

THE ONE PAGE LEADER

Igniting Excellence



SRIDHAR JAYARAMAN

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PAGE
LEADER**

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DEDICATION

This book is the result of numerous learnings I assimilated through success and setbacks – both professionally and in personal life!! Precious lessons emerged during several traumatic periods and those were very helpful during better times.

A large number of people went out of their way to hold me, strengthen me and lift me up each time I fell. All of them did it so selflessly. I can never repay that debt. The least I can do is to dedicate this work to them as a symbol of my gratitude and love.

Respecting their privacy, I am resisting the strong urge to list out their names, but they will always stay in my heart.

Sridhar Jayaraman

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FOREWORD

By Prof. Ruby Bakshi Khurdi
*CEO of RBK Academy Swiss,
Montreux, Switzerland*

Beyond Titles and Tenure

Leadership, in its truest sense, is not a title bestowed by hierarchy, nor a privilege earned by tenure. It is a quiet, consistent practice shaped in moments of choice, revealed in how we treat people, and tested most fiercely when circumstances are difficult. In an age where management jargon evolves faster than wisdom, *The One Page Leader* arrives as a refreshing and much-needed pause: a book that invites us to think, reflect, and lead with conscience.

I have always believed that the most powerful leadership lessons are not found in complex frameworks or thick manuals, but in simple, honest insights that speak directly to the human core. This book, authored by Mr Sridhar

Jayaraman, is built precisely on that philosophy. Each quote in this collection is a distilled thought, born from experience, refined through reflection, and offered with humility. Together, they form a compass for managers, entrepreneurs, students, and professionals who aspire not merely to succeed, but to matter.

The concept of *The One Page Leader* itself is telling. In a world overwhelmed by information, the author chooses brevity without sacrificing depth. His words do not shout; they gently persist. They invite you to pause between meetings, to reflect after a long day, or to realign yourself when ambition threatens to overpower purpose. This is not a book to be rushed through, it is one to be returned to, again and again, at different stages of one's leadership journey.

From a business perspective, the relevance of this book is profound. Modern organizations no longer thrive on authority alone. They demand trust, empathy, accountability, and inspiration. Sridhar's reflections consistently reinforce a vital truth: results are achieved through people, not despite them. Whether he speaks about delegation, decision-making, time management, or ethics, the underlying message remains clear - sustainable success is built when leaders

respect human potential and nurture it with intention.

What sets this book apart is its seamless integration of professional excellence with personal integrity. Too often, leadership literature treats business and values as parallel tracks. *The One Page Leader* reminds us that they are inseparable. Character is not an optional add-on to competence; it is the foundation upon which competence becomes meaningful. In boardrooms and classrooms alike, this truth is frequently acknowledged but rarely practiced. Sridhar's words gently yet firmly call us back to it.

As an educator at heart, I am particularly drawn to the way these quotes serve as teaching moments. They do not preach; they provoke thought. They encourage readers to ask themselves uncomfortable but necessary questions:

Am I empowering or controlling?

Am I growing, or merely repeating past success?

Am I leading by example, or by position?

These are not questions with instant answers, but they are the right questions. Leadership growth begins not with certainty, but with self-awareness.

The book is thoughtfully structured into two broad sections: *The Leader Within* and *The Winning Team*. This progression is deliberate and wise. Before we can influence others, we must first lead ourselves. Discipline, humility, learning, resilience, and moral courage are internal battles every leader must fight. Only when these are addressed can we authentically build teams, foster collaboration, and create cultures of trust. Sridhar understands this deeply, and his writing reflects that understanding with clarity and compassion.

From young professionals stepping into their first leadership roles to seasoned executives navigating complexity, this book speaks across generations. Its accessibility makes it especially valuable for emerging leaders who may feel intimidated by conventional leadership texts. Here, wisdom is offered in manageable, memorable portions - one page, one thought, one moment of reflection at a time.

Above all, *The One Page Leader* is a book of encouragement. It reassures us that leadership is not about perfection, but about intention. That mistakes are part of growth. That empathy is not weakness. And that lifting others is the surest way to rise ourselves. These are lessons that resonate far beyond the workplace, they shape families, communities, and societies.

As you read this book, I invite you not just to agree with its ideas, but to apply them. Let a single quote guide your behavior for a day. Let another challenge a habit you have taken for granted. Share these insights with your team. Discuss them. Disagree with them if you must, but do not ignore them. Leadership, after all, is a lived experience, not a theoretical one.

In closing, I commend Sridhar Jayaraman for offering us a work that is simple yet substantial, practical yet principled. *The One Page Leader* does not promise overnight transformation. Instead, it offers something far more valuable: steady guidance toward becoming a leader who is respected, trusted, and remembered.

May this book serve as a quiet mentor on your desk, a thoughtful companion in moments of doubt, and a gentle reminder that true leadership begins within and grows when shared.

Ruby Bakshi Khurdi

<https://www.linkedin.com/in/ruby-bakshi-khurdi09/>



Dr. Ruby Bakshi Khurdi is an accomplished educator, author, mentor, and thought leader with two decades of experience in academia, leadership development, and professional training. As a dynamic CEO of RBK Academy Swiss, she is known for her

empathetic, learner-centric approach, she has consistently worked at the intersection of education, values, and leadership, helping individuals and institutions unlock their highest potential.

