

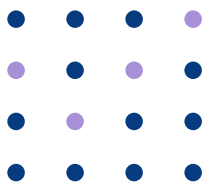
# International Faculty Development Program (FDP) on "Burn out or Churn out"

ORGANIZED BY

Department of Management  
Institute of Engineering & Management (IEM)  
&  
CGM Training and Consulting, Cape Town,  
South Africa  
(Host Partner)

ORGANIZING COMMITTEE

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2024

Kolkata, India

Kolkata, India & Cape Town, South Africa Collaboration

FDP DATES



AUGUST 1 TO 5, 2024

IN ASSOCIATION WITH IEM HRDC CELL

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## CONCEPT NOTE

While entrepreneurs have more control over their work, long hours and hustle culture can still lead to burnout. Although pressure is unavoidable, putting in ever more hours isn't always the way to unlock improved performance. Instead, a holistic approach – optimizing factors such as sleep, nutrition, as well as personal and psychological support in place – is needed to boost performance. It is in the best interests of VCs and founders and owners to work towards a culture where we think about performance much more holistically. The change required cannot be driven by a single firm or startup, but will require an industry-wide shift or churn in how we think about delivering peak performance, increasing the chance of success for the entire ecosystem.

A thriving startup economy brings wider benefits to societies and economies, creating jobs and prosperity across the globe, but there is currently a lack of investment in founder wellbeing, which could damage the chances of success in some companies.

This international FDP will try to show that it is in the best interests of VCs and founders to work towards a culture where we think about performance much more holistically. The change required cannot be churned and driven by a single firm or startup or multiple, but will require an industry-wide shift in how we think about delivering peak performance, increasing the chance of success for the entire ecosystem.



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