



## **FROM CMD'S DESK.....**

### **UNLOCKING YOUR DESTINY**



Everybody encounters failure at one point or another. What truly matters is how you react to and learn from that failure. I happened to read the biography of Soichiro Honda. He developed the concept of a piston ring which

he planned to sell it to Toyota. However, Toyota told him that the rings did not meet their standards. But, Soichiro was not a person who would let his setbacks to pin him down. After two more years of struggle and redesign, he won a contract with Toyota. He started with a little workshop. When the factory was ready for production, it was bombed twice as the Japanese government was in war during those days. He rebuilt the factory which ultimately got destroyed by an earthquake. He was heartbroken on the inflicted man made as well as natural disasters. Honda sold his manufacturing process to Toyota and thought his company had come to an end. But, he refused to be bogged down.

After the war, there was an extreme shortage of gasoline which forced the people to walk, use trains or ride a bicycle. Honda built a tiny engine and attached it to his bicycle. It significantly increased the speed while eliminating the work of the rider. His neighbours flocked to order and Honda soon ran out of stock. He continued to develop and adapt until he made his motorcycle. It was an instant success which earned him the Emperor's award. Soichiro Honda is the creator of the popular models of motorcycles and cars. Today, Honda Corporation employs about 2,00,000 people and is one of the world's best automobile companies.

Honda did not consider failure as a possibility. He had conditioned himself to turn adversity into opportunity. Honda had said that **people only see the success of one percent. But, they do not see 99% of my failures.** The story of Honda is an example that critical success could be achieved by someone with a minimum investment, not smart at school, derived from a poor family. I pondered that our business or employment may not face countless obstacles, probably not ones as difficult and





dangerous as being bombed and destroyed by earthquakes. The people / companies who find ways around these struggles will be the ones; we will be talking about fifty years from now.

The difference between ordinary people and extra ordinary people is the way in which they deal with the failures and setbacks of life. These extra ordinary people were ordinary persons who refused to remain fallen at every fall. They dusted the mud off their back and got up again. They refused to quit and give up. They refused to accept a 'No' from life. Failure was a mere feedback to them but never the final verdict. They showed selected amnesia when it came to their failures. They were deaf and blind when it came to discussing or seeing their failures for too long. Their greatest glory was not in never falling but rising every time they fell. Failure is a parenthesis inside which success hides.

There are many reasons that we are afraid of failures. One of them is the present education system. From our childhood, we are told that it is wrong to fail. We must know the difference - to fail without putting in efforts is wrong but failure in itself cannot be wrong. Fear of failure does not allow people to come out of their comfort zones and hence they repeat the same stuff an entire life time. No new venture guarantees success.



Thomas Alva Edison had to fail 9999 times before he perfected the light bulb. If he would have feared failures, he would not have received 1093 patents. As a parent, we must teach our children to be fearless enough to fail. Because if we have not failed enough, it means we have not tried enough. If we have not tried enough then how will we succeed enough? If we need rainbow in life, we need to put up with rain.

We must have the resilience to bounce back number of times no matter how many times our efforts slip or fail. When life throws a dagger at you, there are two ways to catch it. One is by the handle and other is by the blade. If you catch it by the blade, it will hurt you but if you catch it by the handle, it will help you to fight your way through the obstacles ahead. The very fact that so many failures have finally turned into success implies that failures are not wrong.





Hold on a little longer. Resilience is simply the ability to get up one more time. If life pushes you down 10 times, show it to yourself and others that you can bounce back 11 times.

**Readers – Do share the obstacles you have faced in your job / business? How did you overcome them? Your story no matter how simple it is can be an inspiration for others.**

## **EXPERIENCE OF A MENTEE**

The word “Mentee” was created by people who were ignorant by the word protégé. It is a derivation from the word MENTOR. Mentee is the object of the mentor. Mentoring is used to describe a teacher – student relationship. Such relationships are particularly helpful during a period of transition such as a new business launch, new product introduction or business expansion.

My acquaintance, Sujit shared his experience of being a protégé. He was put under a very tough mentor. When he had come to take my blessings at the beginning of his mentorship program, he narrated that his mentor had a very high expectation of his team members. People’s emotions are secondary to him. I wished him luck and told him to stay away from set perceptions and go with a free mind.

I told him that he is lucky to have a mentor in today’s age as you won’t find many sharing their knowledge. Plutarch once said, ***'The mind is not a vessel to be filled, but a fire to be kindled.'*** When it comes to work, our mentors are the ones who kindle that fire. They inspire us, help us through tough situations, and guide our paths. Having someone to call on for guidance is a great way to help navigate the unknowns.

Sujit continued to narrate his experience. Once when he was presenting to his mentor about the approach they were doing to measure success of their department. Halfway through his presentation, his mentor made a point that the approach is very subjective which can be open for misinterpretation. He wanted an objective evaluation backed by numbers and statistics. Sujit had to agree to his point because what his mentor





said made total sense even though he felt it was a bit weird and crazy.

Soon, he realized that anything shared to his boss which is objective in nature could be remembered by him very clearly. They started asking employees to raise tickets or issues whenever they faced problems. This encouraged employees to voice out their concerns. Based on the raised tickets, decisions were taken. Soon, they started backing all their decisions based on numbers and data points. Emotions were kept outside the table while taking key decisions.

Sujit started questioning his own decisions based on data. During the time of self review as a part of annual appraisal process, he realized that he has learnt, grown and accomplished a lot after reporting to his mentor. Sujit's mentor too mentioned in the appraisal that Sujit was an exceptional resource. He was surprised that this was the same manager about whom people thought that he was difficult to work with but Sujit realized that he has his own ways which proved to be right over time. His mentor knew how to get the best out of him. He knew that he can do much more and was constantly pushing Sujit to learn new things, implement new things.



So, when a mentor is pushing you from the top of the cliff, one of the two things will happen – he will be there at the bottom to catch you or most importantly, he is teaching you how to fly. His way of doing that was pushing Sujit from the edge of the cliff. A mentor can steer a protégé in the right direction to reach his potential though the protégés must still rely upon themselves to succeed. If we look back into history and mythology, we will find countless stories of great warriors who had great Acharyas (Coaches). For e.g. - Dronacharya for Arjun, Chanakya for Chandragupta Maurya and then Ashoka, Guru Ramkrishna Paramhansa for Swami Vivekanand, Ramakant Achrekar for Sachin Tendulkar or Pullela Gopichand for PV Sindhu.

We need great coaches in each and every field to revive this world from the shallowness and superficial hype that prevails everywhere. If you want to be like Sujit in his flight of triumph, find someone who can push you out of your comfort zone. Ask yourself the question whether we allow ourselves to be chiseled.



*BMSPL at Vibrant Gujarat 2017*



*Our Team*





*18<sup>th</sup> Foundation day of Bhakti Management Services Pvt. Ltd.*



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