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## Context to the nugget

KV Sridhar (Pops) talks about his childhood and how he had challenges due to Dyslexia (which was discovered much later). He mentions that in a lot of ways his story is not that different from Taare Zameen Par (Bollywood movie starting Amir Khan). He also talks about his daughter being diagnosed with dyslexia and how he worked with her to overcome the problem.

## Transcription

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**Deepak Jayaraman (DJ):** What would be three four formative experiences in the childhood which actually sets them up for the journey?

**KV Sridhar (KV.S):** You always have in your childhood, something's which boosts your confidence, something which actually destroys your confidence, I think that vulnerability is what makes life far more exciting, without me knowing in those days there was no way of knowing but I was **Dyslexic**, now retrospective now you realize, they always used to have problems with the spellings which are misspelled and jumbling of words, when you read you can't read a sentence properly, you read up and down so it makes no sense, so ability to understand unless orally somebody teaching you, so reading from books it became little difficult when I was, as a kid it is far more profound so there is no way of knowing, everybody knows that I am good but I don't get marks, somewhere my journey into drawing and a Painting made my parents and everybody think that I am not interested in studying and I am far more interested in Painting which is blessing in disguise for me because I took up painting and then drawing very seriously from a very young age, so that's the positive fall out of where you think that you lack confidence because you didn't know those days clinically something wrong with you, so you only think you are not good enough rather than *chasing what is not good enough or chase what you are good*, without knowing it's an instinct which comes to you, and cheer that I enjoy this more because there are no spellings, nobody is judging you and then no body is actually saying and also my ability to get 100 out of 100 in drawing and adding to all this my father was a central government employee, so we had an option of taking the third language or a second language, which is drawing, because of linguistic things, which come in a way from one part of country to another part of the country, apart from English the second language is always Hindi, and then the third language is the local language so I took the option of second language missing so I never, I can speak fluently and understand Hindi but I can't write Hindi, I can't read and write Hindi, so these are the things which actually make you shift.

**DJ:** For parents with kids specifically with Dyslexia, any insights on what they could do to ensure their kids Play to their potential?

KV.S: I think my daughter is Dyslexic and then because of my suffering and knowledge of what Dyslexic children go through I could spot in her much area then I chase the school to actually get tested which has not happened and then she was getting lower grades then I went and got on my own studies with doctors and Dyslexic therapist, all the required certificates and then proceed this to school, schools refused and it took them four years to recognize that she is Dyslexic and they didn't have teacher who can actually teach a Dyslexic kid as per as Government of Maharashtra rule you can even get a writer for you if you are Dyslexic so instead the school really pressurized my daughter quite a lot, so at the same time the *Taare Zameen par*, so I went and told Prasoon who was writing that film that this looks like my story because what I have gone through and my wife was also not keeping well that time so actually I had spent hours and days and days with Sion Hospital, to really get her clinically tested and then got her certificates so that she will get the exceptions and little more time and five grace marks and whatever she was entitled to, and even not many teachers there were couple of them I was not very happy with so I *myself had to go through the training as a parent for teaching my daughter* and then I learned all the tricks when they are actually reading it you have to cover the book only one sentence for a time, easier for them to, so that they don't jumble the words and then they get used to it, it took me 25 years to overcome and then I could make it within 24 months, my daughter overcome that problem, I think when India still we are not sensitive towards the children and a lot of inabilities which they have, we don't recognize them.

## Reflections from Deepak Jayaraman

DJ: Three things struck me here. First is related to the point Pops makes about getting better at where you are good rather than chasing where you are not good enough. Even when I work with leaders, I urge them to focus on what their strengths are and where they get their energy and really building on that rather than overinvesting on fixing issues. When it comes to Potential, I think a better question to ask is "what is the person showing potential for?" People often look at Potential as a binary issue – the person has potential or does not have potential.

The second thing that struck me was more as a parent. It is just so critical that we are sensitive to how the child learns. Sometimes, I end up imposing my way of learning on the child and forget that the child likes to absorb information in a totally different way. Howard Gardner's perspectives on Multiple Intelligences are a great read in this context.

The third takeaway for me was that sometimes we end up labelling kids early on. But if nourished in the right direction, they can lead such impactful lives. Pops' journey is such a powerful case in point.

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## End of nugget transcription

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## KV Sridhar - 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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