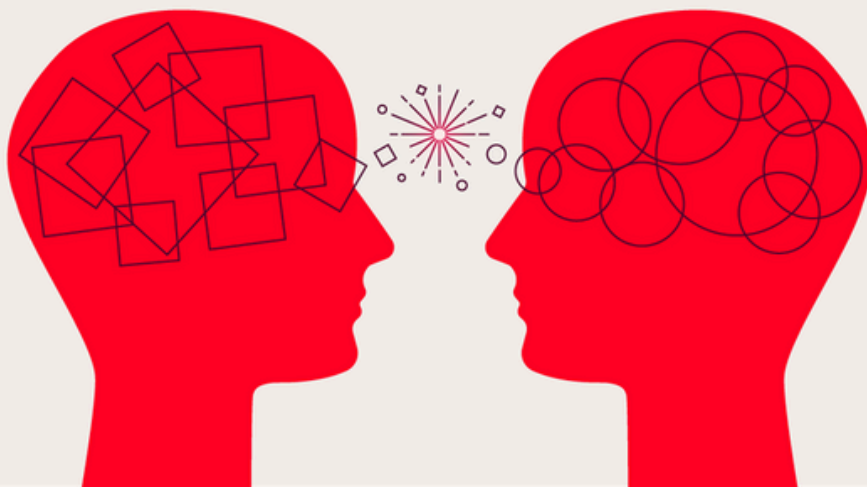




Founder's Mentality®

The CEO Sessions



Curiosity. Empathy. Humility.

A new podcast exploring lessons of scale, simplicity and soul from global CEOs and surprising guest voices.

We speak with multi-faceted leaders about their never-ending pursuit of scale and growth - in business, and in life.

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The CEO Sessions

Season 1 Guests



Aaron Powell

CEO
Pizza Hut



Christina Zhu

CEO & President
Walmart China



Don Katz

Founder & Former CEO
Audible



Nirav Tolia

CEO & Co-founder
Nextdoor



Sunny Verghese

CEO & Co-founder
Olam



Tanuja Randery

Managing Director EMEA
Amazon Web Services



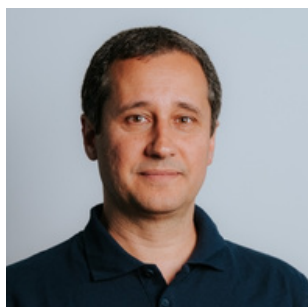
Stuart Gent

Partner
Bain Capital



David Haines

Group CEO
Flora Food Group



Pedro Arnt

CEO
dLocal



Marcos Galperin

Founder & Exec. Chairman
Mercado Libre



Chris Zook

Author & Partner
Bain & Company



Herman Spruit

CEO, 361 by Finca
Partner, Bain & Company



Anne Wright

Founder & CEO Coach
The Wright Approach



David Fleck

Founder & Managing Partner
Freeflow Ventures



Erika Serow

Partner & CMO
Bain & Company



Archie Henderson

Singer/ Songwriter

About The Show

What does it take to lead - and live - when the world won't sit still?

Hosted by executive advisor and bestselling author James Allen, *Founder's Mentality: The CEO Sessions* is a leadership development podcast that goes beyond the boardroom.

Each episode features a conversation with a prominent CEO from the likes of Audible, Walmart, and AWS, who reflects on the lessons that reshaped their business and their personal growth. But you won't just hear from business leaders. Jimmy brings in artists, musicians, comedians, and other unconventional thinkers who explore the same lessons through a completely different lens.

These conversations surface 'aha moments' from some of the world's most influential leaders and thinkers. Intensely curious and open to new experiences and perspectives, they seek inspiration in unexpected places as they constantly reinvent their businesses and themselves.

In turn, you'll walk away with a fresh take on how we all grow as individuals, what we are capable of building, and the legacy we leave behind.

So, whether you're a CEO, a rising executive, or simply passionate about leadership, influence, and business at scale, this podcast will challenge and inspire you, one story at a time.

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Landing Pages

Individual web pages on the Founder's Mentality microsite within the Bain & Company website. Elements include embedded audio version of the podcast and link to the YouTube video version, individual graphic artwork for each episode, blog posted description, and links to relevant articles and company services.