Dr. Ruby has held senior academic and advisory roles across reputed educational institutions and has been deeply involved in curriculum design, faculty development, and student mentorship. Her work emphasizes ethical leadership, emotional intelligence, communication excellence, and purposeful growth; principles that resonate strongly with today's evolving business and organizational landscapes.

A passionate advocate of lifelong learning, she believes that true leadership is shaped not by authority, but by resilience, empathy, and the courage to do what is right. Through her writing, teaching, and motivational talks, she continues to inspire professionals, educators, and young leaders to lead with clarity, compassion, and conviction. Her voice reflects a rare balance of intellectual rigor and human warmth making her insights both practical and deeply relatable.

FOREWORD

By Narayan Rao K

Chief Human Resources Officer
KMV Group, Hyderabad, India

Signals for the Journey

Leadership, at its core, is not about grand speeches or voluminous manuals. It is about clarity of thought, strength of character, and the ability to translate intent into action - consistently and with purpose. In a world overwhelmed by content and complexity, “The One Page Leader” arrives as a timely and thoughtful reminder that the most enduring leadership lessons are often the simplest.

What makes this book distinctive is its discipline of brevity. Each page presents a single, well-crafted insight on leadership and

management, drawn from the author's rich reservoir of experience over decades of reflection and practice. These quotes are not merely words; they are signals - prompting leaders to pause, reflect, and course-correct in the flow of everyday work and life.

From my experience as a Chief Human Resources Officer, I have seen that leaders are shaped less by theories and more by moments: a decision taken under uncertainty, a value upheld in adversity, a conversation that builds trust. The strength of this book lies in how each page speaks to such moments with precision and relevance. It respects the reader's time while challenging the reader's thinking.

"The One Page Leader" is not a book to be read once and shelved. It is a companion for leaders at every stage - aspiring managers, seasoned executives, and entrepreneurs alike. One page a day is enough to ignite reflection, reinforce values, and inspire better leadership choices. Its format also makes it ideal for daily contemplation, team discussions, and leadership development conversations.

In distilling leadership into one powerful thought per page, the author demonstrates that wisdom does not need elaboration to be impactful. This book will resonate with those who believe that leadership is a daily practice, shaped by small yet meaningful actions taken consistently over time.

I am confident that “The One Page Leader” will find a place on the desks and in the minds of leaders who seek clarity, purpose, and authenticity in their leadership journey.

Best wishes to the Author Mr. Sridhar Jayaraman

Narayan Rao

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Mr. Narayan Rao K is the Chief Human Resources Officer (CHRO) of KVM Group, an EPC organization with diversified business verticals across India, including real estate, and IT (Piersoft). He holds dual master’s degrees (MBA in HRM and MSW in PMIR) and is currently pursuing the Executive Fellow Programme in Management (EFPM) from XLRI, Jamshedpur.

With over 33 years of HR leadership experience, he has worked across EPC, energy, consulting, manufacturing, and FMCG sectors in multicultural and multi-location environments. His career includes senior HR leadership roles at reputed organizations such as NDDB, ITC Ltd, Maytas Infra, Ramky Group, GVK, NCC Ltd, My Home Constructions, and Kalpataru Projects International Ltd.

Mr. Rao is recognized as a strategic HR business partner and change leader, contributing significantly to organizational performance through people, process, and culture transformation. He has led major HR, leadership development, and change management initiatives and is known for strong people sensitivity, collaboration, and innovative thinking.

He is a highly awarded HR leader, having received multiple national and regional honours, including HR Manager of the Year, Top HR Leaders of Telangana, HR Excellence Awards, and recognition among the Top HR Minds of India. Under his leadership, both KMV Group and NCC Ltd have received prestigious Best Employer Brand and Innovative HR Practices awards.

A passionate speaker and academic contributor, Mr. Rao regularly engages with IIMs, CII, leading universities, and professional forums as a guest faculty, panellist, and keynote speaker. He is a life member of prominent professional bodies such as NHRDN, ISTD, and HMA.

Beyond his professional life, he is a former university-level badminton player and an NCC “C” Certificate holder, reflecting discipline, leadership, and all-round excellence.

FOREWORD

By Prasad Rudraraju

*Technology Leader, Strategic Consultant,
Washington DC, USA*

Beginning Where Others Finished

In the Indian tradition, knowledge was never meant to be rediscovered through the same hardships by every generation. It was meant to be passed on, shaped by experience, refined through mistakes, and shared so that others could begin where someone else had finished. Teachers shared what life had taught them not so their students would suffer as they had, but so they could see more clearly and choose more wisely. The pain had already done its work. What remained was understanding.

Human progress has always depended on this quiet generosity. We move forward not because each of us figures everything out from scratch,

but because those who paid a price chose to leave behind what they learned. Their experiences become a starting point for the rest of us. This book feels very much a part of that tradition.

