

Power your Career with **Reliability & Transparency**

In the last Abundance Series, I shared with you my thoughts on certain essential characteristics for a Manager Reliability & Transparency, Hunger, and Capability. In this series, I would like to take up the point of "Reliability & Transparency", perhaps the most important characteristic of the three.

What do I mean by Reliability & Transparency? Let me illustrate with my own experience. When I conduct reviews with people, I often find the need to take an investigative approach, digging, asking pointed questions, and so on, before I can get to the heart of any situation. I find that people are less than forthcoming when sharing the clear picture of any situation...especially in the case of adverse situations.

Ultimately, I do find out the truth, in spite of their reluctance. But it can lead to several negative outcomes including...

- Letting a situation reach a point of crisis
- Lowering your and your team's performance
- Resulting in your losing credibility over the long term



Let me share one more incident that happened with me recently. A few months back I was sitting with some investment bankers and in a lighthearted moment, asked them whether it would be a good idea for us to buy a global company, with sales of USD 2bn, for a price of USD 3bn. They took the question very seriously, and said, if I was confident, they would fund 90% of the deal, and even finance 70% of the balance 10% funding that the company would need to put up. In effect, we could make the deal, with just 3% funding from our side.

This is the power of reliability and transparency. From a negligible value just 7 years ago, Claris now has the power to raise funding of Rs. 12,000 crore, only because we have gained the confidence of those who have invested in us.

Have you ever thought of your Value? If not, it is worth thinking about...you will realize that you have the power to command BIG value provided you comply with the basic prerequisites of Reliability & Transparency, Hunger and Capability.



When you choose to be reliable and transparent, the people who have invested in you know the whole story and extend their full power and support, enabling you to rapidly achieve your objectives and value. Lack of transparency, on the other hand, slows things down, makes you lose credibility in the eyes of stakeholders, and lose their crucial support when you need it most.

Empower your relationships with Total Reliability & Transparency... and they will work to help you achieve your true value in Life...

With best wishes,

Sushil Handa

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