

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

Networking Awards



SANJEEV JAWAHAR

Maximum Guests Invited



AMAN BATRA

Maximum Business

Performance, Articulation & Timing (PAT) AWARDS



WINNER Aditya Singh



WINNER Aditya Kashyap



WINNER
Aman Batra

FOUNDER'S SECTION

YOUR FOCUS & WHAT REALLY MATTERS!



Manish Puri

Focusing is hard — and blaming that on the constant distractions around us is easy. But trying to get rid of distractions isn't enough to fix the problem. We also have to retrain our brains to concentrate. For example, when your work is interrupted by email, the real issue isn't email; it's that being tethered to your inbox makes you expect an interruption every few minutes. To help your brain relearn to focus, try “single-tasking”: Open only one window on your computer screen, or give your full attention to a single task at a time. Also, practice noticing when your attention veers off course and then gently guiding it back to what you're doing. If you think of something important while you're doing focused work, jot it down on a notepad and come back to it later. Practicing attention management like this will build your “attention muscle,” which will give you greater control over distractions.

A to-do list can help you stay organized and focused, but it can also become overwhelming when it gets too long and you're not sure what to tackle next. Try keeping three lists — and a calendar. To start off, think about all of the tasks assigned to you. Which of them truly have to get done (chances are, some don't)? And which are truly urgent? On the first to-do list, write down your projects that are important but aren't time-sensitive. On the second, write the things that are important and need to get done today. The third list is a not-to-do list, to remind you which things aren't worth your time and which can be done by someone else. Then use the calendar to block out time for each important task according to its deadline. Once you get control of your priorities, you'll feel liberated to focus on what really matters to you.

Those were small little tips to practice RECIPROCITY with yourself. Because you owe it to yourself!

Manish Puri

Gallup Certified Strengths Coach

CliftonStrengths assessment can be taken on

www.gallupstrengthscenter.com

Co-Founder, Reciprocity



KNOWLEDGE NUGGET- Aman Batra

1 Question Will Instantly Reveal Whether You're a Good Leader

The answer to the question is what will separate exceptional leaders from mere bosses.

Ever worked for a leader who left an imprint on your life? The type that took you under his or her wing, coached and mentored you, removed obstacles from your path, and was always available for you? That person may be in the minority, but if you've experienced such a leader's unique greatness, you'll never forget how they made you feel.

- They didn't get caught up in their positional power or take advantage of their title.
- They inspired you by making you feel like an equal.
- They shared some of the decision making with you and stretched your growth.
- They provided you with all the resources you needed to do your best work.

The 1 question you need to ask yourself

If you're in a leadership role now or aspiring to one, the journey toward leadership greatness never ends. But it does have a starting point.

It's asking yourself this question: Whom did I impact today?

This is a question that has to be firmly embedded in the back of your mind and at the forefront of your mindset every single day. It's hard, but by asking yourself this question as you lay your head on your pillow at night, you can open up a world of opportunities.

We tend to forget the impact we have on the people entrusted to our care -- employees, customers, students, or our own children. They listen, watch, and scrutinize our every move and motive. Hence, don't underestimate the impact you have on people. Leadership is an enormous responsibility with livelihoods at stake. To make a real difference in those lives, to raise their performance, and to increase their loyalty toward their work, we need a constant reminder that will help us take ownership of being the very best leader we can be for those people.

One of those reminders is counterintuitive: It's to become a giver -- giving of your time, energy, wisdom, and knowledge; and pouring into your people's growth to make them better.

Credits: Marcel Schwantes

Aman Batra - Owner, One and Only Furniture



GUEST SPEAKER- Mr. Sunil Jain Recycling Solar Panels

The topic of today's discussion revolved around recycling solar panels and comparing the two big Asian Economies-India and China in terms of their manufacturing capabilities and vision of each country in solar energy generation and recycling the panels 30-40 years later when the recently installed panels have completed their life cycle. China is fast developing large scale automated manufacturing/recycling facilities which can help them reduce costs and reliability on humans making India a less competitive manufacturer/recycler of products for all the global market.

