

RECIPROCITY™

NEWSLETTER

ACES GUILD MEETS EVERY MONDAY 7:30 AM TO 10 AM

THE FORTUNE SELECT GLOBAL, MG ROAD, GURGAON

Reciprocity is a forum where Business Owners, Professionals and Corporates come together to leverage each other's business matrix and impact each other favorably



Guests Visiting the Meeting and Impressed by the Guild

Performance, Articulation & Timing (PAT) & AWARDS



SANJEEV JAWAHAR
Maximum References Given



MALVINDER NARANG



WINNER Aditya Singh

The Elevator Debate

What's the one thing would you do without technology.

Aditya's Opinion

Doing more creative work, as creativity leaves a lasting memory.



SHRUTI PURI and ADITYA SINGH-Organisers of an amazing offsite in Tarudhan Lemon Tree Golf Resort



KNOWLEDGE NUGGET

7 Worthy Takeaways From Stephen Hawking's Work

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GUEST SPEAKER

Understanding Human Behaviour through – Mr. Anshumal Dikshit

When communicating with others language does play a role but more important are the body gestures that constitute 55% of our messaging. An understanding of body language not only leads to self awareness but also helps to understand the other person and modify our own behaviour accordingly.

At work while negotiating with a difficult boss during an appraisal discussion or a tough vendor haggling on commercial terms, body language can get you the command and tilt scales in your favour. It also helps in catching candidates during an interview when they are trying to share false / incorrect information.

When travelling abroad its important to be aware of cultural nuisances when interacting with colleagues from another nationality. Details on how much distance to maintain, the manner in which you shake hands, etc can be highly beneficial when you are connecting with such folks.

At times not everyone displays genuine body gestures and if not understood correctly, it can lead to inappropriate interpretations. Diplomats and those serving the foreign services can easily cover up the real body gestures – the credit goes to the training that has been imparted to them

Also any such gesture cannot be read in isolation – a couple of them need to be read in tandem and only then can some genuine meaning be derived out of it. All in all its a wonderful field to be aware of and deploying it in our lives for better personal and professional growth.



MEMBER BUSINESS PRESENTATION – Dr. Priti Gupta

Homoeopathy is a system of alternative medicine developed in 1796 by Samuel Hannemann, based on principle of 'like cures like' (similia similibus curentur).

The word Homoeopathy is derived from two Greek words, 'Homois' meaning similar and 'Pathos' meaning suffering.

Homoeopathy is now the second largest system practised all over the world, still there are many misconceptions about it. It's my duty to clear these myths which are prevailing in the society.

1. MYTH - Homoeopathy is only for chronic ailment and not effective in acute diseases.

FACT - Except for few medical emergencies, Homoeopathy can treat acute cases with instant relief.

2. MYTH - Homoeopathy contains steroids.

FACT - There is no place for steroids in Homoeopathy. Homoeopathic Pharmacies have strict standardization and quality control system.

3. MYTH - Homoeopathy can't be used with other conventional medicines.

FACT - If there is some interactions, Homoeopathic Doctor will give instructions about how much time gap should be given between both medicines.

4. MYTH - Homoeopathy always aggravates the disease condition when one starts taking it.

FACT - In some cases where the patient approaches homoeopathy after some suppressive treatments, our medicines will bring them to surface before curing it. It is called homoeopathic aggravation, which disappears in the course of treatment.



KNOWLEDGE NUGGET

Idolize or Idealize - Mr. Antony R Julian

As ambitious individuals, we often use famous personalities as icons or role models. Having role models is good but who we choose and how we use that as a driving force is very important.

In the digital age, we often idolize people because they tick certain boxes – being famous, rich, reasonably intelligent, good-looking, articulate and so on. Mark Zuckerberg, Steve Jobs, Jeff Bezos, Elon Musk, are some names that spring to mind.

However, in our quest to idolize we often end up looking to these individuals for solutions to almost all the world's problems, regardless of their knowledge/expertise in that area. This is the Halo effect.

The human condition is that we are all flawed. We cannot afford to idolize people only to be disappointed in their very human failings later on.

A better option would be to Idealize and not idolize. We all have certain core principles and values that we would hold sacred. Integrity, Courage, Quality - to name a few.

Let's idealize such values so that the role model we all need is within ourselves. A better version of yourself who is closer to the perfect version of yourself that you have envisioned.

After all, the best role model for you is YOU!



GUEST SPEAKER

New Models for Entrepreneurship - Mr. Sumantra Sen

“Without a sense of purpose, no company, either public or private, can achieve its full potential. It will ultimately lose the license to operate from key stakeholders”- Larry Fink, CEO, BlackRock.