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Founder's Mentality: The CEO Sessions

From Sapling to Forest, Master Deliver and Develop: Nirav Tolia, CEO & Co-Founder, Nextdoor


By James Allen, Nirav Tolia, and Herman Spruit

Authors




James Allen

Advisory Partner, London



Nirav Tolia

Co-founder and CEO of Nextdoor



Herman Spruit

Advisory Partner, London

Listen to this episode on your preferred podcast platform [here](#). Rather watch the interview? Find us on [YouTube](#).

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Founder's Mentality®

The CEO Sessions

FOUNDER'S MENTALITY: THE CEO SESSIONS • EPISODE 4

From Sapling to Forest, Master Deliver and Develop:

00:00 | 32:55

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Translator

What does it take to "refound" a company that you started, this time in the public spotlight?

In this episode, Jimmy Allen sits down with Nirav Tolia, Co-Founder and CEO of Nextdoor, to explore the art of reorientating a company without losing momentum. From balancing the pressure of quarterly results with the need to reignite innovation, to radically shifting his own leadership style, Nirav shares the hard choices, personal lessons, and community-first mindset guiding Nextdoor's next phase.

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The CEO Sessions

LinkedIn Articles

Thought leadership articles related to the podcast guests, interviews, and core topics regularly posted on LinkedIn by the host and Bain & Company partner, James Allen.



Image description: Don Katz, founder and former CEO of Audible. Image source: Donald-katz.com

What Audible and a Studebaker Have in Common



James Allen
Author of The Founder's Mentality | Advisory Partner at Bain & Company | Exploring Stories of Scale, Simplicity & Soul



July 29, 2025

It's pretty hard to excite an old, cynical guy in his mid-sixties at work. These days, I tend to find joy in a good night's sleep or sitting with my wife watching a rerun of *Somebody Somewhere*. But some of the interviews on the *Founder's Mentality* podcast have truly inspired me. The latest was with [Don Katz](#), the founder of [Audible](#) – especially when he talked about his views on business and community.



Image description: Don Katz, founder of Audible, in conversation with James Allen on the Founder's Mentality Podcast

Don Katz and the People Principles

Don is many things, including: a journalist (a young editor for *Rolling Stone*, with more adventures than *Almost Famous*), a business writer (author of two extraordinary books on [Sears](#) and [Nike](#)), a founder (Audible is doing for voice



Why the Systems That Helped You Grow Might Now Be Holding You Back



James Allen
Author of The Founder's Mentality | Advisory Partner at Bain & Company | Exploring Stories of Scale, Simplicity & Soul



July 22, 2025



Nirav Tolia, Co-founder and CEO of Nextdoor, in conversation with James Allen on the Founder's Mentality Podcast

Deliver or Develop? Why CEOs Must Master Both



James Allen
Author of The Founder's Mentality | Advisory Partner at Bain & Company | Exploring Stories of Scale, Simplicity & Soul



July 15, 2025



Escape The Commoditization Trap – Fall Back In Love With Your Product



James Allen
Author of The Founder's Mentality | Advisory Partner at Bain & Company | Exploring Stories of Scale, Simplicity & Soul