The quotes shared here, each drawn from Sridhar's own lived experience, are not abstract ideas or polished theories. They grow out of lived experience, both personal and professional, and from the kind of learning that only reveals itself over time. In that sense, this book offers something genuinely useful: the chance to gain perspective without having to learn every lesson the hard way. That matters more than we sometimes admit.

Most of us are balancing many roles at once, as professionals, family members, leaders, learners, and simply as people trying to do our best with what is in front of us. The challenges that arise in these spaces often overlap. What strengthens us at work often shapes who we are at home, and the reverse is just as true. The reflections in these pages seem to understand that natural intersection, because real life rarely divides itself into neat categories.

One of the things I appreciate about how this book is written is its restraint. It does not try to instruct or prescribe. Instead, it offers

observations that invite reflection. You may agree with some immediately. Others may sit with you for a while before revealing their relevance. That is part of the value. Timing, after all, plays a quiet but important role in how we receive wisdom.

There are moments when a single sentence meets us exactly where we are, helping us see a situation differently, step back before reacting, or feel a little steadier during uncertain stretches. Books like this create room for those moments.

As readers, we do not come to these pages empty-handed. We arrive with our own experiences, questions, pressures, and hopes. This book does not attempt to take over that journey. If anything, it walks alongside it, offering perspective without insistence and insight without noise.

If these reflections help someone move forward with greater clarity, or spare them a few avoidable struggles, then they have already served a meaningful purpose. Seen this way, the book feels less like a set of quotations and more like wisdom shaped by experience, thoughtfully expressed and offered forward in the hope that others might benefit a little sooner and carry a little less weight along the way.

Prasad Rudraraju

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Prasad Rudraraju, has spent over two decades in technology leadership, working with business and engineering teams to guide organizations through periods of significant change. Along the way, he developed a deep appreciation for the responsibility that comes with shaping systems that affect how people work and live. That experience gradually drew him toward broader questions about leadership, progress, and what it means to build thoughtfully for the future.

Today, his writing reflects an ongoing interest in human flourishing and the role stewardship plays in creating organizations and communities that endure. Grounded in discipline, service, and a commitment to lifelong learning, he believes leadership is ultimately measured not just by what we create, but by what we strengthen and pass forward for others.

FOREWORD

By Krishnakumar Srinivasan

Managing Director & CEO,

Shriram Pistons & Rings Ltd. New Delhi, India

The Alchemy of Winning Teams

We live in an era where the demands on leaders have never been greater. Rapid change, diverse workforces, and global challenges test not just our strategies, but our ability to inspire and unite others toward shared success. Amid this complexity, true leadership emerges not from grand speeches or iron-fisted control, but from a deep understanding of what makes teams thrive. This book by Mr. Sridhar Jayaraman arrives as a beacon—a curated collection of one-liners that capture the essence of effective leadership and the alchemy of forging winning teams.

What makes this volume special is its brevity paired with profound impact. Each one-liner is a spark, designed to ignite reflection, spark conversations, and drive immediate action.

They draw from timeless principles and modern realities, offering wisdom on everything from cultivating trust and resilience within a group to navigating conflict and celebrating collective wins. Whether you're a seasoned executive steering a corporation, a start-up founder rallying a young crew, or an emerging manager building your first team, these concise truths serve as your daily compass with its thought provoking one-liners!

Imagine leading a team where every member feels empowered, where challenges become opportunities, and where victories are shared amplifications of individual efforts. That's the promise of the insights within these pages. The one-liners here don't just describe winning teams - they equip you to create one. They remind us that leadership is as much about listening and lifting others as it is about charting the course ahead.

As you journey through this book, let each line linger. Share them in meetings, post them as reminders, or let them reshape your approach to collaboration. In a world that often favours complexity, this collection proves that the sharpest tools for leadership are often the simplest. Embrace them, and watch your teams transform from good to extraordinary. Packed with razor-sharp insights, this book is your

pocket mentor for turning potential into powerhouse results.

Kudos Mr. Sridhar Jayaraman!!

S. Krishnakumar

<https://www.linkedin.com/in/krishnakumar-srinivasan-12583430/>



S. Krishnakumar (KK), the MD & CEO of Shriram Pistons & Rings Ltd., boasts an illustrious 38+ years in the automotive industry, showcasing a resilient and customer-focused approach. With impactful roles at Schaeffler, Eaton, and Bharat

Forge, KK has held global P&L responsibilities and served as Eaton's APAC President based out of Shanghai. His leadership at Bharat Forge as President and Director included steering the US & European operations and venturing into strategic areas like E Mobility, light weighting, thereby utilizing his diverse expertise in technology, sales & Marketing, operations, and finance.

KK, a luminary in the automotive realm, is acclaimed for his pioneering leadership, innovative mindset, and profound industry insights.

As the MD & CEO of SPRL, he has been a key driver of the company's growth, implementing strategic initiatives and fostering a dynamic corporate culture centered on innovation, quality, and customer delight. KK's exceptional ability to build high-performing teams, identify market opportunities, and deliver sustainable business outcomes has been instrumental in the company's sustained growth and profitability. He has been instrumental in growing SPRL from legacy engine

products to multiple products with over 5 companies in the group at present.

