‘Companies need to change with time’

Express News Service

Chennai: With the tempo at which the companies are doing business, those which do not adapt fast enough are apt to fall by the wayside, according to Ram Charan, noted consultant, speaker and author of several books on corporate leadership.

Speaking on the sidelines of a conference on leadership hosted by the Great Lakes Institute of Management (GLIM) on Wednesday, Ram Charan pointed out that there was a tendency among the older generation to not see the ongoing change clearly. And being able to observe this change was an integral part of being a leader, he stressed. “You need to align your attention to the speed of external change,” he said. The younger generation are more attuned to that tempo and hence would be able to see it more clearly, he added.

“This is where the mindset of the people in power becomes important,” he pointed out. “They should be able to shift available resources from the old stuff to the new. But the most important thing for a leader is being able to evaluate whether the existing staff are willing to make the required changes,” he added. Ram Charan also spoke on the need for effective leaders to be able to prioritise their focus on things that really mattered. “Crystallising your focus on what matters is an essential leadership skill,” he pointed out. And good leaders, according to him, are the ones who were able to satisfy both their social and corporate responsibilities.

“It is one part of being a leader. If you don’t do well in business, you can’t serve the needs of society and vice versa,” he said, adding that brilliant CEOs did both.