We also discussed about recycling of other natural resources like lead, iron, aluminium, and other precious & rare earth metals which would start depleting before we realise and take necessary action for the same.

Sunil Jain is Chief Executive Officer at Hero Future Energies (HFE) since its inception. He has over three decades of experience across industries namely automotive, infrastructure & cleantech and manufacturing industry.

Prior to joining the Hero group, Sunil was responsible for creating Green Infra (now Sembcorp green infra) as one of the very early IPP in renewables in India. He had conceptualized the first wind group captive power project in the country which revolutionized the wind sector in Tamil Nadu. Green Infra was awarded one of the best IPP in the country by Infraline in the year 2011.

Sunil spearheaded the Hero Future Energies team in their determination towards making HFE one of the largest IPP and a prominent rooftop player in India. In five years span, the company is on its way to become ~2 GW Company.

He has been actively advocating for stable and meaningful policies to promote the cause of green energy. He represented the developer's fraternity in Jawaharlal Nehru National Solar Mission (JNNSM). Sunil contributed right from formulating PPA structures to key policies in order to kick start the solar era in this country. He has been awarded Excellence Award in the year 2012 for his contribution to renewable energy and sustainability by "Energy and Environment Foundation". Sunil has been awarded 'National awards for excellence' as Renewable Energy Leader & Entrepreneur of the year 2015 by World CSR Congress and as 'Outstanding contributor to RE sector in India' by 11th Eertia Awards & Solar Quarter magazine in 2017.

He is the President of Wind Independent Power Producers Association (WIPPA), a pan India association representing all the leading IPP's in the country. He is also member of CII Renewable Energy Committee. His academic research paper on "Sustainability and Renewable Consumption Obligation" has been presented at forums of international repute.

Besides work, Sunil is an active Rotarian, he is the President Elect 2018-19 of Rotary Delhi chapter.



MEMBER BUSINESS PRESENTATION – Aditya Kashyap Solar EPC (Engineering, Procurement & Commissioning)

Aditya Kashyap - CEO, Sun is Fun



GUEST SPEAKER – Mr. Rajesh Agarwal

Rajesh Agarwal, Founder, Micromax Informatics is a key force behind one of the largest mobile brands in India. Rajesh has been instrumental in bringing Micromax to the forefront and has orchestrated strategic accomplishments which coupled with ground-up development, allowed Micromax to assemble a portfolio amongst the top-tier handset manufacturers that serve consumers across the globe. Rajesh is a first generation Entrepreneur, who along with three of his friends, Sumit Arora, Rahul Sharma and Vikas Jain started Micromax in 2008 and since then has weaved the success of the brand together.

Advocating innovative product strategies, business restructuring and channel management as building blocks, Rajesh has been instrumental in creating a strong base for the organization. Today, Micromax is one of the largest mobile brand in India and has also steadily extended into consumer electronic categories including Laptops, tablets, Televisions, Refrigerators, washing machines and Air Conditioners.



KNOWLEDGE NUGGET - Aditya Kashyap Networking - Nectar of Wisdom not Golden Pot

Unable to bear his poverty, a priest went to the temple and begged the deity there for a solution. That night the deity left a golden pot in the courtyard of the priest's house. The priest found the golden pot with some water in it. He threw the water out and went to the market where he sold the pot to a merchant. With the money he received, he repaid all his debts and returned home a rich man laden with gifts for his family. Soon after, his family fought over the vast wealth, everyone from his wife to his children to his parents and his siblings demanding their share. Unable to bear the mental agony, the priest went back to the temple and complained to the deity. "You have added to my problem, not solved it with the golden pot". And the deity said, "Golden pot? What golden pot? I gave you the nectar of wisdom, enough for you and your family. It happened to be contained in a golden pot. Did you not drink it?"

