



Unleash The TIGER Within You

Strategies To Overcome
Professional Challenges

Pankaj Gulati

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Unleash The TIGER Within You

I am on a mission to increase efficiency of employed workforce and guide them to achieve success while maintaining a distance from self created negativity at workplace.

I dedicate this book to every human being, who is constantly working hard to bring happiness to himself, his family and community.

This book is based on a simple philosophy “**Stop playing victim to circumstances and chart a successful career for you**”. This book describes journey of a small Tiger cub, Shiva, from a new-born cub to attain leadership position in Jungle and carries along the story with examples from our real corporate world. This book will help you with strategies to overcome professional challenges at workplace right from starting your career, making a job change, being a manager, managing boss, managing co-workers to achieving work-life integration, developing leadership traits, understanding business strategy and staying away from negativity in life.

Author is a specialist in business strategy from Indian Institute of management. He also holds a bachelor degree in Mechanical Engineering. He has over 12 years of experience in working at various levels in fortune 500 companies. He can be approached through his blog www.pankajgulati.com

About the Author

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Introduction

This is a story of Shiva, the tiger cub, and his transformation from a timid cub to a roaring tiger. This book is about the living choices he made and his journey to achieve leadership in a complex and dynamic jungle. This book describes how he made his way through a challenging environment and establishes himself as a strong ruler. This apart, the story is also about the guidance he receives from his family and other animals, during this journey.

A Shiva lives inside every human being. We all have a choice to unleash his power for achieving absolute success and happiness at workplace and society. We have to make a choice of offering him a jungle to rule. Unfortunately we constrain him in a zoo or a circus at every step of our professional life. As we grow in an organization, we are thrown numerous challenges in managing teams and leading initiatives. We are required to manage in a volatile, uncertain, complex and ambiguous world. We are expected to build skills to deliver and receive feedbacks, efficiently use organizational resources, meeting stretched deadlines and formulate strategies for organizational and personal growth. Simultaneously, we must manage family happiness and stay away from negative forces.

This book is an effort to empower you with strategies to overcome these professional and personal challenges. This is a collection of my personal and professional experiences in different roles as a sales person, project manager, consultant and advisor for business, friends and family. This is a collection of learning's from vast experience of working with a Japanese, European, and American fortune 500 companies. I

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have purposefully used simplest words to enable easy understanding for a wide range of audience ranging from a management trainee to middle and top level managers. This is not a literary extravaganza, but a translation of my thoughts and professional experiences in different corporate cultures. This book is divided into 12 chapters.

A cub is born: Welcome to the corporate world, this is your time to choose an organization for your professional growth. Shiva, the tiger cub made his choice for a tough life in a challenging jungle and rejected the easy but constrained living in a zoo or circus. This chapter guides you on how to make a happy and successful career choice. These strategies will help you in asking right questions for evaluating organizations and align career choices with your passion, personality, values and belief system. This chapter will also guide you to move from a constrained living to open and lively world.

Voila! He is a big brother now: A year has passed and Shiva is blessed with siblings. His mother asks him to take care of them. A week later he complained that this is a painful experience. What you think about being a manager. Do you feel squeezed between your boss and juniors? Here is my strategy for a happy managerial life.

Sorry, He thinks parents are more interested in his siblings: Do you ever feel you are working for a boss who prefers only his blue eyed boys? Who doesn't want you to win? Who never understands your feelings? Who kills your every initiative and suggestion? Who leaves no chance to demean you? And who is always waiting to fire you at the first instance? Managing managers is not a political game, it is a strategy to improve your work and show our eligibility for

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your manager's job. This chapter covers strategies to manage your manager and progress on a claim to his job.

Out on his first killing: Congratulations, you are given a chance to lead an initiative or a new project. You are expected to explore a new territory and make your way to rule. Your existing army may not be of any help. This chapter will help you in making strategic choices for new projects and fighting in unknown territories. This chapter will guide you to prepare a strategic plan for fighting disruption at work.

