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## Context to the nugget

Rajat provides some context around the style he adopted in the book and talks about the fact that notion of success is so contextual to each individual. He talks about sharing his journey candidly with people so that they could see a piece of themselves in the story and take out what makes sense for them through osmosis rather than by injection.

## Transcription

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Deepak Jayaraman (DJ): One of the other pieces that got my attention in the book Rajat is your friend Atul Kanagat, you talk about him creating 8 laws of Rajat Gupta, given your journey if one were to ask you at this point in time 8 laws for highly successful people what sorts of things would you put in there?

Rajat Gupta (RG): I don't think there is a general statement like that, if you look at highly successful people, firstly you have to figure out what you mean by highly successful people? but you see all kinds of style and all kinds of profiles you as a high level executive coach must know that yourself that different profiles and different leadership styles are all successful, so is there is no one size fits all no one formula. In general throughout the book I at least want to give insights into my own leadership style and what I did and didn't do. I don't profess that's the universal answer. So in some ways I don't want to necessarily answer your question because I don't think but I am sure there are some broad principles that are very important it's not always the same for everybody but you know I always felt working through teams and caring for people and making them successful was a very important ingredient of leadership and generally I am a believer in lead from behind let give people responsibility but hold a safety net under them and let them succeed give them the entrepreneurial space to rise and to the challenge make contribution that's I believe the best way to get the maximum potential out of your team so there are these common threads but I can't, you would have seen that in the book, one of the things I didn't want to do is to and in the end of the chapter I have these are the three lessons from this book. You have to, quite opposite what I wanted do was have people relate to my story and see a piece of themselves in the story much like I would, if you told me your story I would probably see a piece of myself in that story and then you take out whatever the lessons or as if by osmoses not by injection.

## Reflections from Deepak Jayaraman

DJ: I couldn't agree more with Rajat that the notion of success is so unique to each individual. I guess each one of us is on a journey of our own. Couple of things struck me in this nugget.

a) What Rajat says about Osmosis versus Injection in a way speaks to the approach that I have taken in the podcast. The objective is to have authentic conversations with a range of people across domains and hopefully people see a little bit of themselves in these journeys and they walk away with something.

b) While Rajat has written a book about his journey, at a micro level I find that even spending 5-10 minutes of my journey and sharing a bit of why behind the what's before I embark on a new relationship whether it is personal or professional, changes the tonality of the conversation and the depth of the relationship that we are able to establish. I find that by being vulnerable and sharing my journey with the people that I come in touch with, I am able to build a deeper level of trust with the people! While there is a lot we can learn from reading biographies and autobiographies, I think in day to day life, there is a lot we can learn from each other's journeys through osmosis if we are willing to let go and share when we connect with the people we meet!

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## End of nugget transcription

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### Rajat Gupta - Nuggets

- 43.00 Rajat Gupta - The Full Conversation
- 43.01 Rajat Gupta - Taking stock of the journey ahead
- 43.02 Rajat Gupta - Provoking reflection through osmosis
- 43.03 Rajat Gupta - Vivekananda versus Napoleon
- 43.04 Rajat Gupta - Leadership at McKinsey across 3 terms
- 43.05 Rajat Gupta - Settling into Scandinavia
- 43.06 Rajat Gupta - Transitioning across cultures
- 43.07 Rajat Gupta - Evolution as a leader
- 43.08 Rajat Gupta - Choices during the McKinsey journey
- 43.09 Rajat Gupta - Key choices 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](#).

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