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## Context to the nugget

Zia talks about the key attributes that have enabled her to succeed as a lawyer and as an institution builder. She talks about how people shouldn't be afraid to reinvent themselves if they are not having fun in what they are doing.

## Transcription

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Deepak Jayaraman (DJ): If you really had to be immodest about yourself and say what about you has enabled you to come this far in your career and build such an institution what are the two three themes you would call out?

Zia Mody (ZM): I would think my tenacity, my loathing to admit failure, my ability to leverage my intelligence, tactically rather than abrasively, my conscious strategic, recognition that as a women I had to do ++ and not fitting and moaning about it but getting on with it, being practical in many cases and not standing on my principals and my ego that's it.

DJ: How do you think about resilience? It means different things to different people when you say tenacity and resilience give us a sense of what it means to you?

ZM: If someone being obnoxious I really don't care if am wrong I am very happy to say sorry it doesn't take the hell out of me if someone is gaming me I don't wait to let him think he has fooled me I call him out if I need to give guidance which can't be sugar quoted beyond the point. I don't sugar quote it beyond the point, I mean patience. I am sometimes often bad tempered I don't suffer fools gladly and those are my problem areas.

DJ: That's interesting that you say this because one of the other points you have made was about using your intelligence tactfully and not abrasively so how do you...

ZM: So that is when I am on the other side and I am negotiating and am basically not going to get upset if the other person is the fool I am going to leverage that on my clients advantage but if I am mentoring somebody or training a youngster and they just don't get it after two three attempts then I lose interest.

DJ: In summary any themes you want to leave the listeners with, on the choices they make in their career and how they grow to play to their potential?

ZM: So I think obviously the main thing does it? I mean are you passionate about it or you will not sustain? Don't be worried about changing tack, if you find that you have done five years of something and you don't like it, you don't have to the next 50, have the courage to take a step back

doesn't matter if you lose in the race but ultimately it will sustain and country to what anybody might like to think, there's absolutely no substitute for hard work, so that's how you grow.

## Reflections from Deepak Jayaraman

DJ: The point Zia makes about not being afraid to change track if you are not having fun is a profound one especially in a country like India, where we often attach labels to ourselves and become prisoners of that identity. I am a CA, or I am an Investment Banker or I am a Private Equity investor, I am a Strategy Consultant or so on. Getting somebody to show the mirror to you might unearth insights about you in other dimensions that could open up new vistas for you. A few weeks back I was talking to Atul Kasbekar, the celebrated photographer who quit engineering to pursue photography. I asked him how he moved from being a Photographer to being a producer. (He was the producer of the movie Neerja that won the National Award). He said that one of the people that knew him very well said that people around him trusted him and he could be a trusted platform on which people could come and work together and create something. That is a great insight about oneself that opens up a new set of possibilities. Clearly not possible if you keep calling yourself a photographer and look for opportunities in that limited solution space.

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## End of nugget transcription

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### Zia Mody - Nuggets

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### About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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