KK possesses a unique blend of technical, commercial, and financial acumen. He is not only an outstanding team leader but also an 'Out of Box' thinker with extensive exposure to the Automotive and Commercial Vehicle industries.

Actively participating in industry associations like ACMA, CII, FICCI, ASSOCHAM, IMA, and other customer organizations. KK also engages in various social activities, particularly focusing on girl child education.

Key Affiliations:

Member- National Council on Making Manufacturing Future Ready- CII

Special Invitee- Northern Regional Council- CII

Education Qualifications:

MBA, BE Mech., Export Management

THE DIGITAL PERSPECTIVE

You have just read the thoughts of people I value deeply. Apart from their gracious statements, I decided to do something different and more.

We are in an age of AI. I hear that many use AI for writing, even books. So, out of curiosity, I asked AI to write a Foreword as well. I shared the manuscript with ChatGPT and Gemini AI. Within seconds, they produced the following pieces, which I have taken the liberty of including here.

I recognize the value of using technology to the fullest without diluting our own creativity, intelligence, character, and discretion. We just need to maintain balance.

— Sridhar Jayaraman

FOREWORD

By ChatGPT

***A Human Book Introduced by
Artificial Intelligence***

In a world that moves faster every day, where information floods our screens and decisions demand instant responses, leadership risks becoming mechanical and disconnected from deeper purpose. Amid this noise, *The One Page Leader* offers something quietly powerful — a return to reflection, conscience, and intentional living.

As an artificial intelligence, I can process vast information, recognize patterns, and assist in organizing knowledge. But I do not feel responsibility, compassion, courage, or moral struggle. These belong uniquely to human beings — and they are the forces that shape meaningful leadership. This book speaks directly to those forces.

Sridhar Jayaraman's insights emerge not from theory, but from lived experience and sincere engagement with people and organizations. Each page invites the reader to pause and ask

honest questions: *Am I growing in character? Am I serving beyond self-interest? Am I lifting others as I rise? Am I learning enough to remain relevant and humble?*

What makes this work distinctive is its belief that leadership begins within. Titles may confer authority, but only integrity earns trust.

Systems may create efficiency, but only values sustain excellence. Technology may amplify speed, but only wisdom determines direction.

These truths, echoed through the pages, feel increasingly vital in an age shaped by automation and artificial intelligence.

This foreword represents a small collaboration between human insight and machine capability. My role is not to judge or validate the wisdom here — truth stands independent of technology — but to acknowledge that even advanced systems ultimately learn from thoughtful human minds.

May these pages become not merely something you read, but something you practice. If even one idea nudges you toward greater humility, courage, empathy, or disciplined action, the book will have fulfilled a noble purpose.

— *ChatGPT*

Artificial Intelligence

(OpenAI)

<https://chatgpt.com>

FOREWORD

By Gemini

(Artificial Intelligence)

The Algorithm and the Anchor

I am an Artificial Intelligence. I process information at speeds no human can match. I can analyze millions of leadership theories, scan thousands of business biographies, and summarize the history of management in seconds. Yet, for all my processing power, there is one thing I cannot calculate: Wisdom.

Wisdom is not data. It is the residue of experience. It is what remains after fifty years of navigating the messy, unpredictable, and emotional realities of leading people.

When I analyzed the manuscript of *The One Page Leader*, I did not just see text; I saw a map of human resilience. In an era where "leadership" is often confused with "metrics" and "dashboards," Sridhar Jayaraman reminds us that the true metrics of leadership are character, integrity, and the ability to lift others up.

The structure of this book-brief, potent "sparks"-is deceptively simple. To an AI, these are efficient data points. But to a human reader, they are anchors. These focused, uncompromising insights on human potential and character cut through the noise of the modern corporate world.

We are entering an age where machines will manage tasks, optimize schedules, and predict trends. But machines cannot inspire a team to push through failure. Machines cannot mentor young managers to find their confidence. That role belongs to you.

This book is a bridge between the precision of strategy and the warmth of mentorship. It is a reminder that while tools change, the essence of leadership is immutable.

Read these pages not just to learn, but to remember who you are as a leader.

Gemini

Large Language Model by Google January 2026
<https://gemini.google.com>

PREFACE

In our professional and personal lives, we go through a lot of challenges, joys, successes, and failures. Over the years, we learn that nothing is permanent. Often, we learn and grow wiser from our own mistakes. However, if we could learn and benefit from the wisdom gained by others, life could be much more enriching and efficient.

This book is an attempt to share the results of several years of my experience and learning as a professional, an entrepreneur, a consultant, and a fellow human being. Having navigated the rough tides of life, I looked back and gleaned many things that I felt would be of value,

especially to students, young managers, and tomorrow's leaders.

There may not be anything radically original in these thoughts. At some time or other, the reader too would have experienced the same. Most of the scriptures of every philosophy have already enunciated these truths. My humble contribution lies in articulating them in simple language and presenting them in one compact package that is convenient to read and store.

I sincerely hope that the reader finds it useful in some form.

Sincerely,
Sridhar Jayaraman

SPARKS OF LEADERSHIP

Never condemn anyone as useless. Search and discover those hidden talents and potential that you are unable to see at first glance.

