 9. D. CEO 10. D. Diamond

**Gap-Fill:** 11. expensive 12. balance 13. increase 14. visionary 15. breaches 16. ceremony 17. protect 18. freezing 19. practical 20. monitor

**Matching sentence:** 1. Wages 2. Concerns 3. Connections 4. Category 5. Suppliers 6. Leadership 7. Bureau 8. Identity 9. Balance 10. Protect

**CATEGORY**

- 1. Business - LEVEL1

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