



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 right side of the banner is a portrait of a man in a suit and glasses, identified as 'Podcast Host Deepak Jayaraman'. At the bottom left of the banner, there is a small text note: '*Just send us a Whatsapp with your name, number and email and we will add you to our distribution list.'

Context to the nugget

Indranil talks about what it takes to build story-telling into a habit. He talks about what deliberate practice looks like in the context of building this capability. He suggests that we need to put a stake in the ground and make a commitment to ourselves. He urges us to look for low evaluative and low judgment situations where this can be experimented and we can get the ball rolling. Most importantly, he talks about the criticality of capturing the stories and tagging them appropriately so that we can recall the right story at the right time.

Transcription

Deepak Jayaraman (DJ): It's been lad luck to move to making this real I read in the book what I really liked was you talked about how we can make it a practice right so I would love to talk a little bit about that and the first picks is about the process gold dust to use your words you talk about a very specific approach and even get into this specifics of using ever note as an app again an app that I use quite a bit. Talk to us about what's the discipline here in gathering gold dust?

Indranil Chakraborty (IC): Now there are other two things that you have touched upon 1) Practice and I'll come to that separately the second thing he talked about was ever note. I'll not get into too much detail in that just now but if we have to become a story teller then we can't be a one-story wonder. You can't think that oh my god I see he is here and he is gone tell us the COORG story again. I need to have different stories and to have different stories I need to be able to remember different stories and there is only that many stories I can remember so we need to find a device. I used to earlier wright it down now I use ever note to put in all the stories and the reason for ever note and not the apple note is to do with the way our brain store stories. Our brain store stories index on the characters and the plot but not the message. So, for example if I would to ask you that tomorrow you have a presentation to make and In the presentation you are going to make a point that skills and competences are not a guarantee for success and I say Deepak why don't you use a story everyone will relate too. That will drive home the same point. Chances for most people no story will pop up but isn't the hare and tortoise story, a story about skills and competences are not being a guarantee for success. Why won't one of the oldest stories that you have learnt pop up that's because the brain has stored it under Hare and Tortoise or under the faster animal went to sleep. But in business you don't need the hare and tortoise story. In business you need the skills and competences story. So not only we need a data base but we need to index the data base into very differently then we normally remember. So even if I want to data base the hare and tortoise story which of course in my book I say don't go there first stick to factual story rather than made up. You need to save it indexed as skills and competences and so Ever note allows tagging of notes so when you take that story and tag it as skills and competences when you later look for it you will get that story because like I said in business you will need the hare and tortoise story. You will need the skills

and competences story. So that why ever note as practice. So, the book has a full chapter of how to store your stories and also our YouTube channel has a video on how to use ever note for it. Coming to practice and you are a musician so you will get this are the basic issues with practice and let's talk about me not playing the guitar despite the fact that I want to play the guitar. I have a guitar that being sort of travelling with me in the last 4 to 5 houses I have shifted and that's because of a few things one is I have e never put in a stake in the ground. So, a simple little stake in the ground would not be that I want to rock a concert in Bandra-Kurla. If the stake in the ground is in my wife's next birthday, I will play happy birthday in the guitar that's a stake on the ground the second is to understand that I have to make baby steps and not sort of give it away as soon as I doesn't sound right so I pick up the guitar and the first few strings tell me clearly I'll never be Mark Knopfler. And I give it up. But that was not the objective. Again, said yes, the stake in the ground I should be able to strum happy birthday in way that she would recognize it. That's fantastic so I have put a stake in the ground and setup targets for myself which is achievable and then of course it comes to what I called deliberate practice. I think one of the big things that I do not agree with is practice makes perfect. To me the analogy is imagining that from today that I tell you that I am going to play badminton in my society every evening. What are the chances that I might actually represent the state zero but every evening, two hours for the next 3 years? That's hell out of practice. But that's just repeating what I am doing and there will be will be will I'll be better than today I will get but then I will have a diminishing return curve. Deliberate practice says pick up little different parts of whole and just master that first. Once you mastered that then you master the next. So, getting back to the badminton analogy I will say this month all I learn to do well is drop shots and that's all I do. Drop shots followed by drop shots followed by drop shots. I go to YouTube I look up the best way to do drop shots or get myself a couch. I'll do drop shots maybe I'll video myself and send it to someone saying am I getting it right. Till I'll get dam good at drop shots. Next week or next month I'll get into smashes and then next week or next month I'll get into serves. That way I would then pick up and be much better in the game. I still may not represent the state but I'll be an awesome player.

