

OPEN YOUR UMBRELLA

PREFACE – PLOT

“Oh! It’s very frustrating. I don’t know where the company is heading.....all is not well” replied Peter, VP of a leading firm.

“No one listens to me. They keep doing whatever they think is right. I know what they are doing is completely wrong. But what to do.....” complained Ashok Sharma, ED of an MNC

“I know in the upfront, that the project cannot be finished in time with the given resources. Why should I earn a bad name by yelling? It is safer to say yes.” – Replied Sriram, the project Manager.

“Me!... don’t ask me. I regret why I left the earlier company.” replied Chander.

“Yah... Nothing great! ...In fact looking for a change.....let the market improve” replied Sunil Bhatia, Team lead in IT Company

“What to say! Things are pretty bad. Lots of things need to change around here to make it Okay. Our products are no good and difficult to market. My feedbacks are never considered. Seriously!... thinking to join the competitor.” Replies Jana, DWH specialist.

“Customer’s requirement is never understood and built in the application. Then what is the purpose of my role” replies Rajesh, a senior business analyst.

You may be wondering what the question is and why they all answered this way. There was only one question. That same question was asked to all of them. It wasn’t asked for any survey. In fact it was not even a question. It was just an enquiry, a pleasantry exchange; A formal opener, an attempt to exchange the greetings during a chance meeting.

It was a traditional “How are you?”

I am sure most of you would have faced similar people, similar responses.

Why they become impassioned? Why do they express themselves in terms of career? Why people just pour what is on top of their mind, what is brewing in their thinking?

The economy is ripped. Companies fail. Jobs are cut. Promotions are missed. Increments disappeared. Career is doomed.

Look at the responders. They are all senior professionals in the growing industry. They are the planners, architects, designers and strategists. In short, Leaders. They lost the pathway. They are looking for the beaten track. They look for tracks, rail roads to guide their locomotives to run. There will be "go, no go" signals, level crossing gates, and key exchange at every station to ensure safe passage until next stop. The locomotive is an automotive. They only need to make motions of operating some levers here and there, all pre programmed. They have the comfort of pretending to steer the course and running the business and their career between stations.

They are qualified. They are learned. They had good life till now. They have their pride. They think the affluence has always been there and guaranteed to continue. They feel it is there right, their natural place in the world to be privileged to enjoy the standards of life. Because world owes this to them, they thought.

In the past they had success. The leaders thought that they know it all. They might be just riding a trend but so arrogant that they think they had built this success out of their sheer genius. Most of them hang on and hope that the cut back will miss them.

But now the economy is beginning to go wrong and career is beginning to rot. The leaders are unable to tolerate the frustration, disappointment, and the things not going their way, find themselves difficult to fit in and be a part of the group and system. They become impassioned.

The auto motive era of locomotive driving has come to an end. What you require is self motive in these turbulent times. You need to swim now in uncharted waterways. You need a different skill. The world needed a severe crisis to force us to change. We need this fall from pride, a personal shake up to reengineer our self. We need to go back to the drawing board and start building again, put everything we got in the melting pot to save the situation.

We always pin our life with the economic cycle with the environment and assume no responsibility. Blaming everything with the economy is as if we have nothing to do with this catastrophe. It is for the economy to take pity on us and behave properly. It is

always not me. It is only “they” or “It”. That makes my job easier as I don’t need to do anything. But in the doom time an individual can have his prosperity, and in the boom time he can have set backs. Every individual can have his own cycle of ups and downs.

The Republic day Terror threat, the Major Airport evacuation, continued concerns about Swine Flu (H1N1), and economic recovery from the "Great Recession" are causing widespread fear and panic. People are once again afraid to fly, afraid of those that seem sickly, and afraid that recovery will never come. The fear machine is busy keeping you afraid and keeping your mind off of reality. Fear is a product. Someone is selling it, and too many of us are buying it. It's time to understand and eliminate fear from our lives and keep things in proper perspective.

Everyday there is danger about something. However, we have negotiated those dangers before to get to this point in our lives, and we can continue to do so.

It rains. Still you venture out. You don’t want to get drenched. You open an umbrella. It shines hot. You switch on your AC only in your bed room and not for the entire street to avoid the oppressing heat. But when comes to the career you want Wall Street to correct and behave and complain of your career. It is time to get up and gear up. Open your umbrella. Switch on your bed room AC.

You are not functioning in vacuum. You have other players in this drama. The other players come in different roles as Boss, colleagues, customers, groups and family. You will have to make it up in life with them or in spite of them. **It is your drama. You are the director. What you do, when you talk, where you negotiate, whom you relate and how you up skill are the elements to make your universe.**

The script is given for your drama, in the next pages. The drama script is given from the experience. The players come in the form of Bala and Saba. There are many players hiding behind them whom you can easily identify. The script is only for prompting. On the stage you can have your own dialogue. Because, the learning is not finding the answers for questions. It is about finding your own Answer. Generally in all the books you can hear only the Author’s voice. This book is different. This book is unique. This is a new, novel, nonfiction drama. You can hear the readers’ voice. The Reader is conversing, arguing, debating and deliberating with the Author. The Reader says it all

through Bala. As you progress you will notice there is Bala and Saba in each one of us. Watch it what is happening there after.

Don't put your life on hold any longer. Cry a halt to mindless complaints

The vast majority of people and companies don't learn enough from their mistakes or their accomplishments. It's like everyone is simply ploughing the beaten track plugging along with their heads down, and it's same old life wheel all over again.

There is repetition of the same day over and again, both companies and individuals seem to run the same outlook, approach, and strategies.

You and I both know that no matter how good or bad your results were in 2009- you can always do better.

Yet, the single biggest key to improving both your performance and your results seems to go ignored by almost everybody.

If you want to be at the top of your game you absolutely must review, analyze, and learn from what has already happened.

Even if 2009 was a challenging year for you, odds are if you look close enough there's something somewhere to be proud of. There may be some accomplishments. Analyze what you learned from each accomplishment...or failure!

The characters in this book identify their biggest disappointments of 2009...Practically every company and individual resists analyzing their mistakes. That's not a shame because this is where the best learning comes from. Analyze what you learned from each failure or disappointment of the Roles in this drama.

No matter how great everything in life is going -we all make mistakes. Bala and Saba find the trick here to really analyze them, what preceded them, what they could have done differently, and how can they prevent them in the future.

They identify how we limited ourselves last year and how can we redefine the boundaries....Were there certain actions you took or didn't take, that came back to haunt you? In order to make sure you don't limit yourself again - you need to bring these self-defeating actions to the surface, confront them, and most importantly determine

what you must do differently to make sure you don't make the same mistakes all over again. Bala and Saba review all these...

The goal of this drama is not simply to know yourself and your business better but to actually use the information to make certain 2010 far surpasses 2009. From the discussion in the drama, what do you know about yourself, your boss, your peers or your business that you didn't realize or weren't thinking about? The big takeaways from each question are your own answer.

I repeat..... The script is only for prompting. On the stage you can have your own dialogue. Because the learning is not finding the answer what other people already know, it is finding out your own answer for your own challenges.

The long and short, your survival does not depend on the whole economy doing well or Wall Street getting paved with the gold.

It is raining out in the street. Are you going to stay at home?

Open your umbrella!
