

Leaders
Game Changers

Who
Change the Game

to LEAD
as a



LEAD by...

Developing Leader\$

Influencer

\$hweta Vora

ZILLIONITE



Shweta Vora Leading Zillionite

Building Leadership Mindset

- Family Business
- Next Generation
- Entrepreneurs
- Post Graduates

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- J.P. Morgan
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Developing Leaders

1. Business Leadership

δ *Build the entrepreneurial spirit and take the giant stride in the world of business*

2. Intrinsic Leadership

δ *How to survive for 100 years amid the challenging cycles*

3. Dynamic Leadership

δ *Shield from Flickering and Flipping Markets. Learn how to be the DRIVER of the market.*

4. Hallmark Leadership

δ *Build by Creating Value for longevity and sustainability*

5. Visionary Leadership

δ *Build the Roadmap to achieve the Ultimate VISION*



6. Transformational Leadership

δ *Culture eats Strategy for Breakfast – Talent and Teams*

7. Trust Leadership

δ *Do you make a Brand or Brand Maketh You—How Trust is the only element to Build a BRAND*

8. Thought Leadership

δ *Let Money Make More Money –Learn to build Wealth Creation Mindset*

Developing Leaders

When do you become a Leader?

- A. When your turnover reaches 100 crore coveted club*
- B. When you are in top 3 of your industry*
- C. When you are renowned as a BRAND*

When do you become a Leader?

- A. When you have the best team, capex and infra*
- B. When you have repetitive customers*
- C. When you have a high ROI for all stakeholders*



When do you become a Leader?

- A. When you Survive the Business cycles*
- B. When you Sail the Business cycles*
- C. When you Create the Business cycles*

When do you become a Leader?

- A. When you are the “Apple” in your direct competition*
- B. When you are the “Apple” in your industry*
- C. When you are the “Apple” globally*

When do you become a Leader?

- A. *When you deal with crisis effectively*
- B. *When you deal with crisis quickly*
- C. *When you deal with crisis correctly*

When do you become a Leader?

- A. *When you give the requisite customer service to each*
- B. *When you set the bar of customer service across*
- C. *When there are staunch loyalists due to customer service*



When do you become a Leader?

- A. *When you pay competent salaries*
- B. *When you become paymaster in your industry*
- C. *When salary is not the criteria for joining your firm*

When do you become a Leader?

- A. *When your firm takes **best** decisions*
- B. *When your firm has **no bad** decision*
- C. *When your firm takes **timely** decisions*

When do you become a Leader?

- A. When you have a strong continuous income*
- B. When you have diversified income*
- C. When you have royalty income*

When do you become a Leader?

- A. When your business is functional without your presence*
- B. When you are in office only for important decisions*
- C. When all the decisions are echoed no matter who takes it*



When do you become a Leader?

- A. When the family business is a professional business for all*
- B. When there is no relationship restraint while working in family business*
- C. When strong feedback can be shared with equanimity across in family business*

When do you become a Leader?

- A. When you can manage the group dynamics of stakeholders, employees and customers*
- B. When you build a diversified work culture*
- C. When the culture of your firm is THE WAY of Leading*

When do you become a Leader?

- A. When the family business is a professional business*
- B. When there is no power play*
- C. When there is no restraint to share strong feedback in family business*

When do you become a Leader?

- A. When there is disciplined cost control*
- B. When the profit is incremental on y-o-y basis*
- C. When you have effective procurement business model*



When do you become a Leader?

- A. When your business is a Job*
- B. When your business is a Career*
- C. When your business is a Calling*

Business Leadership

“A Business Leader builds blocks of character with Self Leadership” #Metanoesis Leadership

What is your “Business” for you?



Job

- δ *Getting into business as it is the only available option due to circumstances or if the goal is to just make money, then the Business is a Job.*
- δ *If the next generation joins family business due to pressure, readily available easy option, then doing Business is a Job.*
- δ *Bernard Arnault of LVMH had joined his father’s business after engineering as it was a civil construction company.*

Career

- δ *Serial entrepreneurs start a business, scale it to a certain level, sell it off and move to the next big idea which defines a Career move.*
- δ *Easy foot in the door, cashing in the most happening thing in business format is a “Career” move.*
- δ *Mukesh Bansal who founded Myntra and sold it to Flipkart is now the co-founder of Cure fit. He is riding on growing demand for health wave in India.*

Calling

- δ *Entrepreneurs moulded by passion pursue their Calling by doing business. The reason for doing business is to give an outlet to their passion.*
- δ *They follow their calling as they are driven by the madness – the urge to do what their heart desires which might be sometimes mean taking a detour.*
- δ *Kavin Bharti Mittal did not join the family telecom business and followed his calling to launch a chat app called Hike*