Emerging Markets including India are the drivers of global economy but a large part of this growth is unsustainable in the long term- against the backdrop of climate change, enormous resources pressure and mounting inequality. Traditionally, the main drivers of businesses have been financial returns and maximization of shareholder value. Value creation in our globalized world, however, calls for a stronger link between economic growth, society and the environment, more than ever before. Even as established businesses across the globe are taking a relook at their traditional business models, there is an opportunity for the new businesses to leapfrog and design sustainable, shared value models at early stages of inception.

Two global megatrends will continue to guide the development of this whole new breed of entrepreneurs- posing challenges while offering opportunities. The one megatrend is that the demand for responsible business practices and extra- financial impact by the global investors is rapidly going mainstream. And the other disrupting megatrend is in the form of technological advancements including big data and AI.

Innovative financing mechanisms and cutting-edge technology not only support many new businesses directly aligned to address gaps in access to energy, water, finance, education etc., but all other businesses that are committed towards scaling up models that (a) Rethink products and markets by meeting societal needs and addressing unserved or underserved customers. (b) Drive efficiencies in the value chain through sustainable use of resources. And (c) Boost productivity, innovation, and growth by empowering local clusters and communities.

The new ecosystem getting created thus, will advance ‘Sustainpreneurship’- providing much needed solutions to some of the world’s critical problems and turning them into sustainable and inclusive businesses.



MEMBER BUSINESS PRESENTATION – Ms. Shruti Puri

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KNOWLEDGE NUGGET

Basic Networking Knowledge Nugget - Mr. Sanjeev Jawahar

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GUEST SPEAKER

Future Workforce - Dr Neera Gupta

An entrepreneur's journey starts with a business idea, is shaped by a vision, needs risk assessment and seeks strong execution backed by discipline for the money to show in the bank. Potential derailments can be doubt (self or the idea itself), lack of connectedness that impedes strong networking, the ego that becomes a strong barrier to progress. Stress is an intermittent visitor.

Thus, courage to manage unpredictability, self-connectedness to establish external trust, resourcefulness (fuelled by creativity) to seek effective and innovative solutions as well as decisions made by a clear and calm mind become strong enablers.

There was a quick understanding provided of the different levels we exist at, how they work, how the mind functions and how it can be managed for effectiveness, connectedness, creativity and centeredness by staying in the present. The use of breath, can be a powerful tool.

Strong internalization of the concepts and their application can be achieved through a power packed 4-hour workshop.



MEMBER BUSINESS PRESENTATION – Mr Dishant Goel

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RECIPROCITY™

4th MEETING | APRIL 23 2018



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Best Career Advice in 11 words-Richard Branson – Mr. Aman Batra

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GUEST SPEAKER
Disruptive Innovation & Implementation - Mr. Girish Baluja

The typical characteristics of Disruptive Innovation are:

- Creation of a new (set of) customers (e.g. sachets)
- Disruption of an existing market (e.g. pen drives disrupting CDs)
- The offering fits a new / emerging market segment that is not being served by existing incumbents (e.g. pre-paid SIM).
- The “business model” around the innovation is what really makes it “disruptive”.

Whilst tools / processes for Innovation are not going to be discussed here, some pivotal “must do’s” and “watch-outs” are listed below:

- Always adopt an “outside in” approach – i.e. start with the need / problem to be solved and work backwards to the solution. This helps avoid existing biases and resistance.
- The project team should seek to generate powerful insights through first-hand “immersion” amongst the target population (no hired questionnaire-filling field force) – as typically the most powerful insights are gleaned from the non-verbal communication of respondents.
- During the course of the project, often discuss issues and challenges with a wide range of “minds” – the subconscious stored intelligence / experience will help create impactful ideas and solutions.
- First create the solution, and only then attempt to prune costs.
- Be meticulous & persistent.

Girish Baluja

Girish Baluja is a Management Consultant and Certified Leadership Facilitator & Coach. He has 30 years of work experience across FMCG (Hindustan Unilever, PepsiCo) and Electronics (Moser Baer India Limited). He has held various leadership roles, and has domain expertise in Business Case Development & Strategy, Innovation & Disruptive Innovation, Manufacturing Management, and People & Change Management. He has vast experience as Coach / Mentor / Trainer across all levels of management. He is a Chemical Engineer from IIT Delhi and also has Management Certifications from Michigan Business School (C K Prahlad & Team) and Unilever Four Acres. Girish is an excellent communicator, has strong analytical ability, and can bring out the best in people.



MEMBER BUSINESS PRESENTATION - Ms. Aditya Kashyap

Sun is Fun!

It's a complete sentence. We strongly believe in it, and live by it. The reasons are simple. Sun, you see, is available to all of us, free, and with a little bit of investment in harnessing it, we can really change the way we produce energy, to run our homes and offices. Its also a FUN way of producing energy, because saving is fun.

