

Millennials are shaping the world around us. Driven by a mission, they are willing to put in all the efforts required to make anything a success. The generation once described as lazy and directionless is our hope today. Times NIE asks some inspiring leaders how youngsters can mould themselves into future leaders...



'BE A SPONGE'
Ameer Shah
MD, Metropolis Healthcare

Absorb and learn as much as you can. I did that during my internships. I felt that I should go beyond my area of learning. If I was put in one division, I was rarely found there. I would be all over the company, learning.

'LEARN BY DOING'
Ritesh Agarwal

Founder, OYO Hotels and Homes

Having set out on my entrepreneurial journey at a young age, the words of my mentor, Peter Thiel, have always stuck with me. He wanted us to focus on learning by doing. Today, I keep telling Gen Z how important it is to be passionate about everything you do and the importance of learning by doing.

Patience, perseverance and grit are the other qualities that allow you to be focused; seize every opportunity that comes your way.



'BE PATIENT'
Parth Jindal, MD,
JSW Cement

Today, it's easy to get disillusioned and think of switching jobs. I see that a lot in people who are 24 years and under. They want a fast-paced job. I think for you to enjoy or excel in any job, you must give it time. You have to be there for at least two to three years to actually get a hold of things, to go deep into the role before deciding to move on. Whether it's manufacturing or a startup, an established organisation or a new one - any job is equally exciting and one should actually think about how they can contribute to that role.



'DON'T BE SEDUCED BY TITLES'

Nikhil Kamath, Co-founder,
Zerodha

Do not be seduced by designations and job titles. Instead, focus on finding work in a company with a progressive and innovation-driven culture.

As a generation that has grown in an all-digital age, sustaining growth in this rapidly transforming ecosystem is not easy.

Seek a mentor who complements your strengths. Do not be intimidated by other's experience... Do not underestimate the value you bring to the workforce. Look for exponential experiences early in the career, not linear ones. Always be ready to believe that you are the best.



'DEVELOP A DEEP SKILL SET'
Archit Gupta,
Founder, ClearTax

Gen Z is great at communication, storytelling and is fearless in their choices. They should focus on developing fundamental deep skill sets early on like Patrick and John Collison. They are the founders of Stripe (an online payment company) - which is Gen Z and which developed a deep skill set in tech in their teens. Also, you should continue the millennial trend of starting companies.

Gen Z is great at communication, storytelling and fearless in their choices. They should focus on developing fundamental deep skill sets early on. Opt for a career of your choice but you should also continue the millennial trend of starting companies.



'BUILD A NETWORK'

Rashmi Daga, Founder,
FreshMenu

My advice to Gen Z would be to spend time with classmates and team members to build long-lasting relationships. This will help them build a positive environment at school and at work. Being focused on every learning opportunity would be the fastest road to progress for a leadership role.

Try to build a positive environment at school. This will help you eventually at work. The other thing is focus. Being focused on every learning opportunity would be the fastest road to progress

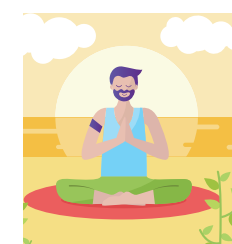


TERM PLAYER

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. The terms listed below are used to define qualities of a leader. Read on...

RADICAL RESPONSIBILITY: Literally means, stop the blame game.

Sounds easy? Commit to a week without complaining, and you'll realise how difficult this is. We are surrounded by complaining and blaming mindsets. You can change that. Taking radical responsibility and action towards the world you envision, will drive a proactive mindset.



SELF-CARE: Many of us neglect ourselves, especially when leading a team. That's a mistake. Taking care or self-care is a foundational skill in building sustainable leadership. Take inspiration from some of the world's most successful leaders.

DETERMINATION:

Means being committed to a larger vision. Be a goal digger! Re-commit to your goal often - daily is preferred - and consistently consider how committed you are to reaching this vision. The more committed you are, the likelier your vision will come true.



PLAYFUL CURIOSITY: In leadership lingo, this means - seek out opportunities and get curious. When conflict arises, approach it from a place of curiosity rather than feeling victimised. First, look inward - how did this happen? Then look outward and get curious about the other's reaction...

SOME OTHERS

Healthy anger: Anger has a bad reputation in our society and culture. The truth is, anger holds an incredible amount of power when it comes to accessing passion and creating and manifesting a vision. For leaders, "learning to stay present with anger - which denotes that something is not okay with you - and then creating an action plan to remedy the problem and establish better working efforts will be a key future skill. Healthy anger is needed for you to know what works and doesn't in the present moment, and that's a skill visionary leaders need to possess.

