



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 the handle '@PlayToPotential', and a globe icon with the website '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 a man in a suit is shown, with a red callout box below it identifying him as 'Podcast Host Deepak Jayaraman'. At the bottom left of the banner, a small note 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 conversation

Harsh speaks about how he focuses on doubling down on his strengths than wallowing in the development areas. He also speaks about the criticality of seeking feedback as we go through our journeys.

## Transcription

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Deepak Jayaraman (DJ): I think, you have been through a lot of experiences Harsh, building Marico, post giving up the active role. You have got your two children who are successful in their own path. This podcast is titled Play to Potential, you know, as we wrap up, I am curious about what this phrase means to different people. What does this phrase mean to you?

Harsh Mariwala (HM): So, to me it means that how do you identify your strengths? Many a times, we don't know our own strengths and I think the starting point is identifying our own strengths and that can happen through interactions with those who are close to us, it could be family, it could be very close friends and very simple way of doing it is okay just let's meet one day and tell me about what you think about me. What are my strengths, what are my areas requiring improvement? And it could be one or two hours of discussion, just open-ended and brainstorm, it will give me an overall picture of what others think of me and I need not agree with what they are saying, but if I have blind spots in terms of my own strengths or areas requiring improvement, I will be aware of that. Having done that, I have a 75/25 rule, that 75% of your time should go into leveraging your strengths. If I am weak in technology, I can't enter a business which requires technological input. It's better that I don't get into that business. But if I am very good in consumer in sighting and then you go into fast-moving consumer goods. It is something which I like doing it, it's my strength, normally because it is my strength it is my passion and I would, I enjoy doing it rather than doing something, which I don't like doing it, where I may not succeed. So, I think most of us tend to say that, okay, I have a lot of weaknesses, let me go on improving and don't take as many steps to leverage our strengths. So, I am saying that we have to go on fine tuning our strengths, which is a far more enjoyable journey. If you have some fatal flaws, which you need to improve upon in your own journey, then of course that you have to take it very seriously, but small flaws, which is part of every individual, you know, each person has flaws. I am not saying don't do anything about it, but have that 75/25 percent rule.

DJ: And did you say you go on seeking feedback not just from people at work but from family and other people?

HM: Anybody, like I, when Ram Charan said to me, but you have this inherent quality of you go on digging deep and go on trying their curiosity, I never thought that was my strength. But sometimes

you don't realise what is your strength. So, it could be from anybody whom you are interacting with. But you have to be open, you have to go on asking others.

## Reflections from Deepak Jayaraman

DJ: Thank you for listening. To understand how other guests think about the notion of Playing to Potential, you can just visit the Curated Playlists section of the website – that is [www.playtopotential.com](http://www.playtopotential.com)

## End of nugget transcription

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### Harsh Mariwala - Nuggets

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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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