He blamed monkeys, elephants, and reptiles for his failure: I fail, because my co-workers are not cooperating. This is the best excuse I hear at annual performance reviews. Many among us make it a habit of playing victim to circumstances and blame co-workers for our failures. We think co-workers are biggest hurdle in our success. Interestingly they reciprocate the same feeling for us. This chapter covers strategies to proactively manage hurdles in your path to growth. Stop playing victim to circumstances and unleash your absolute potential to achieve success.

Annual day is coming: It's time for annual performance review and you are busy in establishing good reputation for yourself. You think this is the time to negotiate with your manager for a promotion. Your manager ditched your expectations with negative reviews and you are asked to perform same activity for one more year. Here is a strategy to overcome this annual pain and to make sure that you are able to achieve your appraisal goals at next year performance review.

Shiva, made his first decision: Leadership is an art of making right choices and guide stakeholders to diligently follow those

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choices. We love making decisions but often fail to yield desired results. We blame juniors and co-workers for a flawed implementation. Believe me Implementation fails due to a poor transmission process. This chapter guides you to strategically package your decisions in physical and mental packets before delivery.

It's time to learn power play: You are working 24 Hours, 365 days and still your work is not finished. Your spouse is always complaining and your kids think you are a weekend guest. You rely on energy pills to survive? Believe me you don't need them. Personal energy is renewable. Work-Time-Energy integration is possible. This chapter will help you make strategic choices to achieve unlimited in limited time and enjoy every moment at workplace and home.

Ready for a big hunt; know the rules of jungle: What is your company strategy? What you should know about it? How it can make you successful? This chapter emphasise on importance of knowing your company business strategy and values with logic behind these powerful statements. Believe me if you can't explain your company strategy, you are hurting your own pay check.

Roar like a tiger: Do you get happiness in sharing your personal stories with your family members and office colleagues? Do you think you are delivering good content at interviews and public interactions? Do you believe you are making your spouse happy by sharing professional life? You have to read this.

It's time to show, I can rule: Leadership is not only about focusing on balance sheets, profit loss accounts and revenue targets, it is much more than that. Leadership is about

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knowing your abilities and master them to perfection. It is about achieving mastery in controlling your mental, physical and emotional health. This chapter is for every working professional and these strategies are equally applicable to working professionals ranging from management trainee to CEO.

May the king rule forever and keep hunters away: It's important to win but it's more important to create a sustainable winning position. As Mahatma Gandhi said "*I cannot allow anybody to walk my mind with his dirty feet's*", we all have to achieve mastery over thoughts that occupy our mind. We have to strategise to get rid of negative forces occupying our mind. These two major negative forces are reducing your ability to grow and live a peaceful life. Winning is all about putting positive forces to work.

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I appreciate your constant support and friendship from the deepest place in my heart

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Chapter 1

**A cub is
born**

A cub is born

Today is a wonderful day. Sun is shining bright, birds are singing to their loudest and melodious voice. Elephants are dancing and monkey's chirping. Everybody is happy and enjoying the moment.

Their future king is born. Roshini and Shera, the majestic tigers, gave birth to their first cub and named him Shiva. As the animals were busy blessing their future king and making loud noises, forest officers reached the celebration spot and blessed the cub.

After a dose of vaccination officers asked the proud parents to decide about future of their child *"Congratulations! We have provided for initial vaccination. Now, we will revisit a month later for the next dose. Till then please make a choice of habitat for Shiva. Where you want him to grow? A zoo, a circus, or this wild Jungle."*

This was a difficult choice to make, Roshini and Shera left this decision to their son. Shiva enjoyed first few days with his parents and received his basic training to survive. Shera called him on 30th day *"Shiva, we have given you a basic set of learning to survive. We taught you how to drink milk, how to eat, and how to communicate with others. Now it's time for you to decide where you want to grow further. You have three options to make a choice, a zoo, a circus, and your present home jungle."*

Shiva replied *"Thank you father for everything you gave me. I love this jungle and I don't want to leave you. Still I would like to know more about my options before I make a decision."*

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“Great Shiva, we also don’t want to lose you. But this is your own life and we don’t want to burden you with our choices. Let me explain you; how different your life will be in a zoo, a circus, and this jungle.”

Shera continued “In a zoo, you will be kept in a cage. Humans will come to see you. You can roar, but for their entertainment. You will be given food on regular times. Doctors will be available as and when required, but you can never move out of your cage.”