Emotional intelligence: Leaders of tomorrow need deep emotional awareness and radical empathy skills to behave in a manner that goes beyond self-interests. Emotional intelligence reportedly accounts for 58% of performance in all types of jobs, and 83% of those with high self-awareness are top performers.

THE SPEAKING TREE

<http://www.speakingtree.in>

MASTER YOUR THOUGHTS

Prashant Solomon

We are all prone to temptations and unbefitting thoughts. Sometimes a violent or dirty thought may enter the mind causing guilt, fear, anger, greed or lust. People with a positive outlook can overcome such thoughts through prayers. Many, however, feel guilty. They need not. We are as much in control of our

thoughts as we are of an enemy shooting arrows at us! Return fire by shooting positive thoughts.

We can also shield ourselves from this onslaught through the virtues of faith and love. Even Jesus Christ and the Buddha experienced temptations, fears and worries. Christ was tempted in the wilderness for 40 days while he prayed and fasted.

The Buddha worried about old age, sickness and death when he was Prince Siddhartha. These masters could not control negative thoughts, but they chose not to nurture these evil seeds. As a seed needs nutrition to grow, so do thoughts - good or bad. As a garden has flowers and weeds, we have positive and negative thoughts.

Having a bad thought is not a sin. But nurturing and harbouring them is

TROUBLED BY OFFICE POLITICS?

Seeker: How can one deal with power games at the workplace?

■ Sri Sri Ravi Shankar: Never shy away from politics. Wherever there are people, there is politics. When you are pleasant with some people at some time and not with others, people may think you are playing politics, too.

Whenever you think people are playing politics, a resistance comes up from within and it colours your perception, your vision and then you get entangled in more unpleasant situations.

Wherever you go, if you are joyful and a source of enthusiasm, you are an in-

spiration. You will uplift the spirit in any place. Just be unmindful of anyone's comment. People say something today and the complete opposite tomorrow.

If you are joyful and a source of enthusiasm, you are an inspiration. You will uplift the spirit in any place

Today they criticise you, tomorrow they praise you. If you keep running away from situations, those situations will chase you wherever you go. You will have to face them anyway; why not face them with a big smile. ■

Sri Sri Ravi Shankar is founder of Art Of Living

■ SACRED SPACE ■ Be Fearless



Do not take this material world so seriously because it is always changing. Something terrible that you take so seriously today is going to change tomorrow.

Radhanath Swami

A time to weep, and a time to laugh; a time to mourn, and a time to dance.

Ecclesiastes 3:4

When you are transitioning to a new season of life, the people and situations that no longer fit you will fall away.

Mandy Hale

All the trees are losing their leaves, and not one of them is worried.

Donald Miller

Try to confront what you are thinking and feeling about failure. Try to accept it, to let it in and hurt for a while instead of trying to reject it all and keep it away. When you accept it then it will go faster and in the long run be less painful to process what has happened

A powerful way to handle the emotional fallout and thoughts that come from a failure is to not keep it all bottled up inside," says Deepti Joshi, a happiness coach from New Delhi. According to her, processing the situation and accepting it is essential. These are a few frequently asked queries that the coach has answered...

■ What are the don'ts when one is dealing with academic failure? When you've just failed it will most likely hurt. Sometimes a bit. Sometimes a lot. That's OK. Don't try to push it away by distracting yourself or by trying to push the responsibility onto the rest of the world (if you, deep down, know that this one's on you partly or fully). And don't try to paint it over with a smile. I've found that it works better to not let yourself be lead away by those options or impulses.

■ And what is it that I should do to overcome this failure? Just try to confront what you are thinking and feeling. Try to accept it, to let it in and hurt for a while instead of trying to reject it all and to keep it away. Because

HOW TO deal with failure

Counsellor



when you let it in and accept it then it will go faster and in the long run be less painful to process what has happened. If you reject how you really feel then those emotions will pop up at unexpected times later on and can make you moody, pessimistic, angry or sad.

■ Whenever I fail, I think the entire fault is mine. How can I manage this pressure? Don't fall for such a destructive and sometimes seductive self-fulfilling prophecy. Instead, remind yourself that: Just because you failed today or yesterday doesn't mean that you'll fail the next time. The truth is that this won't last for the rest of your life if you keep moving forward, if you take action and you keep learning and it doesn't label you as some kind of failure (ex-

■ How can I take inspiration from other people's success? The story of someone's success may seem only bright and fast-moving in what's told in the media or we see in our minds. But the reality - and the useful way to approach setbacks - is most often more like this quote by Michael Jordan: "I've missed more than 9,000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed." Here he is talking not about the outcome but about the journey towards it. You should also learn that at the end; all that matters is how much you are willing to toil for it.

QUERY?
These queries were asked by students from Bal Bharati Public School and DPS Noida school. Have a query? Reach out to us at toinie175@gmail.com or log on to www.tois-