Context to the nugget

Mouli talks about the concept of Learning Cycles and how it is critical for people to focus on completing large learning cycles to build significant distinctive capability. He also makes the distinction between major and minor learning cycles and talks about how effective leaders often kick their game up a notch when it comes to a major learning cycle. The concept of learning cycle is also relevant when we think about processing opportunities that come along in our journey.

Transcription

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Deepak Jayaraman (DJ): The other piece that struck my attention was, you talked about raising the game where it matters something that is associated with the people like Roger Federer or a Dhoni hitting that six in the world cup and you mentioned that in the context of learning cycle I would love to know what you have in mind and if you can expand on this for the listeners?

Chandramouli Venkatesan (CV): My observations of building experience was that part of the experience was also driven by which learning cycles you participate in? so for example if there is a very big new product being launched and you have been involved in that learning cycle from day 1 right till the launch you end up with the certain kind of experience so how does there is an organizational transformation and you have been involved in conceptualising it all the way to the execution so I called it a learning cycle which is end to end you are involved with the beginning to an end what I found was   that successful people seem to participated in what I called it is major learning cycles. Yes there are Major learning cycles and Minor learning cycles, so successful people firstly seemed to participated in Major learning cycle, which has add a transformational impact on their development and their experience building process.

DJ: And how do you distinguish the two? Major v/s Minor?

CV: I think it is quite simply to say that if you have to say in each learning cycle there's a certain learning potential and all learning cycles don't have the same potential so the bigger the potential for learning the more major the learning cycle is its I think the simple way to looking at it. What the other thing I have noticed is successful people do is they somehow seemed kick the gear when they get to a Major learning cycle they know that this is a major learning cycle and I must be in better form here it is like saying that if you are Dhoni then you somehow realize that the world cup final is when you have to at your best, it's a major event and I think similarly in careers the successful people somehow seemed to lift themselves one gear in Major learning cycles and I think that's a skill that we can all cultivate to say the moment I recognize I am in a Major learning cycle how do I lift myself a gear and it does two things one is a Major learning cycle is a Major learning opportunity for you and I means if you lift yourself and operate at higher level you end up learning a lot more which

builds your experience and the second thing in the major learning cycles is also important to the company and if you lift yourself a gear in that important event then your contribution is significant and it has a very positive benefit on your careers in the future.

Reflections from Deepak Jayaraman

DJ: It was interesting to hear Mouli frame the work experience from a lens of learning rather than accomplishments. That is a profound distinction. We are so often caught up in focusing on what we achieved that we don't focus enough on how much we have grown through the experience. If I overlay this with the concept of TMRR (Target Measure Review Reflect) that Mouli talks about earlier in the conversation, the key insight for me is that we need to focus on building our capability over time and the rest will follow.

The other insight for me (when I think about my experience at EgonZehnder) is that people often don't think about learning cycles enough when they think about duration of stints. You sometimes get a Search Consultant call about an interesting opportunity when you are in the middle of a cycle and it can be tempting but as Mouli says, it is critical to keep the learning cycle in mind while taking a call in these situations.

Thank you for listening. If you are new to the podcast and want to get a sense of the nature of content that is covered, you might want to go to YouTube and type "PlaytoPotential Highlights from 2017". I have tried to capture the key takeaways from my various conversations last year with leaders across disciplines. From people such as Zia Mody, Nandan Nilekani, Viswanathan Anand, Vijay Amritraj, Amish Tripathi, Vinita Bali and the like. For more, please visit playtopotential.com where the content is organized by nuggets and they are tagged by themes so that you could get perspectives from multiple individuals on a topic that you care about. If you want to listen offline say during a car ride home or during airplane travel, you could also access the Podcast on iTunes, Stitcher, Saavn and several other podcast apps but that may not give you the flexibility to navigate across speakers by theme. If you find the content purposeful, please go to iTunes, rate the show and share a review. It will help others discover it.

End of nugget transcription

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Chandramouli Venkatesan - Nuggets

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- 28.01 Chandramouli Venkatesan - Genesis of the book - CATALYST
- 28.02 Chandramouli Venkatesan - Turbocharging your growth - TMRR
- 28.03 Chandramouli Venkatesan - Raising the game when it matters
- 28.04 Chandramouli Venkatesan - Playing the 1st half to win in the 2nd half
- 28.05 Chandramouli Venkatesan - Picking mentors thoughtfully
- 28.06 Chandramouli Venkatesan - Decoupling quitting & joining decisions
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- 28.11 Chandramouli Venkatesan - Winning the Second half of career
- 28.12 Chandramouli Venkatesan - 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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