



The banner features the 'play to potential' logo on the left. Below it are contact details: a WhatsApp icon with the number '+91 85914 52129\*', a Twitter icon with the handle '@PlayToPotential', and a globe icon with the website 'playtopotential.com'. To the right, it says 'Also available on:' followed by icons for Spotify, Apple Podcasts, and Google Podcasts. On the far right is a portrait of Deepak Jayaraman, labeled 'Podcast Host' and 'Deepak Jayaraman'. A small note at the bottom left reads: '\*Just send us a Whatsapp with your name, number and email and we will add you to our distribution list.'

## Context to the nugget

People often look at work and life as two different compartments that do not intersect. Dheeraj talks about how he tries to weave in work and life and has osmosis going on across the two.

## Transcription

\*\*\*\*\*

**Deepak Jayaraman (DJ):** One of the things I have heard you mention in a different conversation was about starting a family and initially sort of thinking about focusing on entrepreneurship but later realizing that becoming a father has made you a better entrepreneur, talk to us a little bit about what's behind that?

**Dheeraj Pandey (DP):** As I mentioned before as I evolved I realised that I have weaved in life and business together and it's not like this two streams they don't mix I have to weave them together Learn from life apply to business learn from business apply to life like the idea of waste and delight these are things that I initially learnt in life but we are applying it to the business but I then take these ideas because I am trying a room remind everybody about the waste, you really have to worry about the waste as much as delighting your customer or employee you have to worry about the waste and if you do a really good job at the waste over waste that's delightful to wall street it's not delight of all cost it's also figuring out the waste, but then you take those ideas to your children because they are constantly repeating the word waste to take it back to children saying waste. So celebrate eliminating waste even at home because now they will be grounded if they think about do not waste energy, do not waste water, do not waste food I think their learning are to become better individuals just based on whatever I am repeating everyday at work actually so you try to just hop around the two experiences in this belt and do on.

**DJ:** How do you think about success and how has that evolved over time given where you are today what would success look like?

**DP:** At this point if you would ask me it is also constantly evolving definition of success, it is about building a tone more milliners in the company and a lot of CEOs, if we can do that and by the way that's the hard part actually, it only happens if you build a long lasting operating system which is solving the needs of the machine and the side of customers but its also serving the individually works for Nutanix because along the way they will build their own operating system and they finished and improved then operated the operating system of the business itself so if you can build a lot of entrepreneurs and a lot of generational wealth's` for these employees that we actually have.

## Reflections from Deepak Jayaraman

DJ: I really like the notion of work life harmony which is more of an AND paradigm rather than work life balance which suggests an OR paradigm. Of the various things that have been written on this topic, I really like the perspective of Steward Friedman, a professor in Wharton. He talks about looking at life across 4 dimensions - Self, Work, Home, Community. Couple of related points here. One is that I see that leaders often overindex on work, home and community and miss out on allocating adequate "me time". Interestingly enough, a lot of deep thought that drives long term thinking and connecting the dots happen during that time. The second is that people often see these as discrete compartments. But the real smart leaders find a way of pursuing initiatives which tick multiple boxes at the same time - he calls them 2 way, 3 way or 4 way wins.

Thank you for listening. For more please visit [playtopotential.com](http://playtopotential.com). If you want to listen offline either during a car ride or a plane ride, you could find the podcast on iTunes, Stitcher or one of the other Podcast apps.

## End of nugget transcription

\*\*\*\*\*

### RELATED PLAYLISTS YOU MIGHT LIKE

**Work and Life:** Leaders talk about how they think of work and life and manage to juggle the two. No universal answer here but a glimpse into how different people have framed this in their heads and have dealt with it. We all need to find what works for us individually. You can access the playlist [here](#).

### SIGN UP TO OUR COMMUNICATION

**Podcast Newsletter:** Join 1000s of leaders who benefit from the Podcast newsletter. Not more than 1-2 emails a month including keeping you posted on the new content that comes up at the podcast. High on signal, low on noise. Sign up for the podcast newsletter [here](#).

**Nuggets on Whatsapp:** We also have a **Podcast Whatsapp distribution group (+91 85914 52129)** where we share 2-3 nuggets a week from the Podcast archives to provoke reflection. If that is of interest, please click [here](#) and send a message stating "INTERESTED". Do also add this number to your Phone Contacts so that we can broadcast our messages to you when we share a nugget.

\*\*\*\*\*

### Dheeraj Pandey - Nuggets

- 19.00 Dheeraj Pandey - The Full Conversation
- 19.01 Dheeraj Pandey - Early formative years (including retaking JEE)
- 19.02 Dheeraj Pandey - Building optionality during early career
- 19.03 Dheeraj Pandey - Relationship between Co-founders and Company
- 19.04 Dheeraj Pandey - Evolving as a leader with the company

- 19.05 Dheeraj Pandey - Building an anti-fragile culture
- 19.06 Dheeraj Pandey - Perspectives around career choice
- 19.07 Dheeraj Pandey - Hiring senior leaders into Nutanix
- 19.08 Dheeraj Pandey – Work,life and success
- 19.09 Dheeraj Pandey - Leadership Development in a turbo-charged environment
- 19.10 Dheeraj Pandey - In Summary - Playing to Potential

### **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](#).

### **Disclaimer and clarification of intent behind the transcripts**

This written transcript of the conversation is being made available to make it easier for some people to digest the content in the podcast. Several listeners felt that the written format would be helpful. This may not make sense as an independent document. Very often spoken word does not necessarily read well. Several of the guests have published books and the language in their books might be quite different from the way they speak. We request the readers to appreciate that this transcript is being offered as a service to derive greater value from the podcast content. We request you not to apply journalistic standards to this document.

This document is a transcription obtained through a third party/voice recognition software. There is no claim to accuracy on the content provided in this document, and occasional divergence from the audio file are to be expected. As a transcription, this is not a legal document in itself, and should not be considered binding to advice intelligence, but merely a convenience for reference.

The tags that are used to organize the nuggets in the podcast are evolving and work in progress. You might find that there could be a discrepancy between the nuggets as referenced here and in the actual podcast given this is a static document.

All rights reserved. No part of this document may be reproduced or transmitted in any form or by any means, or stored in any retrieval system of any nature without prior written permission.