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Context to the nugget

Zia talks about how her childhood years played a key role in shaping her as a person. She talks about the criticality of the extra-curricular activities that she pursued and the differing roles that her mother and father played through her growing up years.

Transcription

Deepak Jayaraman (DJ): One thing I am curious about in how leaders are born or get made is the early formative years so would love to get your perspectives on your early childhood years if you will growing up to college, if you had to reflect on what are the things that got formed in you, that still form a core part of who you are and has played a core role in your growth and success?

Zia Mody (ZM): As you have figured and is the reality your backbone and the characters are really shaped in the years when you spent time with family, with the siblings, on dining table, on vacations and so I would say that my formative years were really probably between 7 to 15-16 there was a lot of pressure on us to perform very well academically, sometimes I think too pressured there was a mother who was a home maker and who was there for us my father was very busy as a very successful lawyer really a weekend father but a loving weekend father so really what we did everyday was decided by my mother. So I think that the formative years really I was overdriven, I had to learn every vocation, I had to excel in academia I had to try and be the perfect girl but yet a very driven girl, so I think those were my formative years really, fairly stressed, happy stressed, so I used to go riding, I used to swim, I used to do a lot of girly things like knitting and cooking and of course like all Parsi family is the usual Piano playing but all I think with the view to making where are my capabilities are the best, I think that is what my mother tried to figure, and so all of our siblings did everything that could possibly fill in that 24 hour day just so that we could find our find ourselves so dispute so those were our formative years.

Reflections from Deepak Jayaraman

DJ: I am reminded of my conversation with one of my earlier guests - Vinita Bali (VB).

VB: *"my exposure to the world of theatre to the world of classical music and dance, I think refined in many ways, my aesthetics or my thinking about things across a continuum rather than fragmenting that this is cool and this is extra curriculum in my life everything moved off from one to another"*

DJ: In our chat she mentions a couple of things which were interesting. 1) It was exposure that led to interest in some fields. I guess, with hobbies, there is a passage of play where the kid is not

interested but still is exposed and then interest starts driving momentum for the child 2) is the notion of seeing things as a continuum. If I go back to Dan Pink's work and his book "Why right brainers will rule the world", we are moving into a world that is going to require a healthy combination of right brain and left brain capabilities. The only thing that I would add here is something that Clay Christensen says in his book "How will you measure your life". He talks about the need for a certain buffer or breathing space where the child has the ability to connect the dots across the various pursuits. He warns us against the perils of over-filling our plates whether it is adults or children. He says if you over work your capacity, then the capabilities you acquire remain silted and you don't benefit from the cross-linkages across them and move into seeing things as a continuum as Vinita points out. If this is of interest, do tune into Nugget 16.02 of the chat with Vinita Bali.

End of nugget transcription

Nugget from Vinita Bali that is referenced: [Early childhood wiring](#).

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Zia Mody - Nuggets

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- 17.01 Zia Mody - Early childhood wiring
- 17.02 Zia Mody - Law as a career choice

- 17.03 Zia Mody - Women Leaders - a leaky pipeline
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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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