Networking is same. Often we look at the person (golden pot) and get associated with him for business growth. We try to sell them the products we have. While networking is actually building relationship with the person and try to access the 'nectar of wisdom' hidden in every person that we come in contact with. This nectar could also mean the vast network of the other person. If we build an excellent relationship with the person, we can get access to their network and do business with them. It will be a much bigger win.

Aditya Kashyap - CEO, Sun is Fun



MEMBER BUSINESS PRESENTATION – Guneet Kohli Investment Management & Advisory

Pre-Leased Properties Investment Considerations

Pre-Leased properties are generally sold on the basis of the rental return being received from the property. The yearly rental (on per sq.ft basis) is capitalized at a certain expected return (the expected return that investors are ready to accept in that micro market) and that capital value is taken as the rate per square foot for that specified property.

There are three things to keep in mind while analyzing an investment opportunity:

1. The rent accruing from the property
2. The capital value that it is being sold at.
3. The annual ROI

There is a very simple correlation between the three: $\text{Annual Rent} / \text{Capital Value} = \text{ROI}$

When any one of these three numbers is out of sync with generally accepted numbers for that micromarket then the property should be deemed to be mis-priced.

We need to analyze the pricing at two levels :

- 1) Pricing within the micro market (Golf Course Road, Gurgaon for example) : Ideally if the rental and the capital value are in tune with the market values for comparable properties in that area the property will be fairly priced as per that location/micro market (example : Golf Course Road, Gurgaon).
- 2) Pricing of the Micro Market (e.g. Golf Course Road, Gurgaon) vis-a-vis the Region (e.g.:Delhi NCR) as a whole : Even if the property is fairly priced in the micro market If the return accruing from the property is not in tune with the average expected return in that region (6.5%-7% in Delhi NCR as a whole for example) for a commercial property then the entire micro market maybe over-priced and hence not worth investing in.

One must however factor in sight variation to the tune of 10-15% in the price of the property depending on the quality of the tenant and the terms of the lease (for example a PSU Bank as a tenant will be a good investment bet at a return 15% below the average expected return since the risks are considerably reduced with a PSU Bank as a tenant).

Guneet Kohli - Versatile Investments



KNOWLEDGE NUGGET - Manish Puri Reciprocity Quotient

We have heard of IQ, EQ. But have we ever pondered for a bit about RQ?

RQ stands for Reciprocity Quotient. And it essentially talks about our overall attitude towards being of service to our referral partner, our community, our organisation or in general towards a positive cause. In our context, it pertains to our ability to contribute towards our fellow member's business growth. And this ability at Reciprocity is measured using the following metrics:

- * Attendance
- * Business Introductions
- * Business Conversion
- * Guests Invited
- * Members Converted
- * Guest Speakers Invited

So Reciprocity, what's your RQ for last week?

Manish Puri - Management Consultant & Business Coach



MEMBER BUSINESS PRESENTATION - Leena Nagpal Yadav Enagic Distributor

Good health starts in the body..... 80% of your body is water..... where does your water come from ?

According to experts, subtle changes in the PH of the body's inner sea can effect overall health, feeling of well being, level of fatigue, pain, weight and athletic performance.

A balanced PH and acid buffering are crucial to human health and slowing down the ageing process.

In Japan, hospitals have been using electrically restructured ionized alkaline water known as Kangen water for more than 40 years to treat a number of disease conditions.

According to studies performed in well reputed universities and hospitals around the world, drinking kangen water can

1. Release excess body fat and stored toxins.
2. Normalize blood sugar and insulin.
3. Normalize blood pressure.
4. Support healthy colon function.
5. Resolve urinary tract infections
6. Relieve asthma and chronic respiratory infections.
7. Stop abnormal gastro-intestinal putrefaction.
8. Reduce chronic pain.

And many many more disease conditions.

Leena Nagpal Yadav - Enagic Distributor



KNOWLEDGE NUGGET – Aman Batra 4 Reasons Why Introverts Make Great Leaders

We look to our leaders to teach us, guide us, and help us make sense of everything. Therefore, most successful leaders have a strong sense of confidence, are highly engaged, and make key decisions for the entire team.