Let's face it. We all love money, and saving it is the best way to keep it. We at 'Sun is Fun' make sure that you consistently save money on energy costs, year on year. With us around, designing, installing and maintaining any size of solar system, is like when you call for a coffee, put your feet up, and say..."May I have another cup, please?" That easy!

We save the earth every day, when we use Solar Power. It tells you, that you are a good person. And, it makes your neighbour want to be like you... which makes you look even better.

Now, "Sun is Fun" also introduces itself as a RESCO - Renewable Energy Supply and Services Company and here are the features:

- RESCO installs Solar systems at commercial establishment, Schools, Colleges, Factories, Hospitals, Hotels etc. under PPA (Power Purchase Agreement) model.
- PPA are executed for 15-20 years and rates vary from Rs. 5.00 to Rs. 7.00 per unit
- Central and State Government agencies provide subsidies to RESCO Solar developers on overall project cost. Currently 1GW Roof top capacity is installed in India. Government has targeted 40GW Rooftop - Capacity till 2022. In order to meet the goal, in some special category states upto 70% subsidy is given to RESCO solar developers.
- Better Solar Energy production as the operations and maintenance is managed by RESCO (industry experts)



KNOWLEDGE NUGGET

Q - Mr. Aman Batra

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GUEST SPEAKER

Brand Positioning through Story telling - Ms. Richa Mishra

Richa Mishra had her schooling at Patna, first from the Notre Dame Academy and thereafter, from the Bakipore Girls High School, after which she did her graduation & Masters in Economics from Madras University migrating from Patna University at the end of her second year which meant that English became her main subject and Economics second ! But her romance with Economics was always there and continues till date. From the fifth grade, she had decided that she would pursue a career in journalism and it is little wonder that she joined the Hindu Business Line from its inception in 1994 and continues with it till date. Starting out as a “Cub” reporter till today when she is heading the national bureau of the paper, where literally speaking, she has broken the glass ceiling and cut through the ‘traditional male bastion’

Even today, she writes a monthly column in the paper under the name of ‘Babu Beat’ which needless to add, is hugely popular with the common man as well as the intelligentsia. Writing for the Hindu Business Line she has recently written several thought provoking and well researched articles like (a) Jaitley’s fiscal math will be tested by the Oil prices rally, (b) Rising Oil prices may put pressure on the budget and (c) ‘creating a Gas Trading Hub in India – challenging but doable’ have received huge acclaim and are being actively discussed and debated amidst a wide cross section of society, cutting across party lines, while her latest article on ‘Babu Beat’ titled ‘Behind Locked Doors in Fortress Raisina’ openly questions the wisdom behind shrouding the process of Budget finalization in such utmost secrecy.

The Oscar Wilde quote describes her best. I quote ‘every woman is a rebel and usually in wild revolt against herself’



MEMBER BUSINESS PRESENTATION Mr. M B Ravi Kumar

There are many forms of truth.

Absolute truth according to the Bhagwad Gita refers to a reality which doesn't change over time and where all other truths are relative to it. In Sanskrit, it is called

‘Satyam Param’, the highest truth. It is something that is true at all times and in all places. For example, there are no round squares.

Then there is **Logical truth** which according to Wikipedia is the truth which is most often used to mean being in accord with fact or reality, or fidelity to a standard. For example $6 + 3 = 9$ or even a statement like "no bachelors are married" — if we know what "bachelor" and "married" mean, then we know for a fact that the statement is accurate.

Then there is **Synthetic truth** which are statements which we cannot know as true simply by virtue of doing an analysis of the meanings of words. For instance "men are tall" is a synthetic statement which can either be true or false — if true, then it's a synthetic truth. The risk, however, is that we might be wrong.

Then there is **Ethical Truth**. Unlike others, ethical statements are expressed in a normative manner. We say that $6 + 3 = 9$, not $6 + 3$ should equal 9. We say that "bachelors are not married" rather than "it is immoral for bachelors to be married."

Finally there is, what I call **The Ultimate truth** which, for me means that any truth, that could even be a lie, is modified and used for the greater good. A famous example given by Immanuel Kant is “what you should do if someone running by with a weapon asks you if you have seen someone running away just minutes ago and in what direction they were heading”. Telling the truth might result in death or severe injury while lying may save a life. The value of saving a life, compassion for others, and so forth might be the right thing to do and therefore, it is the ultimate truth.

