



Rahul N. Saxena
Senior Vice-President & MD
Verizon Data Services India P Ltd, Chennai



Pravin Shekar
Chief-BizDev and New Initiatives, Dexterity
Chennai



Kamesh Ramamoorthy
COO, Ramco Systems
Chennai



K.B. Srinivasan
Vice-President, BSA Motors
Chennai



Palanivel Kuppasamy
Founder and MD, Dexterity
Chennai

One teacher I remember, and why.

Mrs Venugopal, my physics teacher in school, for getting me hooked to the subject.

Mrs Vasantha P., my English teacher, for developing my communication skills.

Venkatrama Raja, power of abstraction.

N. Subramanian, my English teacher, for inspiring me to read.

My maths teacher. My love for analytics started there.

One most valuable work lesson, thus far.

Manage upwards.

Do it. Do it now. Do it better.

Listen to people, customers and employees before deciding.

Team work and faith in the vision to deliver results.

Creating ownership and accountability among people as a culture and not by force.

One thing I look for the most in a new recruit.

Curiosity and ability to have a longer view than about the job itself.

Goal orientation --- the desire to achieve and active steps taken in that direction.

Passion and commitment.

Attitude.

Passion to excel.

One thought from a book that I am currently reading.

Leaders ask more questions than give answers.

You are a product of your choices.

Continuous innovation is the key for survival in today's world.

Why should anyone be led by you?

Be generous to recognise and appreciate the contribution of people around you.

One tip for time management.

Resist the temptation to multitask.

Vanish, for completing individual tasks and creative pursuits.

Focus on prioritisation of issues.

To-do list with priorities.

Keep cutting off low-value activities.

One key thing in my fitness routine.

Basic yogic stretching, and some aerobics.

A walk with my iPod.

Yoga and meditation.

Walking.

Cycling and swimming.

One signal that tells me there is a problem.

Lack of or a breakdown in communication.

My gut feeling and internal alarm.

No eye contact.

Absence of dialogue.

When there is deep silence.

One technique for handling anger.

I remind myself that anger is a signal of defeat.

A slow count to ten, and a walk.

Count 1-2-3 and then react. Take a deep breath.

Take time to think and respond.

Postpone the reaction. Give the benefit of doubt.

One essential ingredient in my investment portfolio.

Real estate.

A good mix: short- and long-term focus, risk exposure.

Don't risk capital. Balanced funds.

Mutual funds.

Keep investment and financing decisions separate.

One good thing about the new generation.

They question everything.

Tech-adoption.

Smarter and greater awareness.

Willingness to challenge established notions.

Broadly, they have got global exposure (through media).

One worrying thing about the young.

The challenge of establishing their own identity in a world with innumerable influences.

Inability to adjust with older generation.

Overconfidence and recklessness.

Lack of persistence.

Overconfidence that leads to lethargy.

One thing that clinches a deal.

Straight talk and mutual trust.

Relationship and a comfort feel.

Honesty and straightforward negotiations.

Transparency and willingness to look at a win-win deal.

Establishing that you are the one, and not just you can also do it.

One definition of values.

The basic ingredient of our instinctive reactions.

An intrinsic set of rules one abides by.

Honesty and integrity.

Practising what you would like to see in others.

Things that shape your attitude and therefore behaviour.

One way that I use for resolving conflicts.

Talk it out and not be afraid of the natural discomfort that comes with it.

Having a personal discussion with the parties concerned at an off-site location.

Listen first, and don't jump to hasty conclusions.

Reach out and get people to talk it out.

Keeping people out of the equation (using examples) and making people see the full picture.

One favourite activity when travelling.

Walk in the narrowest alleys of a town and watch the local people.

Photography, especially people, windows and drainage-covers.

Observing people.

Reading. Noting down my thoughts and goals.

Music.

One indicator of performance.

Ownership and a sense of pride.

Metrics and benchmarking: qualitative and quantitative.

Satisfied customers and employees.

Good feedback from customers.

Result-oriented approach and planning.

One macroeconomic variable I keenly watch.

GDP.

I don't! Not keenly anyway.

Interest rates, inflation.

Forex, oil price.

Travel and leisure expenditure of people.

One dream I'd like to chase, later in life.

Direct a film.

Backpacking and photography: a pan-Indian trip.

Writing a book.

Write a book.

Improve the lifestyles and environment in India.

One good way to foster innovation.

Freedom of thought and delegation of authority.

Setting the right environment and allowing for failure.

Encourage lateral thinking.

Create constraints and encourage controlled experiments.

Best innovations happen closer to the consumer. Involve the consumer.

One clue that tells me I'm the leader.

People feel comfortable walking up to me.

When people look up to me in a meeting for key guidance.

When people execute your thoughts and innovate.

When the team stays inspired with our vision and direction.

When I start to think about the progress of my subordinates' career and not my own.