Human beings associate these strong leadership qualities with people who are extroverted. Extroverts exude confidence, so they naturally seem like the strongest leaders. But if you think introverts aren't equally good--and, in some ways, better-- you've been sorely misled.

Introverts are more effective leaders in complex and unpredictable settings and are uniquely suited to navigate situations that extroverts can't, and that quiet leadership is often critical to a company's long-term success.

Here are some of the myriad leadership characteristics of introverts that are often overlooked.

1. They're motivated by productivity, not ambition.

It's a common misconception that they aren't motivated to succeed as more socially driven people. The truth is that they're motivated by different factors, and they measure success by different metrics. Instead of recognition and professional advancement, they get more satisfaction from maintaining the team's productivity and high-quality work.

2. They build more meaningful connections.

Introverts are motivated by quality and productivity, and can seem disconnected from other people, unable or unwilling to build personal connections. As with their motivation, however, the connections introverts build just happen to be focused on different priorities. Introverts are great at developing deeper, more meaningful connections with employees and clients.

3. They don't get easily distracted.

Introverts are better able to tune out the noise and concentrate. They draw their energy from within, and can easily focus on the task at hand without being distracted.

4. They solve problems with thoroughness rather than in haste.

Problem-solving is the crux of all good leadership, and according to research, introverts typically have thicker gray matter in the prefrontal cortex, which is the area of the brain where abstract thinking and decision making happen. This leads introverts to make a decision after giving it great thought and reflecting on creative ways to solve problems.

Aman Batra - Owner, One and Only Furniture



GUEST SPEAKER - Mr. Jagpreet Brar

Belief

Beliefs are formed over a period of time and become Paradigm which act as the drivers for nearly everything we do, and don't do, in our lives. There are 2 types of Paradigm: -

Have Do Be - In this paradox the world will tell you that what you **HAVE** or what you **DO** determines who you **ARE**. If we operate under this paradigm, we are measured by What we **DO** – our performance; or, what we **HAVE**—our results or material possessions.

Be-Do-Have - This paradox says that who you **ARE** allows you to **DO** more and **HAVE** more— it yields higher performance, improved results, and a more balanced life. The more connected we are to **BE**-ing, the more we **HAVE** and the more we **DO**.

We discussed about RAS (Reticular activating system) which acts as a filter in our brain to sort out and reject things that are not important to us and focus on things that are important to us. What we tell ourselves about ourselves is our filter for the world. Our beliefs are driving who we are: that place we called “Be”. We also discussed Neuroplasticity with repeated and directed attention towards your desired change, you can rewire your brain. Finally, we spoke about limiting and positive beliefs and how to convert limiting beliefs to positive beliefs.

JAGPREET BRAR is a passionate business leader, Facilitator and a Certified Coach. He is a people oriented person with twenty years of insightful experience in Client Acquisition, HR Operations and technology, Organization development, Leadership Development and Coaching. He takes appreciative inquiry approach with his clients, to ensure appropriate context and feedback are connected to the coaching engagement and that tangible outcomes are accomplished within realistic timeframes for both the individual and the organization.

In his 20 years work experience, he has worked with reputed organizations like Accenture, Royal Bank of Scotland, MNYL, GECIS and Taj Group of Hotels. He has expertise in the areas of Client Acquisition, Capability Development, Sales training, Business Alignment and Project Management and has managed medium to large teams effectively.

He is a management graduate from SIMS, Pune and a Certified Coach from Erickson Coaching International.

He is a fitness freak and a Marathoner and believes that any individual can be most effective when he / she takes care of their heart, mind, body and soul.



MEMBER BUSINESS PRESENTATION – Gurmit Kaur Diamond Jewellery

DIAMONDS GET THEIR BRILLIANCE FROM 3 THINGS.