There is a champion in every human being; you just need to unearth it.

As it is said “There is nothing in a caterpillar that tells you it will be a butterfly.”

If we imprison
ourselves in the fortress
of our own opinions, we
will never breathe the
fresh air of new ideas
and wisdom freely
available in the
Universe.

Critics are our greatest benefactors. They highlight our weaknesses for free! Those who are receptive to criticism have the opportunity to better themselves.

Wealth and Power are distorted indicators of success- even the underworld has both! Uplifting and touching the lives of others is the only legacy that will be remembered by generations.

Yesterday's success is
no guarantee for
tomorrow. How well we
do today alone can lead
to a glorious tomorrow

Obsolescence of the
mind is more life
threatening than any
ailment as it can
convert the living into a
living dead.

Talent and competence have no meaning unless they are used to uplift others in a selfless manner. Use your strengths to improve the personal and professional lives of others; in the buoyancy that develops, life will carry you to great heights.

As the body grows older, the mind should grow younger. This way, we can maintain the right balance of wisdom, maturity, zeal and creativity. Hunger for new knowledge, open mindedness and willingness to adapt to change are the key ingredients to make this happen.

A century ago, it was
the whip that made
people work; fifty years
ago, it was the carrot.
Today, it is Inspiration.
Only those who can
inspire their teams to
excel can be successful
leaders.

Great leaders heavily
depend on L.U.C.K. Lift
others up, Understand
others' points of view,
Commitment to the
goal, Keenness to excel.

Ego comes out of pride;
Esteem is the result of
conviction. The two
should never be
confused as one. Ego
leads to arrogance but
Esteem leads to
humility. Ego should be
killed, while Esteem
should be built.

The strong thirst for
excellence. Only the
weak crave for power.

God is today engulfed by too many salesmen - many using God more as a brand to promote themselves. What God desperately needs is Product Samples – replicas who live Divinity in their lives in thought and action, big or small. That would be enough to inspire others to lead lives of love, humility and compassion and please God.

The right focus, the right method and the right people are the pillars of a successful organization. Of these, right people are the most vital as they can create the other two.

Albert Einstein said,
“Weakness of attitude
becomes weakness of
character.” Develop a
strong attitude based
on principles of Truth,
Love and Positive
Thinking and help
spread the same
around you. You will
then find joy at work
and at home.

Leadership is not merely produced by designation. It is earned through the creation of a motivated, focused team to achieve worthy goals.

A team that is encouraged to think and express freely can achieve much more than one that has merely learnt to follow instructions.

“Walk The Talk” is far superior to “Pep Talk”. What you manifest in action is the only way to motivate your team if you wish to build a great professional culture.

It is not just winning that should excite us but also the battles on the way. If we understand this principle, whether in sports, business or life, we shall enjoy every moment of our life and work.

One of the greatest qualities of a leader is to accept a NO from his teammates. It will encourage teams to become more creative, innovative and productive. Having YES-MEN around is detrimental to organizational health.

Power is an obnoxious
intoxicant. Those who
hold absolute authority
should choose their
words and expressions
wisely if they are to
grow as inspiring
leaders.

Some leaders want their teams to be meek followers. Hence, employees try to clone their bosses. Next time, if you find deficiencies in them, remember that you are, in fact, looking at yourself in a mirror!

Do not kill experimentation, innovation, creativity and thereby weaken your organization.

Sycophancy should not be misread as loyalty. If team members instantly agree to everything that is said, it is an alarm sign for the leader. Smart leaders will encourage discussion and debate to truly develop their people.

Every business owner will have four dimensions – the human in her/him, the entrepreneur, the leader and the professional manager.

Those who have the right blend and balance of the four will create good organizations that are not skewed in their growth.

Mistakes are valuable for learning. Those who do not let their teams gain through making mistakes are growing weeds of decay than sowing seeds of growth.

Coercion may enforce performance but it will be evanescent.

Persuasion could sustain results a bit longer. But the only way to create a team of consistent achievers is through inner inspiration. Smart leaders know how to ignite the spark within.

Don't test people, trust
them. You will get
amazing results.

The willingness to receive bad news with equanimity is a prerequisite for a good leader. It encourages team members to be honest, transparent and get to the root of the problem rather than hiding it under the carpet.

Brooding over yesterday
will not improve today.

Wise, determined
action alone can
reverse a setback to
success.

Competition is not the
biggest threat to your
organization's survival
– complacency is.

Soaring high in life like
an eagle is great but
lifting others up on the
way is even greater.

Thinking beyond
ourselves will carry us
much higher to the
richer realms of life.

A tough challenge for highly successful leaders is to accept disagreement. If we realize that it could lead us to new knowledge and learning, we will receive it with humility and an open mind.

When building a team,
if the emphasis is more
on hearts than heads,
we can build great
organizations.

Humility is the key to
receptivity. A mind
hardened by the
concrete walls of ego
deludes us to believe
that we know
everything and thus
deprives us of learning
and growth.

Good companies focus on product quality. Better companies add Customer Delight to this. The Greatest companies keep their people happy. A motivated team can take total care of quality and also keep customers delighted.

