



energycapital  
WEEK

# Right Team, Right Time: Essential Start-Up Talent

June 1, 2009

Houston, Texas

**J. Jeff Voncannon**

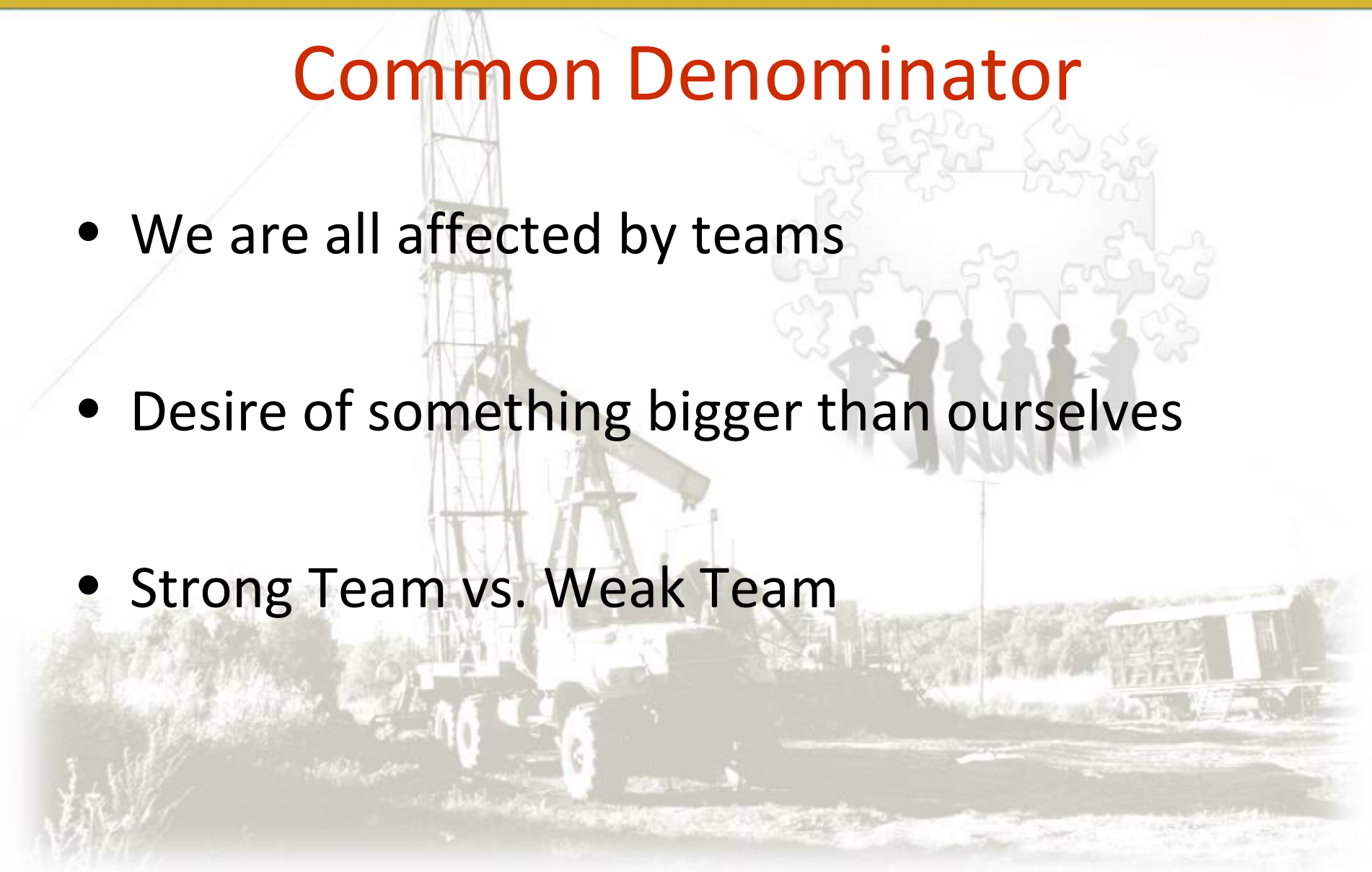
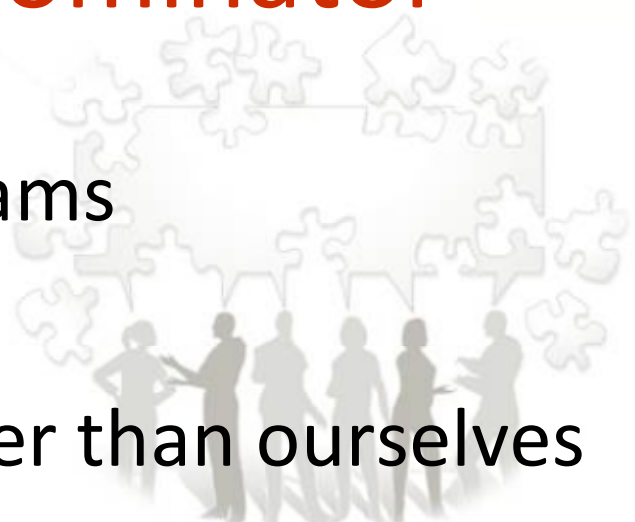
**Redman Resources, LLC**

## J. Jeff Voncannon Background

- Founding Member of Redman Resources, LLC,
  - Focus on Growth Capital Investments in the Energy Sector
  - Equity Targeting
    - Primary: Acquisition, Exploitation, Exploration
    - Secondary: Midstream and Oil Field Services
- Prior to Redman Resources
  - Formed, Ran, Sold – 3 separate oil & gas investment companies (92'-07')

# Common Denominator

- We are all affected by teams
- Desire of something bigger than ourselves
- Strong Team vs. Weak Team



# Steps to a Strong Team

- Starts with leadership
  - Common Purpose
  - Crystal Clear Roles
  - Accepted Leadership
  - Effective process
  - Solid Relationship
  - Excellent Communication
- Identify Strengths & Weaknesses
  - Technical Disciplines
  - Temperament
  - Wisdom
  - Balance

❖ **Building of the first Redman Team**





# Current Roadblocks to Success

- Cycle-tested Team Members
  - Availability
- Capital
- Attitudes
  - Relationship of Skill & Willingness



## Bad Momma Syndrome

- Trophies for participation
- You can do anything!
- You have no weaknesses!
- Live in a mythical environment
- Self-centered and Arrogance



## Real Life “Good Daddy”

- There are winners and losers
- You don't have all the skills
- You do have weaknesses
- The real world has bumps
- Humility is the gateway to greatness





# Concluding Thoughts