1. REFLECTION:

Reflection is the light that hits the diamond and is immediately bounced back up. Giving it an instantaneous shine.... Only a Portion of the light hitting a diamond is reflected, the rest travels through it.

Diamond will sparkle gray and white (Known as Brilliance) while out side of the gem. It will reflect Rainbow colors onto other surfaces. (This dispersed light is known as fire.)

2. REFRACTION:

Diamonds have a hardness of 10, a specific gravity of 3.5, and refractive index of 2.417-2.419. This determines the amount of refraction that occurs when light goes from a vacuum into the material. The index is 2.4175 an exceptionally large number.

$$N=c/v$$

N is the index of refraction

C is the speed of light

V is the velocity of light through the material.

3. DISPERSION:

The color dispersion of white light causes the Spectacular “fire” in well cut Brilliant cuts that Possess good white color. The fire is an interaction between color dispersion and total internal reflection.

“WHY DIAMOND CUT IS MORE IMPORTANT”

This Premier cut style is well proportioned and carefully angled to achieve a luminous appearance.

4 “C” CUT

CLARITY

COLOR

CARAT WEIGHT

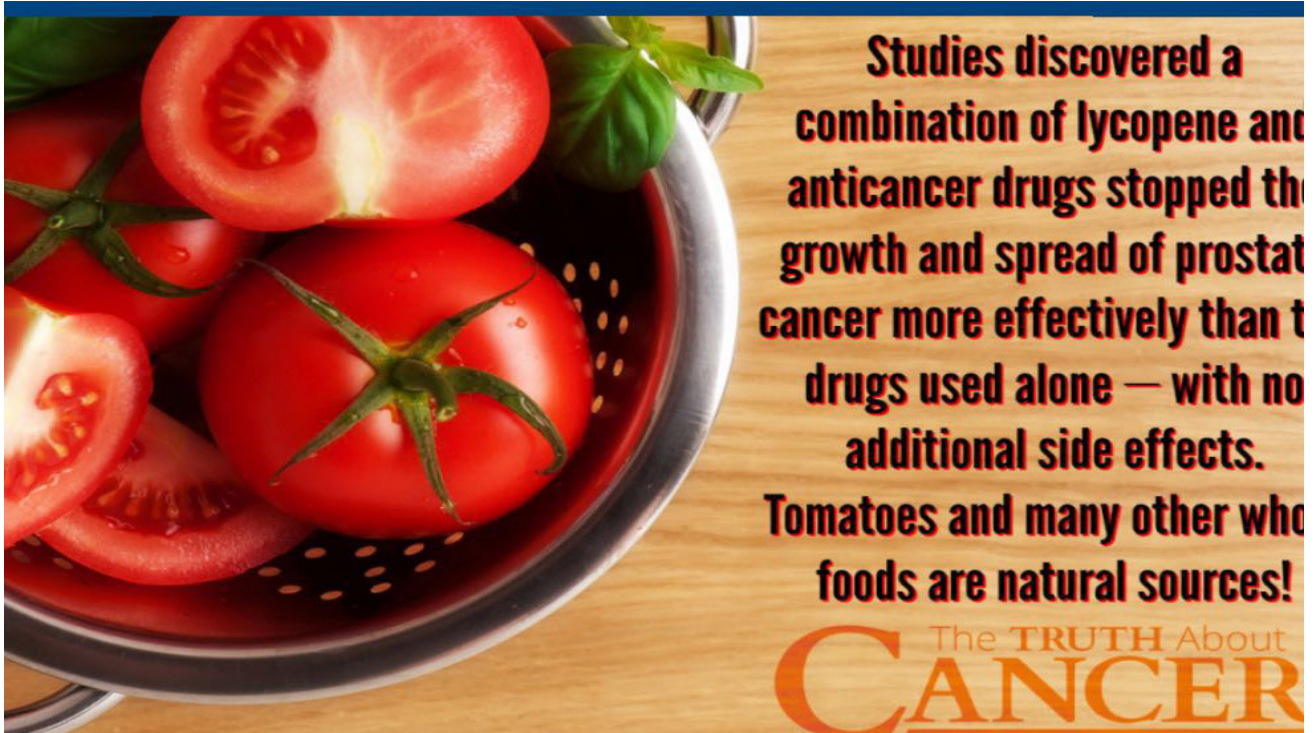
“A Brilliant is a diamond cut in a particular form with numerous facets so as to have exceptional Brilliance.”

