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## Context to the nugget conversation

Harsh speaks about how his children are charting their journey. He goes on to say that he would like them to make choices on their own terms based on their interests and skills.

## Transcription

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Deepak Jayaraman (DJ): The other theme I was curious about was your children, Rishabh and Raj. How have you thought about a), as they as they grew up clearly, you would experience success. So, one aspect I am curious about is as parents, very often we are in situations where the economic context we experience and what the child experiences are quite different. So, how have you thought about bringing them up with a certain sense of grounding and how have you thought about their role in the family business versus them doing stuff?

Harsh Mariwala (HM): So, a lot of my thinking has been based on my own journey. So, my father let me alone and he never guided me; I decided to get into consumer products on my own. So, I strongly believe that each person is born with certain God-given gifts, and you have some passion of doing something and just because you are my child doesn't mean that you have to do what I was doing. Unfortunately, in Indian society, that's expected that your son will inherit you. In my case, both my children are very independent and they want to craft their own journey. So, it was very clear that they would want to do something and both of them have been successfully doing that in the last few years. So, my son has started an investment office, which he is very passionate about and which he has initial for four five years he has been extremely successful. So, he can now say that this is my doing and not that I inherited my father's...

DJ: His identity.

HM: ...journey. He has created. Similarly, my daughter is doing two things. She's one of the top most canine behaviourists definitely in Bombay where she has dogs and cats, canine and feline and birds and all that. So, she's very passionate about that.

DJ: It's a very niche specialisation.

HM: Yeah, and our viewpoint is that it's the problem is with the owners and not with the animals. So, she goes and teaches, she goes to their houses and any problematic pet she can handle it. And then, she is also very passionate about the mental health part, which I am supporting. So, we are one of the leading mental health grant agency in India, and she runs that. So, both of them are gainfully employed. My son is also on board of Marico because I needed somebody God forbid something happened to me to...

DJ: As a custodian.

HM: ...as a custodian. So, he is not the Chairman, I am the Chairman, but over a period of time I am grooming him to be the Chairman of the company.

## Reflections from Deepak Jayaraman

DJ: Thank you for listening. For more, please visit [playtopotential.com](http://playtopotential.com)

## End of nugget transcription

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### **About Deepak Jayaraman**

Deepak seeks to unlock the 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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