“In a circus, you will be on a leash and required to follow the instructions of ringmaster. You can expect to get food, if you put up a good show. You will enjoy a constrained freedom till you are following rules. You will be left to die in later years of life.”

Shiva jumped from his seat “Thanks father, I cannot live a constrained life. I cannot be on a leash and I want to live free here with you in our own jungle. I want to be a ferocious tiger like you.”

Shera continued “Good Shiva, but first let me complete my words. Jungle is the most difficult to sustain of three options. You have to make your own way. You have to face a new challenge every day. You will be distracted by other powerful animals. Human hunters will be there to kill you. You have to be a protector, a manager, a leader, a speaker and a social worker. You have to live a life of a real tiger. Food is not guaranteed, it has to be earned every day. Medicines are at the mercy of forest officer. You have to learn many skills to survive. Now you can choose where you want to be; a zoo, a circus or a challenging jungle. Remember once you choose only way returning back is death.”

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Shiva replied *“That is too scary. I believe with your help I can learn to live and make my way through this jungle.”*

“Great son, I expected this from you”

That was a jungle story. In real world too we have to make these choices. As we graduate from college we have to choose from entering into a zoo, a circus, or a jungle. Very few among us make a right choice or even bother to know which gate we are entering. We enter whichever comes first and later as Shera told Shiva only death or depression can bring us back.

Call centres, Software outsourcing are kinds of job which can be labelled as a zoo. You are required to behave like robots with human mind. Sales coordinator, Technical support, and administration jobs may be categorised as a circus setup. You are given freedom to exercise your mind within a boundary. Entrepreneurs, R&D engineers, stock traders, Salesman enjoy the happiness of being in a jungle.

Even if we choose a right company or a right profession we create mindsets of being in a zoo, a circus, and a jungle. Every day we label ourselves as a tiger and our organization as zoo or a circus. We consistently keep on looking for a jungle to roar and roam freely. A salesman mentioned *“My company products are too difficult to sell. I would be successful at some other company.”* probably he made a choice to be in the jungle with a mindset of zoo.

You may be already in a corporate jungle but your mind has labelled it as a zoo or a circus. Even if you are not in a jungle it's not late to make a move. First find a jungle for yourself.

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Know the boundaries and learn how to survive. Then you are eligible to call yourself a TIGER.

If it is difficult to relate to your situation, just think have you ever said *“I am not valued here. It’s time to change my employer”*

If yes then company is not at fault. You made a conscious choice of being employed with your organization. Company offered you a Jungle; you may have entered a wrong gate or carried a mindset of being in a zoo.

This chapter will help you to ask right questions for better evaluation of prospective employers. These set of questions are very important to make perfect choices and achieve absolute success to reach professional heights. Before you make a choice, make sure you are making a choice relevant to your mind set and belief system.

**THERE IS A TIGER CUB IN ALL OF US, LET HIM
GROW IN A RIGHT ENVIRONMENT TO BECOME A
TIGER**

**I am not valued here. It’s time to change my
employer**

Is this your favourite evening talk?

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This is the most common phrase I overhear every evening while returning from office. Whether it is a crowded metro train or lunch hour walk in a crowded market place, this topic rules everywhere. Honestly speaking, for me too, this was the most discussed topic for first five years of career. After working for four large organisations and experiencing European, American, Japanese work culture, I can say “*World is same everywhere*”. Globally employees keep on demeaning their organizations. Japanese employees are a bit of exception, but they have their own different issues. Companies and organizations are not at fault. It’s our own mindset. Our mind is scared of fighting in a jungle. We label it a zoo and create a cage around our mind. Inside we keep on blaming our managers and top management for keeping us in a zoo.

I am fortunate to have such a varied experience. Some human resource experts term it as hastened immature moves but it added to understanding of organizational and cultural diversity. It indeed was a good experience and a dive into vast and diverse knowledge resources.

Coming back to the most interesting talk of our professional life, it makes me think:

Why our mind is constantly focused on finding an answer to this question?

Why it is difficult to find a solution to this problem?

Why are we not happy with our organizations?

What is different in a company, ranked as best employers?