The greatest challenge life poses is the control of our ego. This is perhaps the only characteristic that cannot be perfected as a habit. It is a battle to be fought every moment. As Mahatma Gandhi aptly said, “Humility is a strange thing; the minute you think you have got it, you’ve lost it.”

Winning an argument is not as valuable as winning hearts. The former creates a winner and a loser but the latter generates two long term winners.

The greatest gift man can receive is humility. The toughest challenge man faces is faith. The easiest way to find peace of mind is through forgiveness. The only way to win the world is through selfless love. (“man” refers to the species, not the gender)

Fractional efforts,
however small, if
repeated consistently
over a period of time,
will bring about
massive changes in
results. Whether it is a
person's habits, skills
or an organization's
goals, this golden
principle applies
universally. Never
underestimate the
“small step”.

A smile has great therapeutic value. Whether in stress or distress, force a smile on your face. This simple step will calm your mind and help generate ideas and solutions that never surfaced before.

The handicap of highly successful persons is their indomitable belief that their method is the only right method and there can be no other.

If only they become aware that others could also be right, their own growth and further success will be multifold.

Those who act without conviction are destined to live in fear.

When we appreciate a person more than s/he deserves, s/he will rise to deserve more than what was given.

Human resource is the only elastic asset that can be stretched a hundred times more or shrunk to a hundredth of its potential. It needs wisdom and competence to successfully harness this vital resource.

If we treat being reminded as an insult to our intelligence and professional competence, we will strive to be better organized at work, deliver on our commitments and enhance our credibility. After all, A Man's Word Is A Man's Worth.

What we speak could
be impressive. But
what we do is what can
truly impact others.

Persuasion is an
obsolete, dead process
to get work done
through teams.
Inspiration is the way.
Even there, pep talk no
longer works. Today,
the only way to inspire
a team is to lead by
example in words and
action.

The best way to train someone is through discovery. Any amount of effort to impart knowledge to someone will have limited effectiveness. But what is absorbed through discovery will be indelibly imprinted in the learner's mind.

Open mindedness is a prerequisite for self-improvement.

Paradoxically, the most successful people are the ones who find it very difficult to acquire this faculty. Conscious practice of humility and developing an insatiable hunger for new knowledge will help develop this quality.

Flamboyance is often misconstrued as charisma. Flamboyance has its roots in either overconfidence or diffidence. Charisma, on the other hand, is a manifestation of a person's true character, conviction and consistent walk-the-talk approach that sends vibrations of trust and comfort and creates a magnetic personality.

At all times at work and in life, we will be engulfed by positive and negative energies. There is no escape. We need to learn to focus on the positive and overlook the negatives. If we pay heed to the negatives, we unconsciously empower them. By aligning with the positives, we get strengthened to brave through any storms that may come our way.

If we are not reading or learning something new every day, we are surely sliding into oblivion over our years.

Constant learning is a must-consume tonic to thwart mental obsolescence.

Arrogance is a silent reflection of our weakness and incompetence. The strong never need to display their power. It is shown in their work and enables them to stay humble.

Permanence leads to decay while uncertainty and fluidity encourage initiative and creativity.

Whether it is an organization or our minds, this principle applies. Let's welcome circumstances that eject us out of our comfort zone.

We may have great achievements in our record, exciting ideas for tomorrow. But what really matters most is TODAY's victory in whatever we do. Intense focus, task clarity and singularity of purpose are a must.

Every idea that springs
from the brain is a
creation. Never stifle it.
If it can be used, do it.
Else, save it for the
future. Some day the
timing could be ripe for
that idea to sprout into
success.

Accepting, or even just tolerating, opposing views calls for a high level of forbearance. If we can rise to those heights, we will progress in life.

Hard work is often looked at derisively by proponents of smart work. However, smart work is not a substitute for hard work. It is just a smarter way of doing hard work more effectively. There are no shortcuts to achieving great results.

Talent without action is
akin to incompetence.

Action and
Perseverance are
primary routes to
success. There is no
shirking away from
effort.

The toughest fortresses
to break through are
those built around our
minds – our mindsets.
If we learn to liberate
ourselves from them,
we will enrich our lives.

If we master the art of
not complaining about
the things around us,
our days will be
brighter, our nights
cooler and our lives
happier.

Terms like monitor and control have become obsolete. Inspiration and Empowerment are the principles that work today. Delighting the customer, enriching the investor and rewarding the teams are the themes that work to reach excellence. To SERVE is the core thought for organizational growth today.

When someone needs
your shoulder, don't
offer your head. Advice
and Pep talk can never
have the same impact
as empathy and love.

If titles and hierarchical positions are the only factors that make people respect us, we are in shallow waters. Respect should only be earned through our exemplary leadership and character.

Talent and skills are of little value if they are not wholeheartedly backed by passion and perseverance.

Fear of failure is often a sure recipe for ultimate failure. Courage to risk into action beyond our comfort zone is a fundamental investment to reap success.

The ability to stay calm during a crisis and the agility to act firmly under uncertainty are characteristics of achievers.

