

catalyst

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Chandramouli is a contemporary who has worked in Asian Paints, MIRC Electronics, Cadburys and currently with Pidilite. These are his learnings and reflections captured via this book.

Indians have a hunger for success. This is often simplified by most people into a desire for success and growth in their careers.

**Career growth = real Individual growth +/-
Environmental aspects**

**Real individual growth is about growing our
knowledge, skills, judgement, influence,
communication**

Environmental aspects is about the buoyancy of the job market, industry factors, relative availability of talent in your skill area etc.

Over a forty year career, the tailwinds and headwinds balance out each other

The catalyst of career growth tends to be individual growth, simply put your career will grow as long as you grow as an individual and professional

**Time spent at work is not equal to
experience**

A career is in two halves, the first twenty years and the next twenty. We assume that if we succeed in the first, we will succeed in the second. That is not true.

Most people are successful in the first part of their careers, very few are successful in the second part of their careers.

Time is not an accurate measure of experience. One of the greatest success factors at work is our ability to convert time and activity into experience

People do not employ a learning model at work. They do not have a target for work, they do not review the performance to understand reasons for success/failure

The key is to build a reflection habit

**Successful people participate in more learning cycles than those not successful
successful people seem to have extracted more from their experience out of learning cycles**

Success is a partnership of experience and productivity.

As you get to senior levels, the complexity changes and the quality/breadth of issues changes

Productivity is a complex subject involving time management, prioritization, discipline, picking important over urgent, delegation, multitasking etc.

To be successful you must deliver high quality and high quantity of output

**Highly productive people spend their time
on issues where they can make a difference.**

You have to think of circle of concern and circle of influence.

Your circle of concern is someone's circle of influence

You don't have to win all the time, as a general thumb rule, it is more important to win in the second half

Success in the second half of the career is difficult because :

a. the nature of the orgn pyramid

b.the impact of boss and subordinates

the

preparation required to succeed at each level.

**The first career principle is choose depth
over width**

**The second is about managing learning
cycles and**

**the third is to be out there in the trenches
when you can**

To be a good leader, you need to be a great subordinate (follower)

Always choose a company that has good bosses. This can be checked through their place in the talent market, their people development focus etc.

A mentor is necessarily senior to you, well ahead on the career curve

A mentor is someone who knows you well

A mentor should not be in your line of authority

**You have to keep in touch with mentors if
you want to leverage them best**

To quit a job, you must have the right reasons to quit.

The only two credible reasons to quit are learning and fit.

In my experience the impact of work on life is low compared to the impact of life on work.

**I measure leadership based on two factors –
followership and influence.**

**Followership is about the conviction people
have in the leader.**

**Great career success comes on the back of
great change and transformation**

Honesty and humility are two needed Hs for success.

