

May '14

Leadership Insights for Leaders



The Inner Game of Success: An Inside-out Approach

(Article published in Business Today, as part of his series called – The Buddha In The Boardroom)

Pete Carroll (Head coach of the Seattle Seahawks, earning over Rs 42 crore annually, and considered one of the top football coaches in America) draws his inspiration from the book "The Inner Game of Tennis" written by Timothy Gallwey.

Most of the time when I coach a leader, I do not give advice about the external game. Be it a CEO going through tough external situations or a celebrity going through a separation, a bad addiction and constant box office failure of movies- things that are outside the individual's control. All I do in situations like these is to build awareness and create responsibility and accountability by helping people create their own choices and develop trust in their true potential.



The key to success and top-performance is to ACT (Awareness, Choice, Trust).

- By Santhosh Babu, Managing Director OD Alternatives.

India's financial sector companies have several women CEOs and globally woman CEOs are doing very well. Still there are challenges that women face in day-to-day corporate life. So we asked Anisha to share her thoughts and she wrote this brilliant article titled "A Few Good Women". So we went and asked few good women we knew to share their opinion also. Have fun reading and let us know your thoughts.

A Few Good Women

Classic fairy tales are intended to teach an ethical lesson to children. They would tell the story of powerful, bold and handsome men who would rescue the damsel in distress. The women would be naive and defenseless while the world around connived to subjugate them. 'They Happily Lived Ever After' would mean that these defenseless women would have gallant men come to their rescue and would be married. For years women have played by the rules and kept their heads down. As if being 'rescued' is a natural phenomena.

But today, women take their own decisions about the way they want to live, how they want to carve their career and lead from the front.



- By Anisha Motwani, Director & Chief Marketing Officer, Max Life Insurance

Few good women and their responses



Ranjana Pathak

Global Head - Quality,
Cipla

"Being aware is the
key for women
leaders"



Aparna Sharma

Country Head - HR,
Larsen & Toubro

"Know yourself and
Build yourself"



Sujata Deshmukh

Principal, Heidrick &
Struggles

"Do not try to be
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Joji Sekhon Gill

Asia Pacific HR Dir
ector, DuPont

"Have conviction in y
our
capabilities"



Safia Rizvi

Managing Director,
UCB Pharma

"Be proud &
authentic of who
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A Few Good Women & their views on Women Leadership

Women Leadership | [Ranjana Pathak](#) | [Aparna Sharma](#) | [Sujata Deshmukh](#) | [Joji Gill](#) | [Safia Rizvi](#)

"Being aware is the key" – says Ranjana Pathak, Global Head - Quality, CIPLA

Ranjana is pondering if it is an overdose of the X Factor, mythical powers, or is it simply sharpening our saw constantly and being aware that is required for today's women at work? According to her, once a women leader is in a good place in her heart and head, she is unstoppable! That requires a realization, acceptance and acknowledgement of who they are in the most humble manner, coupled with their natural tendency to love, care and empathy. The skill required is to interweave these awareness with their ability to have a short term and long term strategy and the discipline to follow through.



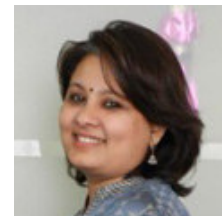
"Know Yourself and Build Yourself" - says Aparna Sharma, Country Head-Human Resources, Lafarge India

- A woman need to "know herself" & understand her strengths and not shy away from accepting what you don't know.
- Lead With Your Head and Your Heart. Women leaders must continuously demonstrate emotional intelligence and bring 100% of themselves to work each day.
- Keep an Open mind in adapting to Changes and focus more on networking which is an invaluable ability to communicate effectively, build and nurture winning relationships
- Making themselves 'visible' maximizes one's growth in the corporate hierarchy.

"Do not try to be Masculine" - says Sujata Deshmukh, Principal, Heidrick & Struggles

'While men are promoted for potential, women are promoted for performance which makes it harder for women to move up the career than most men'. Today's woman has the last laugh: she has the best of both professional and personal worlds if she chooses to trust herself and reach for the stars. So the battle is with themselves first and then with their male colleagues. Some of the key capabilities (or lack of) one has seen are:

- **Self-Management:** Is about being super organized and do not play "victim". This kind of a "Zen like attitude" allows them to deliver effectively at the work
- **Self-Awareness:** Women who accept themselves and value their own capabilities, eccentricities.
- **Influencing & Nurturing:** Credibility of women is built on her for inter personal skills and her ability to influence key stakeholders effectively.
- **Not trying to be Masculine:** One of the de railers / traps that could be avoided are becoming more alpha male and aggressive that most men, thereby losing out on the feminine qualities that give her an edge.



"Have conviction on your capabilities" - says Joji Sekhon Gill, Asia Pacific HR Director, DuPont

- It's critical to be good at time management - prioritize and get organized.
- I think it's very important to learn to say no and be able to push back, don't accept anything and everything that comes your way in
- One must take on roles that get you out of your comfort zone and stretch your thinking, stretch your experience. Monotony has never helped anyone grow.
- Care less about how others judge your career and care less about size of the team you manage or the title you hold, in the end none of this matters, what matters is what you've learnt in a job.
- If you think you are ready for a role that is bigger than what you are doing today, ask for it, don't wait for someone to give it to you.