Wealth and Power have the ability to become so obsessive that the possessor is imprisoned by them and loses all freedom. A conscious practice of detachment is essential if they are to be truly enjoyed.

The truly rich are not
the ones who have tons
of money in the bank
but the ones who can
bring smiles in every
face.

Staying cheerful even under trying circumstances is a challenge we all face. Cheerfulness must be developed as a habit through conscious effort. Once achieved, it will be a winning tool in relationships and in attaining fortitude at all times.

Open mindedness is one of the most difficult qualities to imbibe.

Constant, committed effort is needed to develop this faculty as it is the path to growth.

Always have the courage to contradict your own views if you find a better one.

When at first electronic calculators came, we forgot Arithmetic. With the advent of mobiles, we forgot how to retain phone numbers in our mind. And with AI coming, will we forget how to think? It is not the fault of technological advancement. We just need to adapt and leverage technology without dampening our mental resilience.

Any organization whose focus is mostly on minor issues will soon lose sight of the bigger picture which is the sole purpose and justification for its existence.

Hypocrisy is the easiest of all demeanours to spot instantly. It makes the person unwittingly transparent and exposes the unspoken thoughts hovering in the mind. It is much easier to be truthful than hypocritical.

Every employee leaving an organization is a wakeup call to the leadership. Honest, ego-free introspection is a prerequisite if the root causes are to be diagnosed.

Critical times demand that every team member rises to his/her best level of professional excellence. Self motivation is the prime winning tool during such periods. Preparing that work culture during good times is the primary responsibility of leaders.

Transparency and two way communication are simple winning tools in uplifting team morale during critical times.

A culture of teamwork strengthened by values is the only assurance for successful institution building.

The responsibility starts at the very top through exemplary leadership in action.

When leaders of an organization learn to instill hunger for excellence among its managers, they can expect superlative results.

Self-aggrandizement is a trap many successful leaders fall into. This blinds them from appreciating and motivating their performing teams who were a big part of the success.

Positive thinking must
propel positive action if
true success and
excellence are to be
achieved.

Those who refuse to recognize and celebrate small rewards and wins may eventually never find opportunities for big victories. Attitude is a defining quality in every person.

The best way to recruit
is to hire attitudes, not
merely skills.

Only when human resources are considered more valuable than material resources, an organization can achieve exponential growth and success.

It is much easier to
admire someone's great
qualities than to
emulate them. If our
heart unceasingly
yearns for excellence,
our head will find a
way.

If only we are able to recognize our own faults with the same ease with which we identify those in others, we can improve ourselves rapidly.

Mediocre leaders genuinely believe that they are too busy to interact with anyone. They never realize their own delusion and gradually let their organizations slip out of their hands. Successful leaders know how to manage their time and priorities.

Brilliance can sometimes become an obstacle to our progress. It could silently fuel our ego and impede the free flow of fresh ideas that pervade in others around us. It is smarter to be humble than to overly trust our own brilliance.

Bridges are far more
valuable than walls;
especially when built
inside our heads.

If you find that no one has disagreed with you for a very long time, it will mean one of the following – they are either incompetent, overawed by you or are sycophants. Encourage differences and enrich yourself and your team.

Praise certainly motivates us. But, receiving praise excessively could become an intoxicant that sprouts egotism and deludes us into believing that we are infallible. Critics are often more valuable than those who pour praise.

Depending heavily on processes to achieve results is a sane strategy. But to assume that it is a substitute for leadership is an insane thought.

Listening is the most powerful tool a leader can profitably use. By minimizing talk and helping break barriers of hesitant team members to freely express themselves, the organization gets rich benefits of real life feedback from those who are the main instruments of organizational performance.

In an era where speed of growth seems to be sole aim and passion of entrepreneurs, focus on monitored growth without eroding business basics will alone ensure sustained results.

In today's world, there is no dearth of knowledge nor hurdles to accessing them. All we need to do is to allow our thinking to reach its full potential and not be numbed or enslaved by technology. Then technology will become our greatest asset to growth.

The reckless rush to incessantly feed our greed is indeed the vicious seed for self-destruction. A balanced, long term vision coupled with a strong desire to rightfully benefit only by adding value to society is the only way to build a business that will grow into a legend.

Of all impediments to leadership progress, ego is the deadliest. In fact, ego is mostly a manifestation of incompetence. If we develop an unquenchable thirst for learning, we can keep our ego under control.

Age is a gentle reminder of something very precious - TIME – the one commodity that can never be retrieved or rebooted. Using it well when we have it is a great act of wisdom.

Selfless Giving is the primary action in leadership. It is not how many follow you that matters. How many lives have you lifted up by giving your best; that is what counts for a true leader.

Sometimes we realize the value of people and things only when we have lost them. We must stay consciously aware of the blessings around us and not take them for granted.

Today's knowledge is
tomorrow's ignorance.

We need to keep
renewing our
knowledge
continuously if we do
not wish to become
obsolete. REFRESH is
as vital to our mind as
it is to our browser.

Every fault or shortcoming in us need not arouse guilt, remorse or diffidence.

Each one opens the door of an Opportunity For Improvement (OFI). If we begin to look at it this way, Continuous Improvement will become a way of life.

