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Context to the nugget

Dheeraj talks about how businesses and leaders need to have clarity around the interfaces they have strengths (man-man, machine-machine, man-machine). That clarity at an organizational and an individual level can be insightful in guiding growth and strategy.

Transcription

Deepak Jayaraman (DJ): In Conclusion, Where to go and how to grow, what's your take on these two questions in the context of people playing to their beneath potential?

Dheeraj Pandey (DP): Obviously businesses need to know what they are really good at and ideally they should be good at both things actually all three of these they should be really good at the Man Machine boundary which is convenience, simplicity, how do consumers deal with your prompt how simple it is to use and how forgiving it is, is it dump proof and so on, so you have to be really good at that obviously you have to be good at how do I really scale my operating system if I didn't have componentise view of it and if I didn't have APIs and things like that what are the SLS good departments and between two pits at team how do you break down your big businesses into smaller stuff that's more manageable and finally do you have culture where people are not constantly fighting which is to Man Man and human to human relationship form, I think at the core you need to know which one's the either you are good at because someone like oracle has great product but the sales motion sucks. When we go and talk to customers there's a very different kind of arrogance that people look at per se. I mean I like your products but I don't like the way you interact with me actually so as long as you know what you are good at and probably they can get a pass because that's so sticky a product, I was like they don't have too many options its hard to go away from it and so on, they have built some amazing machine to machine API its basically that make the full thing damn horror to actually approved and so on so you need to know what your strengths are and play it on your strengths actually.

Reflections from Deepak Jayaraman

DJ: This reminds of the point that came up in one of my earlier conversations with Nandan Nilekani who spoke about the notion of individual competitive advantage in the context of how he thought about his career post the elections in Bangalore that he lost. Having that clarity around what you are distinctive in, can be empowering and can inform the growth or direction that you take within a company or outside.

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End of nugget transcription

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Dheeraj Pandey - Nuggets

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- 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](#).

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