Communication Patterns and Performance in Early Startups

**Communication Patterns**
- Larger teams, central leadership, and physical space are crucial for developing companies.

**Shot**
- 17 companies, 67 individuals, 16 mentors and staff in a startup accelerator for 6 weeks.
- Measure communication between team members with rhythm badges.
- Daily survey for each member on project confidence and team performance.

**Subjective Daily Performance**
- \[ \text{q\_daily\_mean}_t = \frac{\sum_{i \in C} q_{i,t}}{r_{c,t}} \]

**Objective Daily Performance**
- \[ \text{q\_overall\_mean}_c = \frac{\sum_{i \in C, j \in T} q_{i,t}}{r_c} \]

**Objective Overall Performance**
- \[ \text{milestone\_rewards}_c \]

**Methods**
- More internal communication means generally better, more consistent, results.
- Interaction with other teams needs to be ‘just right’.
- People feel better about bigger teams, even though performance doesn’t change.

**Rhythm Badges**
- More mentoring = higher performance, more agreement.

A minimalistic wearable designed to measure face-to-face interaction.

**Data**
- Vocal activity
- Proximity
- Motion detection (in development)

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