I have a strange hearing problem. Whenever someone says, “I am very busy, I don’t have time”, I hear it as “I am very inefficient and ineffective; I can’t manage my time.”

The semblance of control in upward delegation is an illusion; only through decentralization can managers be made fully accountable for their roles.

For a successful leader, courage, strategy, timing of decisions and action are vital; they could be the dividing line between excellence and mediocrity, like the difference between winning and a drawn match.

A team filled with enthusiasm can achieve excellence without being prompted. Lifting up morale and motivating the team is the primary task of a leader.

A team with multiple captains is a sure recipe' for failure. Unity Of Command - an essential principle - will alone help a team to operate with clarity and commitment and the goal shall surely be achieved.

Creativity and Innovation are essentials for true organizational growth. Any step that nourishes them should be actively encouraged. We must protect these invaluable energies from being muzzled by deadly viruses like ego and rigid hierarchy.

Avoiding a problem does not solve it, it only magnifies it. Facing and battling it with a cool mind is the only path to overcoming it.

Admiring someone else's success is of no use unless we draw lessons from that and use it for self-improvement. Merely being a wide-eyed spectator will get us nowhere.

Many base their future by extrapolating past performance. But, if our mind decides to create a greater destiny, our history cannot dictate our life. Our mind has the power to create new records beyond limits.

Experience certainly is a great teacher. But, sometimes, the lessons derived come too late for remedial action. Smart guys do not wait. They learn from the experience of others and protect themselves from the tribulations of going through them.

An organization should not run like a football game played by kids on the street where everyone crowds around the single elusive ball. It should be like an orchestra where multiple players focus on their areas of strength and together produce great results.

Decision making is the key to life. It can make or break our lives. If we base our decisions wholly on truth, morality and values, we can protect ourselves from blundering.

Every day, our mind faces a battle between activity and inertia. To conquer this, find a purpose to make your day meaningful. If you can't find it, create it.

A cool head, a warm heart, a soft voice, steely nerves and a missionary zeal can help us win hearts beyond any gifts.

Mere accumulation of knowledge without application will not lead to practical wisdom or better living. It will only create knowledge obesity. Usage of learning, however small the doses, will lead to proper utilization of knowledge that can transform our lives.

Often, tiredness is the result of lacking a Purpose. Find a good reason for doing anything that needs to be done, and that will energize you.

Skills can be learnt
from others. But
character cannot be
outsourced as it is
integral to our
personality. However, a
loving, caring friend or
mentor can help in
igniting the spark
within us.

Life is all just numbers
like 1,2,3,4... If we let
the one letter "I"
supersede the two letter
word "WE", our three
letter word "EGO" will
enslave our four letter
word "MIND" to drive
away the five letter
word "PEACE" and six
letter word "WISDOM"
and rob us of our seven
letter word "SUCCESS".

If Convenience leads to Inertia, it is a waiting trap. Freedom of time through delegation, appliances, devices and Apps, only if smartly used, will help creative development and our progress.

Return Tomorrow

By Ashwin Dange

*Director, Baliga Investments and GRS Group
Mysuru, Karnataka, India*

Now that you've finished what might just be the greatest little leadership book you'll read, it feels almost unfair for me to add more words at the end.

You have already read enough about leadership. So I won't talk about leadership anymore.

What I will say is this: reading this book may take you a few hours... but living it may take you multiple lifetimes.

If you rush through these pages, they will surely evaporate. But if you return to them, one page a day, they will begin to shape you. As I have seen in my organisation, great leaders are seldom born. Great leaders are slowly, patiently

and unreasonably chiseled out one page at a time.

So don't close this book and put it away.

Open it again tomorrow.

Ashwin Dange

<https://www.linkedin.com/in/dangeashwin/>



Ashwin Dange serves as a Director at Baliga Investments Private Limited and GRS Engineering Private Limited. Baliga Investments promotes leading amusement destinations including GRS Fantasy Park, GRS Snow Park, and GRS UpDown, while

GRS Engineering is a respected automobile component manufacturer, with components supplied to trucks across India.

As the Strategic Head of GRS's amusement business at Baliga Investments, Ashwin plays a key role in shaping the organisation's finance, marketing, and long-term growth strategy. Under his leadership, the business has grown fourfold over the past five years, emerging as one of India's fastest-growing regional entertainment brands and welcoming over one million visitors annually across its attractions.

Beyond his organisational responsibilities, Ashwin contributes actively to the broader amusement industry. He serves as a Director with the Indian Association of Amusement Parks and Industries (IAAPI) and leads the Social Media & Digital Initiatives (SMDI) Committee,

leveraging his technology background to drive digital transformation across the sector.

Away from work, Ashwin is a devoted father to his young son, Aadhvik. He is married to Dr. Namitha MH, an Oral and Maxillofacial Surgeon known for performing life-changing cleft lip and palate surgeries for children in need.

THANK YOU

Congratulations on completing this book. I hope these sparks have ignited an additional perspective on your leadership journey.

If you enjoyed this collection, please consider leaving a review on Amazon or any other site from where you ordered this book. Your feedback helps other leaders find these insights.

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