DON'T DO IT YOURSELF

SAY IT TO YOURSELF FIRST:-

Life is a mixed bag of different kind of people, episodes & impressions, some great, some good & some absolutely worth writing off! And this is true for all of us & chances are, this pattern is not going to change. Hence it is up to us to be able to rise up to the situation & make the most of it always. One big thing hence, is to first acknowledge it to ourselves before doing anything about it. In my experience of coaching so many diverse kind of people, I find this missing amongst most. The very basic step of being real with oneself, the attitude of accepting it the way it is, the eye to see it how it is; not lesser than what it is or more than what it is, but seeing it the way it is exactly. I say this can be the single biggest defining moment towards ensuring sound intellectual health; as appropriate action starts to emerge from recognising absolute reality. So, step 1 is- SAY IT TO YOURSELF FIRST!

REACH OUT & SAY IT TO YOUR PEOPLE:-

Having taken the first step of saying it to ourselves, now the big question is- what do we do with what we know? Do you have a set of close friends & relatives or associates who might be just right to collaborate with in order to solve whatever there is at hand?? If yes (we all have our own set of such reliable & dependable people), reach out & share, confide and above all- leverage! I call it our 'network support system' that comes to our rescue & help, each time we summon it to maintain & enhance our well-being! No person is an island & there is very little one can accomplish all alone- be it building something up or solving a problem. Reaching out makes one have many arms to work with, much wisdom multiplied from all brains working together & above all- monster courage to keep one standing!! So, step 2 is- REACH OUT & SAY IT TO YOUR PEOPLE!

Sometimes, with all right intentions, we avoid facing reality & furthermore sharing it with people who care for us. In my pleasant experience, I have observed that such instances actually are the ones where we must move out of our personal space, become vulnerable & invite our allies in to support whatever cause that may be dear to us at that time. Impact of this on our well-being is huge & needless to say that this gesture strengthens us & the people who support us. Result is- many smiles to all!

Manish Puri

The author is a Gallup Certified Strengths Coach

CliftonStrengths assessment can be taken on

www.gallupstrengthscenter.com

Co-Founder, Reciprocity

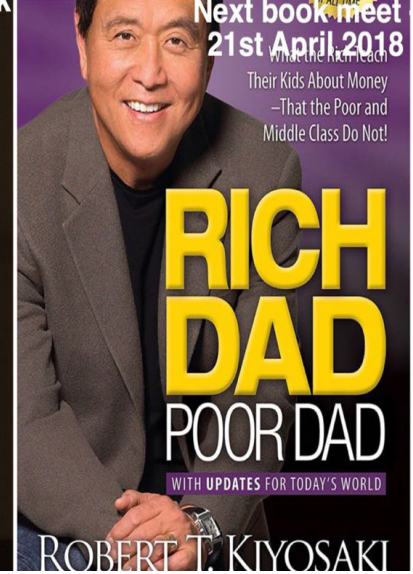
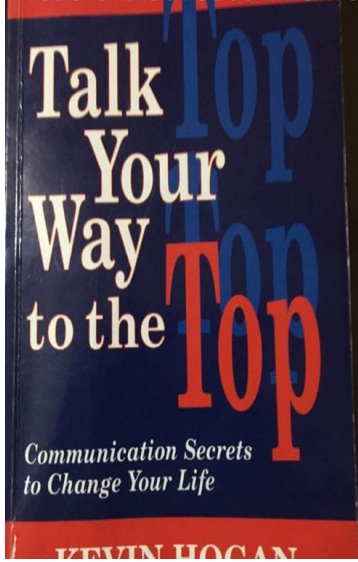
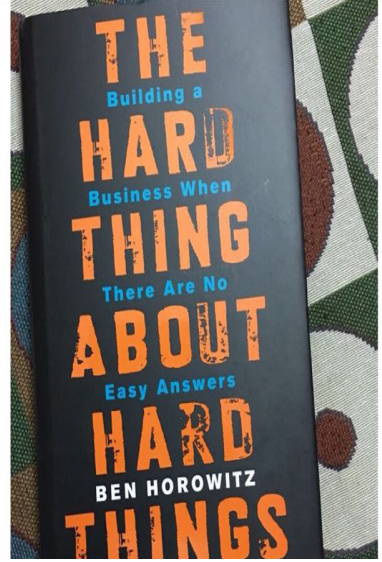
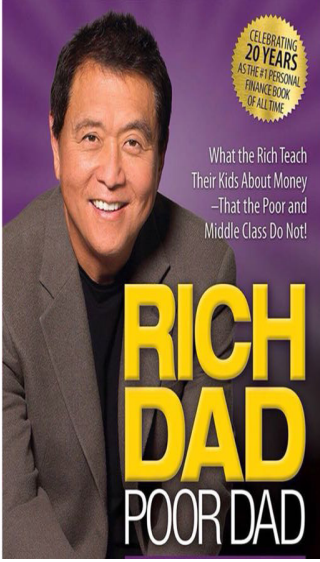


Reciprocity Book club meet 8th April, 2018.



Read & discussed this week

Next book meet
21st April 2018



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