

CEO SECRET



BIKRAM DASGUPTA, 61 years
chairman and ceo, globsyn group

'My people are empowered'

Every CEO should determine one core imperative for the organisation to strive for

Bikram Dasgupta is an alumnus of Harvard Business School, United States and IIT, Kharagpur. He has led and participated in many international delegations across industry bodies. An articulate speaker, Dasgupta has been at the forefront of the evolution of IT, hardware, software, training and now, high-skilled career education. His current passion and zeal is to help and direct youngsters to face modern day challenges by absorbing technology and

human values as an embedded solution. His book *Minds on Fire — An Infotech Entrepreneur's Journey* is a case study book in some leading b-schools in India.

He commenced his career as one of the key market development managers of HCL. He pioneered the concept of knowledge finishing schools in India and set up India's first software finishing school in 1997. Dasgupta also set up the Asian Institute of Family Business in 2009

What books have most inspired your leadership style?

Many. *The Prophet* by Kahlil Gibran, *Good To Great* and *Alchemist*, to name a few

What traits do you think the next-generation CEO should have?

Next generation CEOs should be intuitive and be capable of mobilising resources.

Moreover, they should have a clear vision and develop a core imperative which the company should constantly strive for. For instance, at GlobSyn, we have taking people to the next level as the core imperative

Most valuable advice you like to hand out to those at work?

Performance is the key for every kind of success in any work environment

Business leader you're a fan of? Why?

Shiv Nadar and Arjun Malhotra, both founders of HCL. They taught me leadership. One, top-down and the other bottom-up

Why would anyone want to work for you?

I am energetic and passionate with respect to work. Also, I have total clarity on why I am doing, what I am doing. I am also extremely conscious that I keep growing and developing myself, which makes everyone comfortable to grow

The fact that your organisation loves its people is proved by...

Total empowerment at each level. Everyone knows that they are valued and trusted and that the company has total faith in them.

Consequently, people are relaxed and totally focused on their jobs

Any management best practices you've borrowed from other cultures/countries?

It's very difficult to pinpoint. But sure, I have worked all over the world and there has been so much to learn. Using best practices is a way of life

Do you think organisations should focus seriously on green initiatives? Sure, if it wishes to

If interviewing people, you are impressed by?

Clarity, keenness and focus

You get your news/business information from?

Various industry associations, agencies and several information libraries

Are you a web trawler? If yes, how much time do you spend on it?

What social networking sites are you on?

Yes. I do spend a lot of time on the web, as I do part of my work through that. (I am on) Facebook and LinkedIn

Formal and casual dressing to you means ... you can mention brands Armani, Gucci, and Fitch

What's parked in your garage?

What would you replace it with if you could, and why? Mercedes E350 and BMW 525D. (Would like to) replace it by Audi Q5

Weekends are for?

Relaxing in my farmhouse on the riverside

Most expensive thing you bought last year...

No comments

Your passion?

Work is my passion

Gizmo you can't live without?

Blackberry and iPad

You balance work and life by?

Leisure travels all over the world

What do you hope people remember you for?

For my high energy and passion. I want to be remembered as someone who did things differently, influenced youngsters and created things out of nothing

Coordinated by Vandana Ramnani



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