

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 the host, Deepak Jayaraman, with the text 'Podcast Host' and his name 'Deepak Jayaraman' below it. 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

Amit talks about how his parents have influenced his attitudes towards giving and his parenting style. He talks about how he and his siblings were encouraged to be grounded and contribute with their capabilities (not just money) to help the needy. He also talks about his parenting style where he emphasizes nudging and role-modelling than prescribing and lecturing.

Transcription

Deepak Jayaraman (DJ): How much of whom we are get shaped by our childhood and if you had to reflect on how much of the Amit Chandra of today got baked in the first sixteen eighteen years, what could some other themes be?

Amit Chandra (AC): Probably just a non-Bain capital stuff got at least seeded in the early childhood days in the sense that, my mother always encouraged both me and my siblings to make sure that we were always encourage to be sensitive to society's needs to the needs of people around us irrespective of how wealthy we were, so of course growing up we were from a middle class family we didn't have wealth but we had capabilities and so we were encouraged to use those capabilities which were basically education to do things for people who didn't have education and so I remember early days my elder sister and me spending time, you were trying to educate folks, teach them, trying to make them literate encouraged by my mother. I also remember my father always trying to reach out and trying to do things for the workers who used to work for him and so I think there was always sensitization towards folks less privilege, and I think that sensitization seeded something in us.

DJ: Cutting to the present in the context of how you think about parenting given the wisdom of the journey you have had and the work you do in the field of education today how do you think about the parenting or the role of the parent in shaping the child for the future?

AC: I think the role is needs to be less prescriptive and little bit more that of a friend and a role model and I think that's what our parents really did for us, they led by example, they didn't force us really to do anything, they nudged us and if we really went too far from a guardrail they try to get us back but they really never demanded that we do something so I think that in my mind is a far better approach and I think that's the approach that my wife and I try to choose to follow for our daughter as well both of us are deeply involved with the social sector she spends 100 percent of her time running a not for profit and I spend half my time, in conversations at home obviously therefore tend to be very anchored around developmental issues in the social sector but we don't have any expectations that our daughter will basically be inclined towards it. She has somewhat of a natural inclination and we have been exposing her to issues in the sector, she is twelve years old and she is

beginning to naturally exhibit some flare for it she is sensitive to issues around her, but we have never tried to be prescriptive about them.

Reflections from Deepak Jayaraman

DJ: The key takeaway for me here is the point around nudge and don't prescribe. It is possibly not a coincidence that Richard Thaler, the Economist known for the book Nudge was given a Noble Prize this year. I go back to what I heard from one of the earlier guests in the show – Pramath Sinha. He spoke about how the link between education and careers is getting more and more tenuous with time. In this scenario it is important that we build navigational principles in the child and ensure that they can make good decisions as they go through their journey. In that sort of a context, the more we nudge them with our thoughts but empowering them to make the decisions, the more we will possibly be preparing them for the road ahead. If this topic is of interest, you might want to type in formative years in the Search bar at playtopotential.com to hear from other leaders on how their childhood shaped them.

Thank you for listening. If you are new to the podcast and want to get a sense of the nature of content that is covered, you might want to go to YouTube and type "PlaytoPotential Highlights from 2017". I have tried to capture the key takeaways from my various conversations last year with leaders across disciplines. From people such as Zia Mody, Nandan Nilekani, Viswanathan Anand, Vijay Amritraj, Amish Tripathi, Vinita Bali and the like. For more, please visit playtopotential.com where the content is organized by nuggets and they are tagged by themes so that you could get perspectives from multiple individuals on a topic that you care about. If you want to listen offline say during a car ride home or during airplane travel, you could also access the Podcast on iTunes, Stitcher, Saavn and several other podcast apps but that may not give you the flexibility to navigate across speakers by theme. If you find the content purposeful, please go to iTunes, rate the show and share a review. It will help others discover it.

End of nugget transcription

RELATED PLAYLISTS YOU MIGHT LIKE

Parenting: Discussions around the role that parenting plays in shaping who we are and our beliefs, habits, behaviors and mindsets. Leaders share their personal experiences around how a lot of who they are got baked in their early years. You can access the playlist [here](#).

Formative years: Discussions around how the leaders were influenced by the climate in which they grew up and how that has impacted them as individuals and the choices they have made as they have gone about their journeys. 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.

Amit Chandra - Nuggets

- 27.00 Amit Chandra - The Full Conversation
- 27.01 Amit Chandra - Early formative years
- 27.02 Amit Chandra - Joining an Indian I-Bank after a US MBA
- 27.03 Amit Chandra - Factors behind the rise at DSP Merrill Lynch
- 27.04 Amit Chandra - Decoding mentorship
- 27.05 Amit Chandra - Transitioning from Banking to PE
- 27.06 Amit Chandra - Apprenticeship - the magic sauce in Private Equity
- 27.07 Amit Chandra - Building better business judgment
- 27.08 Amit Chandra - Institution building - Leading Type As
- 27.09 Amit Chandra - Moving to a 50% model at Bain Capital
- 27.10 Amit Chandra - Being Strategic about Philanthropy
- 27.11 Amit Chandra - In summary - Playing to Potential

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.

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.

Podcast Transcript [27.01 Amit Chandra - Early formative years](#)

Also available on Apple Podcasts | Google Podcasts | Spotify

www.playtopotential.com

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.