Decision Making

- δ *Entrepreneurs are known to have a strong inclination towards **action-backed Decision Making**.*
- δ *They can handle uncertainty with equanimity, are receptive to feedback, learn from all events including failures.*
- δ ***Decision Making** is in lines with the “Corridor Principle”: Where will one corridor lead to (not knowing where the other one lies), yet action backed decision making needs to be taken to go through the next and the next and the next corridor i.e. Keep Moving and Keep Taking Decisions.*
- δ *Developing Leaders in “**Job**” mode of business have strong decision-making ability. Decision making in Job mode is tilted towards rationalised approach.*

Capitalised Approach

- *Analogy:
The MasterChef contest*

*Unknown recipe and Unknown ingredients
Situation based and
Resource Availability to cook the dish*

- *“Do the doable” and start pushing the boundaries*

*Case Study: A calamity, a popular fast food and lo a booming business!
There were volcanic eruptions regularly where he stays that the hot lava reached his home.
He invented Pizza made on Volcano Heat! All the tourists flocked to try this novel pizza.*

Rationalised Approach

- *Analogy: Cooking with Recipe at hand*

Structured

Risks and returns calculated

- *Case Study: Sensodyne toothpaste is a market leader in a decade in tooth sensitivity segment in India. It has tied up with real dentists. Its brand Polydent is into dentures.*

Future can be reliably predicted

Long Term Approach



Metanoesis Leadership is 1% idea and 99% is execution backed by Decision Making.

Go-Getter

An entrepreneur is a Go Getter → Opportunity Creator

- δ *Ideas + Action = Opportunity* *Eg: Tinder*
- δ *A viable opportunity = Opportunity + Commitment* *Eg: Bumble*

Opportunities are also created through:

R&D

Networking

R&D

- δ VUCA times are contemporary times of uncertainty where a go getter starts with an idea and may end up with something almost entirely different.
- δ To gauge the potential capability of an idea, it is imperative to validate and thoroughly evaluate it.
- δ Idea Evaluation can be done through surveys, speaking to experts, reaching out to those who come in the impact sphere when the idea unfolds.
- δ Idea Validation can be done to understand the minimum viability of the product on commercial basis.

Minimum Viable Product (M.V.P) by: Resources Availability Feasibility Scalability (optional)

“Zillionite Leaders build on strengths.”

Networking

Structures of Network: **Bridging** and **Bonding Network**



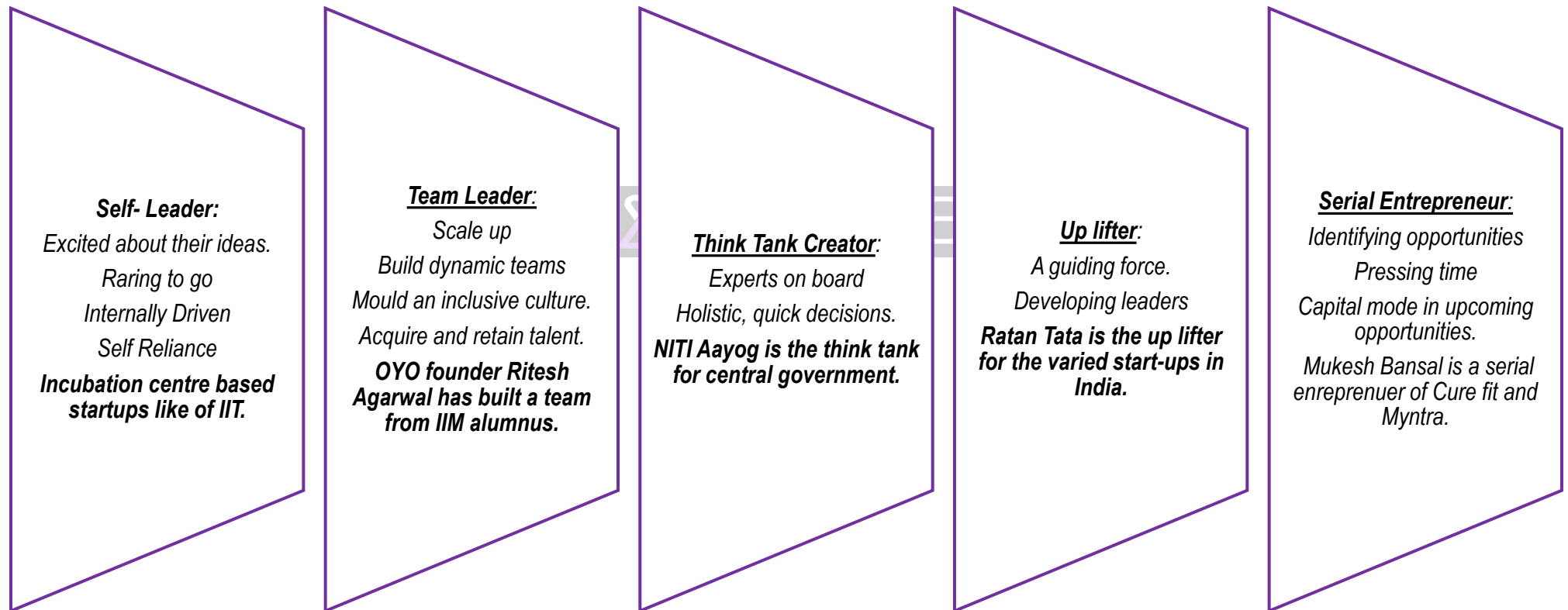
Bridging Network	Bonding Network
Takes place with an unknown forum	Takes place in a known forum
Information based	Trust based
New Opportunities Tapped	Resources Tapped
In a Dynamic Environment	In a Static Environment
Small start-ups network with large players	Networking occurs at the same level
Eg: Coffeemug, Lunchclub which is open to all.	Eg: Yi Foundation which needs 10 crore turnover to be a member

