



INTERVIEW ON BOOK LAUNCH: LEADERS & LADDERS: Pathways to Organisation Building - A book by Mr. Rakesh K. Jain, Past-President, ANMI. PAGE 24

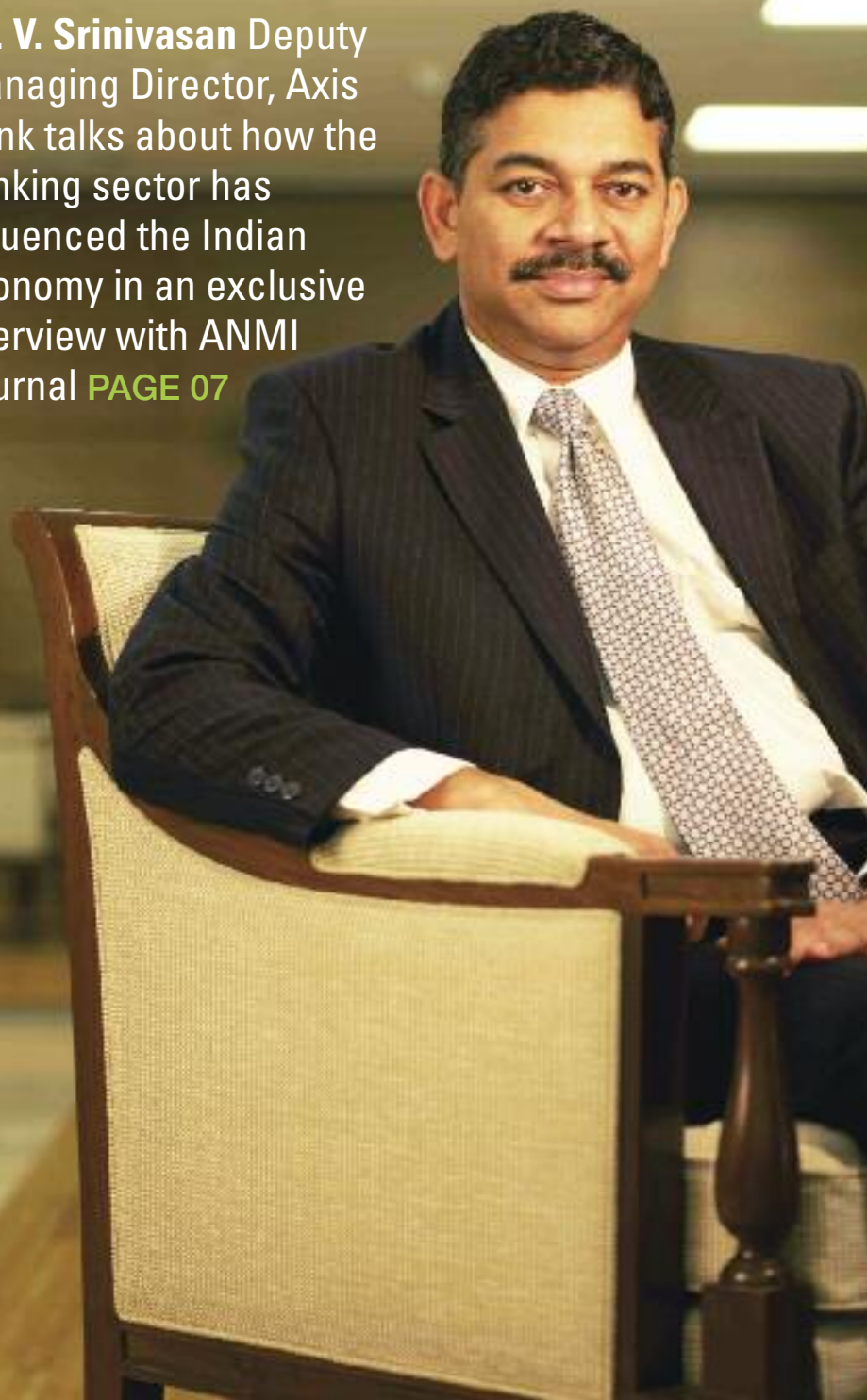
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INDIAN BANKING SECTOR

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Pathways to Organisation Building - A book by Mr. Rakesh K. Jain, Past-President, ANMI

LEADERS & LADDERS

Mr. Rakesh K. Jain, Chairman - FSL Group.

An alumnus of Shri Ram College of Commerce with Masters in Commerce and rank holder Chartered Accountant of The Institute of Chartered Accountants of India, qualified in 1979 batch, he has over 35 years of experience in the field of capital market, taxation including international taxation, mergers, acquisitions, software, wealth management.



What inspired you to write the book?

The idea of writing this book first came to me when I was looking at my concept notes and training material. For several years, our organisation has been developing various written resources dealing with management concepts. This, coupled with my personal habit of maintaining everything in writing, made me realise that I had extensive notes on organisation building which could be condensed in to a few hundred pages to provide a ready manual for budding entrepreneurs and leaders.

The level of growth of an organisation depends on the courage level of the entrepreneur

What drew you to write on this specific genre?

I felt that in an organisation there are a lot of dots which are not connected and at time they lack in basics. I thought if one applies their mind and is taught about these basics, then the organisation can grow by leaps and bounds. Thus, I felt it was necessary for key managerial people to be aware and be more dynamic and pro active in their approach.

What research/home work you did to write on such a wide array of topics?

I was always in the habit of making notes in writing, so I went back to my notes. But, there were a lot of dots which were not in sync. For this we applied mind and debated internally to come up with something comprehensive and concrete.

Growing organisations needs to identify new leaders all the time

How did you manage to take out time from your busy schedule?

With able assistance of Preeti and organized time schedule, I was able to take out time for writing the book. I created basic concepts and then kept on improving them further during my walks or at late in night. Since my early days I have had the habit of dictating, so to make best use of my time I started

Entrepreneurs are subject to life cycle while organisation's life is in perpetuity

recording my thoughts on the mobile. I would stay up late and do a lot of dictation on the mobile. Next day, my secretary would type out the same. Then, at home I would correct them and make changes. During this period I took couple of short visits of 3-4 days each to give my undivided attention to the book. During this time I also spent most of my time to clear out my thought process further.

What is your main objective behind writing the book?

Main objective of the book is to cater to the needs of people in the managerial and entrepreneurial positions. Also to help the next generation to gain from my experiences. These experiences are my observations(I made in successful organisations and of successful entrepreneurs. and processes and knowledge which we have implemented in our organization).

How can readers discover more about you and your book?

As I said earlier, the objective is that the knowledge accrued to me gets passed on to the next generation and society as a whole. Now, the reader will judge whether they get the expected value from the book or not. If the readers understand the book and can relate the writing to their day to day working, they will be able to discover me and as well as the book.

Are you planning to write another book or perhaps a second part of this book?

Though, I'm still tired, but seeing the response so far from my friends and colleagues, its motivating me to write another book on a different topic. I'll decide on it maybe by the end of this year.

Timely succession planning of key leaders is must for an organisation to sustain and grow in the long run