

60 SECONDS CHIEF

QUESTIONS



Avi Basu
 CEO, Connectiva Systems Inc.
 New York



Ragula Bhaskar
 Chairman and Managing Director
 Fatpipe Networks, US



Krishnan Chatterjee
 Global Head of Marketing
 HCL Technologies, New Delhi



Girish Krishnamurthy
 Managing Director - India
 Kaseya, Bangalore



Fred van der Tang
 MD - International Accounts, Randstad
 Group International Services, Amsterdam

One teacher I remember, and why.	My father, who told me not to go for the best job offer but create jobs.	R. D. Singh. Strong, bright and helpful.	Benjamin Zachariah, who taught me to play my first song on the guitar.	My eldest sister, who unleashed my hidden mathematics talent.	Dr P.Caelories, who made me love strategy.
One most valuable work lesson, thus far.	Understand your team and their capabilities to get the best out of them.	Stay the course. It is easy to get diverted.	Focus on impact —not transaction.	Never take anybody for granted.	You learn most during challenging times.
One thing I look for the most in a new recruit.	Passion.	Enthusiasm, and willingness to get his hands dirty.	Positive energy.	Passion, appetite and hunger to grow.	Curiosity, inquisitiveness.
One thought from a book that I am currently reading.	Self belief, from 'Tas Te Ching'.	Be the change that you want to see' — Mahatma Gandhi.	Big pebbles cause big ripples.	Tough times never last; but tough people do.	The book '2666: A Novel' makes me want to visit Mexico.
One tip for time management.	Prioritise.	Focus on getting the task done, before you move on to the next task.	Spend most time where you have highest impact and control.	Wake up at 4.30 a.m. irrespective of when you sleep.	Focus. Remember your top three priorities always.
One key thing in my fitness routine.	Walking fast (even in the parking lot).	Relax. Let your mind relax when working out.	Brisk morning walk.	Run long distances 3-4 times a week.	Playing football with my sons.
One signal that tells me there is a problem.	When people avoid a discussion on a topic.	When people present a problem as though it is a small issue.	Unfortunately there are no signals —you have to keep a tab.	When people do not receive your compliments.	Silence.
One technique for handling anger.	Deep breathing.	Walk away if you can.	Purpose it into action.	Think what you will be at 75.	I realise nobody is perfect.
One essential ingredient in my investment portfolio.	Ability to take risks.	Think long term. Don't keep watching TV news all the time.	Happiness.	Not being greedy.	Randstad shares.
One good thing about the new generation.	Confidence.	Tech savvy, multi-taskers.	Confidence.	Open and no hesitation in communicating.	Very global, very well-informed.
One worrying thing about the young.	Overconfidence.	Attention deficit; need for instant gratification.	Impatience.	Lack of values and value system.	Some think they can be CEO in their very first job.
One thing that clinches a deal.	Willingness to win.	A win-win situation, where both sides like working with each other.	Transparency.	Ability to communicate value in business terms.	Trust.
One definition of values.	Most important things we do out of love.	Credibility.	Societal definition of right and wrong.	Selflessness.	Common sets of beliefs.
One way that I use for resolving conflicts.	Sit people down.	Prioritising the demands of the other side. Get to the bottom of the issue.	Get everybody around the same table.	Loving, non-judgmental and being selfless.	Listening and building bridges.
One favourite activity when travelling.	Reading.	Enjoy the local scenery, culture, food, but stay in a good hotel.	Finding interesting places to eat.	Jogging and running.	Not running in the hotel gym, but around the block.
One indicator of performance.	Happy company — employees, that is.	Meeting the objectives set for that individual.	Personal satisfaction.	Score card/score board. Results.	Outperforming the competition.
One macroeconomic variable I keenly watch.	Stock market indices.	Consumer confidence and unemployment numbers.	The savings rate.	Progress of rural India.	GDP growth.
One dream I'd like to chase, later in life.	Be a travel writer.	Find the time to relax.	Launching an album.	History and the future are a mystery. Live in the present.	Sailing around the world.
One good way to foster innovation.	Reward lateral thinking.	Question why things are done a certain way, and why it cannot be done better.	Destroy fear of failure.	Spot talent and give enough thinking space.	Accept failure as part of the deal.
One clue that tells me I'm the leader.	I have the job for sometime.	Set a higher standard and expectation for yourself and demand that others follow.	People turn up when I call a meeting.	People put me in the front when I really want to be behind and silent.	Seeing people want to follow me.