



*Balaji Sreenivasan, CEO and Founder,
Aurigo Software Technologies*

HEAD START

I BELIEVE THAT LEADERSHIP...

... is the art of getting someone else to do something you want done because you are able to make him/her believe that he/she wants to do it. One has to have vision and be able to take a step back and look at the big picture. Often times, people get embroiled in the details that they miss the big picture and that does not make for good leadership.

BUILDING A SUCCESSFUL COMPANY...

... is all about getting the right people on the bus and the wrong people off it. I have very low tolerance for non performance and go all out to reward those who deliver results. I call a spade a spade and am very direct. I would tell the people who report to me that they either did a great job or that they did a lousy job to their face.

I ADMIRE...

... candor and a "never say no" attitude. I do not favour people who procrastinate their tasks or are not result oriented. I have learnt a very valuable lesson from my chairman Ravi Gulati that it is the results that matter and never the activities. Unfortunately, activities don't pay your bills. I would fire an employee for non performance and not waste time trying to reform them if they fail to deliver even after I have given them their first warning.

- Priya C Nair