DJ: And just bring it back to the world of storytelling again if one is trying to build a habit of business story telling would you break it into two or three things that people could be deliberate about what would you break it into?

IC: So, I would go back to like you said that I have got this various different kind of stories or story structure. I would say pick up one of them. Just practice that one now and see how it goes do it little more and do it little more and given that business has this huge issue of people saying no I can't do it because this is very important, I can't do it in a client meeting. So, tell people in my workshops says look for low evaluative low judgement situations and there are. I am talking to my team that can't be high evaluation high judgment. Try story telling there. And I know it will work. Stories work. I mean there two ways about it and when it works you will get more confidence to try it in slightly more risky places and instead of trying all of them at one go pick up each little types of stories that I have taught in the book. And try each one, one by one. Then see how that goes. But again, put a stake on the ground tell yourself ok the town hall that I am addressing six months from now is when I am going to use two stories and I am going to see how it works. So that is stake in the ground and I am going to try out my first kind of stories in my little team meeting next month. Before which I will use the process, I tell in the book to bring brevity to that story. By doing all this we just putting little goals, achievable goals. Putting a stake on the ground doing that practice in a little deliberate way you can definitely become a story teller.

Reflections from Deepak Jayaraman

DJ: I am reminded of a piece of advice I got when I was starting out with the Podcast, about a couple of years back. One of my mentors told me that when people are looking for content that is of value to them, they will possibly search by the topic or the pain point they have. So, don't just index it by guest. Try and break it up so that people can listen to perspectives from 10 different people on a topic they care about rather than 10 things that one person said. In a way, that is the genesis to the tagging that you will find at playtopotential.com and the Curated Playlists. I would like to believe that this is one of the very few podcasts that do that and enable you to get to the piece of content you want.

I also wanted to add another element to Deliberate Practice. I think the way we structure feedback loop during deliberate practice is super-critical. I went through a phase of learning the guitar by looking up resources on the internet. I realized that I wasn't making much progress. I subsequently got a teacher and I go on Sundays to learn the guitar. I think the plateauing happened for two reasons.

a) Signing up to a Coaching plan creates the momentum for learning and keeps the discipline. It is the gym instructor making you feel guilty and nudging you into keeping the schedule

b) I think the second more critical aspect to this is that I find that my guitar teacher is able to give me feedback that is often in my blind-spot and that helps me to perform better. Sometimes, he would give me an exercise to practice a certain strumming pattern which is largely about the right hand. But when I go back and show him what I have practiced, he would tell me that the way I am holding my thumb in my left hand is wrong; Something that I could never figure out on my own. So, getting somebody to see you practice the craft you are trying to master and give you feedback is a critical part of the growth I feel. Even in the coaching work I do, I tell the coachee that if it is an option, I would like to be a fly on the wall and see them in action. That helps me pick up nuances that I would not get if I have to rely on the Coachee's account of what is going on. Because that might lie in the blind-spot of the Coachee. Atul Gawande talks about this in the book better, where he says that he improved multi-fold when he got a surgeon to come and observe him the operating theatre, something that is not a common practice among surgeons.

Thank you for listening. For more please visit playtopotential.com. Here you can listen to content by speakers or by themes in the Curated Playlists section. To be intimated when I upload new content, you can sign up at bit.ly/signup2p2p. That is [bit.ly forward slash signup2p2p](http://bit.ly/forward/slash/signup2p2p). To know more about the Coaching and Transition advisory work I do, please visit transitioninsight.com.

End of nugget transcription

RELATED PLAYLISTS YOU MIGHT LIKE

Deliberate practice: Deliberate practice refers to a special type of practice that is purposeful and systematic. While regular practice might include mindless repetitions, deliberate practice requires focused attention and is conducted with the specific goal of improving performance. Leaders across fields talk about how they think about this topic in their respective fields. 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.

Indranil Chakraborty - Nuggets

- 37.00 Indranil Chakraborty - The Full Conversation
- 37.01 Indranil Chakraborty - Transitioning to solo-preneurship
- 37.02 Indranil Chakraborty - Demystifying Business storytelling
- 37.03 Indranil Chakraborty - Contextual applications
- 37.04 Indranil Chakraborty - Curse of Knowledge
- 37.05 Indranil Chakraborty - Story listening
- 37.06 Indranil Chakraborty - Building deeper relationships
- 37.07 Indranil Chakraborty - Deliberate practice
- 37.08 Indranil Chakraborty - Building a storytelling culture
- 37.09 Indranil Chakraborty - Story tellers that stand out

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 [37.07 Indranil Chakraborty - Deliberate practice](#)

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.