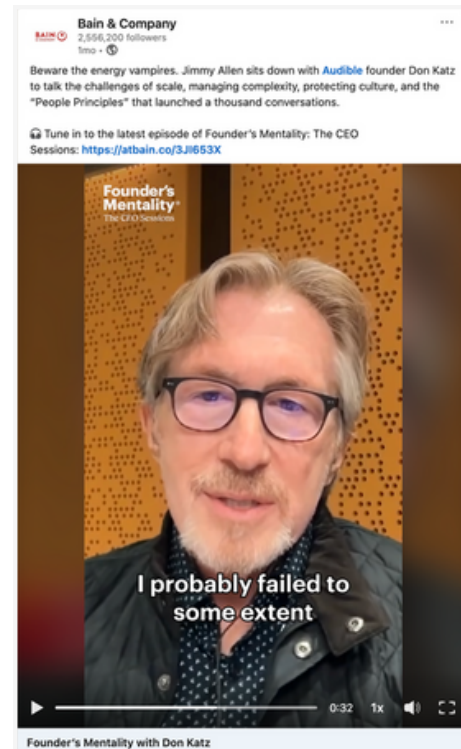
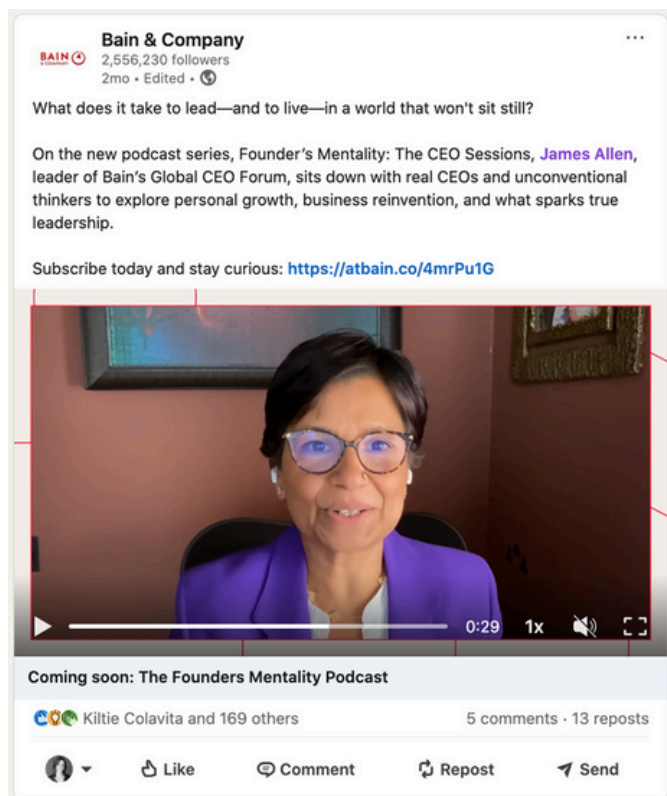
June 10, 2025

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Driving the audience to relevant insights, articles, videos, seminars, and more via the Bain website

Beyond the Pod: More on Founder's Mentality



Deliver or Develop? Why CEOs Must Master Both

In turbulent times, companies must develop and deliver simultaneously. This demands that CEOs start asking some difficult questions.

Founder's Mentality Blog • Jul 18, 2025



Lifting the Veil—Why Showing the People Behind the Product Matters

The people who make and sell your product will surprise and delight your customers if you give them the chance to be seen.

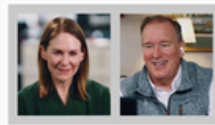
Founder's Mentality Blog • Jul 8, 2025



Commit to the Bit—Bold Choices Create Fanatics, Not Just Fans

The boldest brands and creators build stronger, more loyal followings by embracing their identity fully.

Founder's Mentality Blog • Jul 2, 2025



Toddlers Running Downhill—Why Great Teams Embrace Vulnerability

Building businesses in a turbulent market is chaotic. The key for the CEOs leading through it? Celebrate the stumbles.

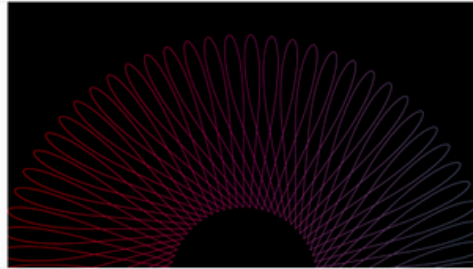
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Lessons from the head of a music studio on staying present and getting out of the way to get the most from those around you.

Founder's Mentality Blog • Jun 24, 2025



Escape The Commoditization Trap—Fall Back In Love With Your Product

The CEOs who view their company's product as special, differentiated, and loved also value the people that make and sell it.

Founder's Mentality Blog • Jun 18, 2025



Business Strategy

Bain Beliefs on Strategy

Companies that outgrow and outearn their peers live by these five lessons.

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How Can Incumbents Stand Out? Offer an "Easy Button"

Colt CEO Keri Gilder explains how tech companies can wow their customers by making things simple and how she approaches growth through M&A.

Video • Nov 13, 2024



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MEETING THE MOMENT

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Revitalizing Joy to Remain Relevant

Aaron Powell, CEO of Pizza Hut, discusses how innovation is motivated by purpose and going back to the basics.

Video • Oct 25, 2024



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Recruiting Like an Insurgent

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Video • Sep 20, 2024

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