- δ Networking with large player by: Building Trust Proven Commitment Levels Being Financially Prudent

δ Developing Leaders in “**Career**” mode of business are strong Go-getters. They are quick opportunity creators.

Adaptability

- δ Switching from a corporate life to being an entrepreneur, from a known industry to an unknown industry is the sign of adaptability.
- δ Developing Leaders in “**Calling**” mode of business are Adaptable. They adapt to answer the Calling of their life.
- δ Entrepreneurs don many hats on their way to become **Leaders**.



Metanoesis of Business

- δ Any of the three reasons for doing business – Job, Career and Calling is about entrepreneurs catering to refine the craft.
- δ Each mode – Job, Career and Calling have their reasons and pros. Entrepreneurs should know which is their mode of doing business and why.
- δ One can evolve from job-based vision to career based to calling based as life unfolds.
- δ The knowledge of the present mode helps to shape the vision and strategize incisively leading to a winning outcome.
- δ Developing Leaders as per the Metanoesis- mindset is the game changer for leading business.

“A Zillionite Leader is Strength focused and Future focused.”

Lead Notes

- δ The Metanoesis of an entrepreneur starts with its risk-taking ability. Gallup Strength finder is a tool used worldwide to gauge strengths of the leader.
- δ When business is scaling up, it needs systems and processes in place. In the initial stage, investing into processes requires funds which is a sunk cost.
- δ Being a serial entrepreneur, the primary business needs to be in able hands or highly automated.



Developing Metanoesis Leaders @ _____

- δ Metanoesis Mindset

Talent	Skills	Interest	Knowledge
Values	Experience	Expertise	Capabilities

δ *Network Sphere*

Alumni

Friends

Corporate

Acquaintances

δ *Minimum Viable Product*

Market Ready
Capital/Personnel/Customer

Feasibility

Framework

Scalability

δ *Strength Focused*

Self Strength

Market Strength

Product Strength

Overall Strength

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Leading Development...

Next in series....

When do you become a Leader?

- A. When you Set a clear focussed vision*
- B. When you Execute and achieve your vision*
- C. When you revive the collapsed vision*

When do you become a Leader?

- A. When you take good decisions*
- B. When all your bad decisions lead to a great decision*
- C. When you can face all bad decisions and take complete responsibility with aplomb*



When do you become a Leader?

- A. When you find the right mentor*
- B. When you become a mentor*
- C. When you have nothing more to teach your mentees—they are ready to LEAD*

When do you become a Leader?

- A. When you have found the right talent*
- B. When you can groom the existing talent to great heights*
- C. When the best talent in the world is ready to work with you*

When do you become a Leader?

- A. When your working capital needs are increasing*
- B. When your company is cash rich*
- C. When you have investors and funding options lined up at your door step*

When do you become a Leader?

- A. When your first venture is a massive success*
- B. When you build a master class venture with all the learnings from strings of failures*
- C. When you decide to stay relentlessly on the course with success and failure on your wayside*



When do you become a Leader?

- A. When you get “x” no of customers*
- B. When you have clients in pipeline for next two years and you say no to others*
- C. When you get a client for lifetime*

When do you become a Leader?

- A. When you decide to join Leadership Development Program*
- B. When you complete LDP*
- C. When you implement the learnings of LDP*

Developing Leaders

- δ *Developing Leaders through **Experiential Learning** with original and unique content*
- δ ***Insight led** and **Action oriented** exclusively for practical implementation in SME and family-oriented business*
- δ *Curated from massively distributed experience from consulting Zillionite companies across industries*
- δ *Designed with **Game Changing activities** for business*
- δ *Covering **Strategy** for Leadership Mindset across domains of business including Finance, Brand and Organization Development*
- δ *www.zillionite.com/developingleaders*

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