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Leader's talk: Rakesh Khanna, CEO & MD, Orient Electric Limited

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“ Leadership is not wielding authority- it is empowering people ”, Beeky Brodin.

Leadership is not only about holding a prime position, it's much more than that. A leader is someone who has a vision and a passion to make things happen. TimesJobs brings to you exclusive interviews of industry maestros' whose journey and experience are incredible and influencing. Read on, to know about their journey and their advice for young, upcoming leaders...

Here we have an account from **Rakesh Khanna, CEO& MD, Orient Electric Limited**

With which job role/ position did you start your career?

Industrial Engineer.

When did you join your present organisation?

I joined Orient Electric in December 2014.

What kind of leadership style do you follow in your organisation?

I prefer to go with transformational and participative leadership style. I believe in leading through vision while creating a high-performance workplace culture wherein employees feel empowered and make contributions to the decision-making process.

How are you contributing to the growth of your employees?

As a collaborative organisation, we respect diversity, take pride in our own work and that of others, and let people align around a shared vision and purpose. With the basic premise that everyone is different and has explored or unexplored potential that should be developed, we strive to work towards individual growth of our employees and stakeholders in the professional direction of their desire. We conduct regular workshops on technical and behavioural aspects on professional development by internal and external facilitators.

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Name one person who had a tremendous impact on you as a leader?

I have the greatest admiration for Mahatma Gandhi. Be it his persistence, integrity, communication and collaboration skills, self-reliance, leadership by example, power to influence, ability to strategise or challenging the unchallenged, all of Gandhi's qualities and ideas have inspired me all through in my career and they are so much relevant even today in every sphere of life.

Share that one critical decision that you made as the leader of your organisation?

I would say it was defining Orient Electric's vision, mission and values, which unite all the stakeholders by a common sense of purpose. It is a guiding philosophy and is helping us to shape the company for the future.

When faced with two equally-qualified candidates, how do you determine whom to hire?

Whenever such a situation arises, I look at their attitude, enthusiasm, commitment and most importantly, I see whether the candidate is a cultural fit.

What is one characteristic that you believe every leader should possess?

I believe it is the Vision that gives you a sense of purpose and inspires you to keep on going. A true leader is the one who knows the way, goes the way and shows the way to his team.


What is one lasting impact that you hope to leave on your present company?

An empowered and self-driven organisation. I have always believed in engaging and empowering the employees, so that they gain self-confidence, express ideas and opinions freely, and collaborate with all stakeholders to develop operative solutions to drive organisation goals.


What are you doing to grow and develop as a leader continuously?

Leadership and learning go hand in hand. With the business landscape changing so fast, I keep on learning so as to equip myself with what's new and relevant to my growth as a leader. While I also participate in formal training programmes on regular basis, I believe in "learning by doing" which I have been religiously following since the first day of my job.

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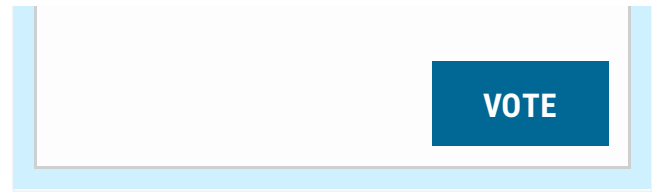
Do you think your present job can be replaced by a tech-driven process or service?

Yes

No

What advice would you give to the new-age leaders?

Be ambitious, courageous and do not be afraid to take risks. I must say that the new-age leaders are much more equipped than the leaders of yesterday with a plethora of opportunities. All they need to do is to pick the right one, deliver excellence in execution and make it big.



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