

## HEAD START

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### **I BELIEVE LEADERSHIP IS LIKE...**

... any other skill - 99 per cent perspiration, and 1 per cent inspiration. Leaders are not born; they build themselves over time, through conscious effort. Some common characteristics I have observed in leaders I admire: building good teams, balancing longterm with short-term, staying their ground in times of crisis, ability to manage detail when required.

### **MY PASSION FOR MY DAILY WORK...**

... gets renewed by staying focused on the long term vision of the organisation, while continuing to resolve day-today issues. I also draw a lot of my energy from that of my team around me.

### **MY PHILOSOPHY IN TEAM MANAGEMENT...**

... is to openly share the goals and challenges with the team, and let them become part of the solution. I believe most people, once they have bought into a common goal, and are aware of the constraints, will strive on their own to achieve those objectives

### **WHEN I AM RECRUITING A PERSON,...**

... I look for passion, a never say die attitude. Also, the person may not know much about the role I am offering him, but if he has clarity in thinking, then I am sure he can pick up on the understanding.



Rahul Belwalkar, CEO, CRP Ltd.