57 or 58 FACETS gives each cut its distinctive personality.

Vintage Diamonds were cut for color. **Modern** Diamonds are cut for Brilliance.

G.J SOLITAIRES

HEALTH BEAT



Tomato puree, spaghetti sauce, tomato soup, salsa, ketchup, and tomato paste are all much more concentrated sources of lycopene than fresh tomatoes.

While supplements may provide a conveniently purified form of lycopene, it may not be the right form. Our advice is to stick to a diet that includes many different varieties of natural, organic, lycopene-rich foods.

Lycopene is a phytochemical that is found in colorful fruits and vegetables such as apricots, watermelons, guavas, pink grapefruits, papayas, red carrots, red bell peppers, red cabbage—and of course, tomatoes. Some non-red foods such as asparagus and parsley also contain small amounts of lycopene.


A phytochemical is a natural compound found in plants that gives fruits and vegetables the color and smell we associate with them. Interestingly, some phytochemicals have specific actions in our body when we consume them. Believe it or not, as many as 4,000 different phytochemicals are believed to exist in nature!

In its natural state, lycopene protects plants from the stress of sunlight exposure. At the same time, it helps plants to use the sun's energy to make the nutrients they need. Animals, including us humans, cannot make lycopene in our body. We need to consume these colorful fruits and vegetables.

RECIPROCITY BOOK CLUB

RECIPROCITY[®]

BOOK CLUB

JOIN US FOR READING
BOOKS  FOR
ENTREPRENEURS

Reading - Is how we can install
new software into our brains



MEET EVERY FORTNIGHT
SUNDAY 12noon - 1pm

NO MEMBERSHIP FEE

Contact: 9650522255



RECIPROCITY BOOK CLUB

Discussed 'Barking up the wrong tree' by Eric Barker- today at the Reciprocity book club meet.

Amazing conversations around human potential, what it takes to be productive & with many case studies as strong examples!

Next book in line for discussion is: 'Measure what matters' by John Doerr- on July 1st.



Reciprocity Book Club meet!! Discussed today : The group of people who read books on how to succeed is an excellent group to be in. You're the people most likely to succeed because you're putting real thought and research into the mechanics of success.- - Success isn't magic; it's generally the product of picking a good system and following it until luck finds you. These are few excerpts from our current book!! 'HOW TO FAIL AT ALMOST EVERYTHING AND STILL WIN BIG'- Scott Adams has beautifully described his successful life with personal examples followed by disclaimers- Truly Inspiring & An Epiphany!!



RECIPROCITY SOCIAL



Members with Family & Friends at Sutra



Launch of Bravos Guild In New Delhi



Reciprocity launched its Delhi Guild - The Bravos, on 27th June, 2018 at The Le Meridien, Windsor Place, New Delhi. The Guest speaker was Mr. S A Chari, Ex CEO of Xerox India. His keynote was about The Business challenges faced by Entrepreneurs and how to tackle them. The meeting was an overwhelming success with about 16 Guests in attendance!!

The Bravos will meet every Wednesday at The Le Meridien, New Delhi.



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NETWORK | LEARN | GROW

**MEET SUCCESSFUL
BUSINESS OWNERS
&
MAKE POWERFUL CONNECTS**

**7.30 AM - 10 AM
FOLLOWED BY BREAKFAST**

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IFFCO CHOWK, GURGAON**

WEDNESDAY

**LE- MERIDIAN
WINDSOR PLACE, NEW DELHI**

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