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Context to the nugget

Neera talks about how it is not about each of us individually fulfilling our potential but more about how we can work with a group of people and unlock greater possibilities. She also discusses how we all get cues along the way that nudge us in certain directions for us to pursue the path that that could enable us to fulfil our potential.

Transcription

Deepak Jayaraman (DJ): Given there is a new opportunity with tech to drive impact at scale you seeing different breed of leaders emerging from a sort of a space?

Neera Nundy (NN): Ya, absolutely our sector has gone from seeing leaders SEWA like Ela to you know leadership that are running tech company that come from an MBA from HBS so you have the whole range of leadership and it's interesting to see these newer age let's call them, the newer age social entrepreneurs are impatient right? And they want growth and they are pushing for it and there's also funding that also enticed by, I think technology is an enabler but you need both to co-exist and I think we shouldn't discount, obviously nobody discounts Ela from Seva but you can't discount the activist you can't discount people who are mobilising communities because that takes time and so you need different kinds of models to coexist ultimately the scale and impact that were having and so each of these models just like a business will have a scale trajectory and something's will take longer and community mobilisation is a lot more expensive and it takes a lot more time technology is way cheaper you get outreach very quickly and so each of them play their role and I think we don't do enough of that in our sector, which is understand the business model, so this whole for profit non-profit conversation or this impact investing like why can't we solve the world's problem with equity and debt, I mean really? There is a need for subsidised models because there are customers who will not be able to pay for the services and products they are being provided that's because the government has failed right? To some extent. So all of us MBA or is a for profit people who think you are going to solve all of this with the for profit model, its mistaken, we don't have markets, people are living on 2 dollars a day they don't have money to pay for these kinds of basic needs that understanding which models can have equity and debt because you have revenue and you have a margin and which are you non-profit because there isn't an ability for an ultimate beneficiary to pay for those services and therefore that needs to be subsidies either with government money or grant money and at another places you are building a market and so whoever is building that last mile are actually needs potentially a subsidised model so we don't deconstruct these enough to understand with these kind of model this is a the kind of scale one will got, A this is kind of financing you actually need and so some of this stuff that potentially seems obvious to all of us, I don't think we apply enough actually to the sector.

DJ: In summary how would you tell our listeners how to play to their unique potential?

NN: I think the most important thing is it's not about yourself it's about how do you bring others to magnify your individual potential so I actually think it's less about individual, it's more about how are you playing to your potential by bringing others along with what you are trying to achieve, where the difference you trying to make. I think takes signals I don't think playing to once potential is like alone journey it's all about bringing people along with you and I think building relationships because it's that energy it's those signals is that advice that ultimately opens up your own eyes of what you can see yourself being contribute.

DJ: And when you say it takes signals, what just too maybe understand what you have in mind when you say that?

NN: I think people will say what you do well, people will say what you don't do well often people give you advice, you get cues from folks and I think one should be listening to that and often you subconsciously don't realise that either that affirmation or deformation is building who you are and building your potential, so I think being much more authentic about recognising all of that and bringing it together to actually have the courage I think a lot of playing to your potential has to do with courage and you don't jump alone so you bring out others with you, we can kind of have parachute.

Reflections from Deepak Jayaraman

DJ: Take cues and signals from the world around you is such a simple but profound advice. When I work with leaders in transition, the first piece is often about getting feedback from the world around you on what they think about the ideal canvas in which you are likely to flourish. If this is piece is of interest, tune into the conversation with Anu Madgavkar of McKinsey who talks about how she moved from Banking to Consulting to Research or Atul Kasbekar who talks about how he got into Producing.

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End of nugget transcription

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life which has brought them to where they are today. They share their perspectives on the mindset we need to adopt as we navigate through life. You can access the playlist [here](#).

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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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