



The banner features the 'play to potential' logo on the left. To its right are contact details: a WhatsApp icon with the number '+91 85914 52129*', a Twitter icon with '@PlayToPotential', and a globe icon with 'playtopotential.com'. Further right, under the heading 'Also available on:', are icons for Spotify, Apple Podcasts, and Google Podcasts. On the far right, a portrait of Deepak Jayaraman is shown with the text 'Podcast Host' and 'Deepak Jayaraman' below it. A small disclaimer 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

Vinay talks about how the same judgment can have a different journey of implementation depending on the ecosystem in which the judgment is pronounced. He talks about the distinction between barking and biting when he looks at a Judgment. He urges the leaders (Judges, Lawyers, and CEOs) to think hard about the ecosystem they are in and the control they have over implementation before they go for a certain verdict.

Transcription

Deepak Jayaraman (DJ): Your PhD thesis was about getting to good Judgment, in your study of various judgments that have been made and the judges behind those judgements talk to us about what stands out about them? What we can learn in terms of how to get to meaningful judgments especially in shades of grey?

Vinay Sitapati (VS): So my PhD thesis topic was the marriage of my interest in law and my academic career in law married with my work in journalism, because I was a lawyer my boss in Indian express put me onto a cover of a lot of legal cases and I was looking at a lot of these judgments what people call path breaking judgements after the judgment, so the title of dissertation was after judgment day and I remember one of the people I interviewed who has affected by a judgment telling me, he said it in Hindi "*Hum jaante hai ke kutta bhokta hai par kya wo katata hai?*" we know that the supreme court of India seems to bark but does it bite? Does it have an impact? And that stayed with me and while I was a PhD student I just kept pushing this idea, let me pick a bunch of cases that everyone thinks were successful and let me follow it ten years from now, let me follow it 15 years from that to see actually if the intended impact of the judge take place on the ground and the answer was no and it was a pretty simple reason that the judge simply didn't understand her or his ecosystem that the same judgment pronounced by the top court in Switzerland and the same judgment pronounced by the top court in Indian and the same judgment pronounced by the top court in Somalia will have will have very different implementation effects and the reason is that state capacity the ability of the state capacity to implement its will very vastly between Switzerland, America, India and Somalia and I was astounded that very few lawyers thought about it and then I realize that lawyers only care about this and judges only care about this until they get the judgment and everybody gets money everybody goes home but there is the whole world of the effects of the judgment after that so I think the first big lesson I learnt about not just lawyers and judges but also people who are keep going to court for social causes that maybe you are wasting your time maybe you don't understand the ecosystem in which you work, if you are not able to get things done outside the court what makes you think you can get it done within the Court? When the same problem affecting implementation outside inhibit the court from actually being powerful within so I think that was a very big lesson for me. You are a leader understand the power you have before

making a judgment before making a decision first realise do you actually have the power to enforce that or not? And if you don't they you should maybe tailor make the decision to not what is ideal but which is actually implementable on the ground given the implementation capacity you have.

Reflections from Deepak Jayaraman

DJ: The key takeaway from this segment was the notion of keeping the “How” in mind while getting to the “What” when it comes to a decision where several things are in the grey. If I translate it to the business context, a strategy is only as good as the ability of the company to implement it and that could be a function of resources, talent, culture and the environment around the company. Keeping these conditions in mind and getting to a good judgment or strategy, I guess is key as we think about leaders getting to good outcomes eventually.

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. 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. Google has recently launched an app for podcast listening on Android platforms too. If you went to playtopotential.com, you would also have the opportunity to listen to multiple voices curated by a topic.

To give you a sense, one of the playlists is Navigational principles. Leaders discuss their personal frameworks they used during some of the pivotal transitions they made

If you find the content purposeful, please go to iTunes, rate the show and share a review. It will help others discover it. Thank you for listening.

End of nugget transcription

RELATED PLAYLISTS YOU MIGHT LIKE

Judgment: Judgment is a key trait that differentiates the great leaders from the average ones. How do you make decisions and exercise choices in a world full of options and grey areas with multiple stakeholders around you. In addition, the playlist has nuggets that discuss how one creates a climate for the people around you to exercise good judgment. You can access the playlist [here](#).

Lessons from another domain: What can the world of business learn about communicating intent from the Army? How is handling customer feedback similar to how a standup comedian handles heckling? What are the parallels between business strategy and chess? What can the world of business learn from other worlds? 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.

Vinay Sitapati - Nuggets

- 30.00 Vinay Sitapati - The Full Conversation
- 30.01 Vinay Sitapati - Early career choices - Law, Journalism, Teaching and Writing
- 30.02 Vinay Sitapati - Delivering good judgments
- 30.03 Vinay Sitapati - The reflection habit - decoding signal from the noise
- 30.04 Vinay Sitapati - Managing time, unfettered curiosity and resilience
- 30.05 Vinay Sitapati - Leadership under extreme constraints - Lion, Fox and Mouse
- 30.06 Vinay Sitapati - Staying relevant through transitions
- 30.07 Vinay Sitapati - Assembling an effective team
- 30.08 Vinay Sitapati - Making/Not making key decisions
- 30.09 Vinay Sitapati - Driving change when there is short term pain and long term gain
- 30.10 Vinay Sitapati - 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.

Podcast Transcript [30.02 Vinay Sitapati - Delivering good judgments](#)

Also available on Apple Podcasts | Google Podcasts | Spotify

www.playtopotential.com

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.