



Madhusudan Kela

The year 2007 was marked by pessimism, doom and gloom, and a never-ending fusillade of fear. The mainstream press never tired of hypnotizing into believing the stock market would collapse, a downfall which never materialized. With all the talk of the weak dollar and the predictions of a worsening

liquidity crisis, prognosticators have all but written off the prospects for a bullish 2008. Calls for a recession in the year ahead are also on the rise. What these analysts have failed to grasp is that there never was a liquidity crisis to begin with. By definition, tight money is reflected by rising

interest rates and falling money supply indicators. Just the opposite is the case today. To understand the how the experts perceive these situations we have invited Madhu Sudan Kela : Head of Equity Reliance Mutual Fund. The man who made mutual funds a household name in India.



Verne Harnish

"Growth Strategies" with Verne Harnish popularly known as "The Guru of fast growth companies" on Thursday September 4, 2008.



Rendezvous

EO New Delhi Chapter's News Magazine

EO Values

Of the 5 global & 2 chapter values we will highlight a value each month.

Thirst for Learning

It's humbling when you truly understand the breadth of the world. It has more to teach than any one person can grasp in a single lifetime. But we're willing to try! Our most valuable asset is wisdom gained through our appetite for knowledge and the transformational experiences that we can share with our peers. A thirst for learning leads to an open mind, and an open mind leads to greater opportunity.

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Events

Global

3rd December 2008	2008 EO Leadership Academy
25th March 2009	2009 EO Arizona University
30th June 2009	2009 EO Family Conference

Delhi Chapter

November 2008	Talk by Sheila Dixit (CM Delhi) (to be confirmed)
December 2008	Christmas Lunch
January 24-26, 2008	Regional Integration Event (RIE) Hosted by New Delhi

Congratulations

Blessed with Baby Girl

Mr. Amandeep Singh and Mrs. Raman Singh were blessed with a baby girl

Privileges for EO members by our Chapter :

This year we have added many privileges to the EO card and a booklet mentioning details and how to use the card has been sent to the membership.



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Retreat in Turkey

from 18-22 September, 2008



coupled with a very attractive itinerary in an exotic destination - We finally confirmed.

I left for Istanbul on 18th September, 2008. Great bonding began from the airport itself with lots of interaction between the members (to the anxiety of the crew). On our first day the jetlag put us to bed for few hours and we just lazed around. This kind of gave us an immense energy by evening and everyone was roaring to go. EO had organized an exclusive dinner at Four Seasons Bosphorus; the hotel was an old prison which has now been converted into a luxury hotel. The beautiful terrace with extraordinary views was exclusively reserved for us; it had an amazing view of the Sophia Hagia and excellent food. Most importantly not to undermine the Shishas ie Hookah to which all the women and men were hooked on trying to, making circles in the air. The second day was one of the most innovative ways of site seeing called THE PUZZLE Rally!!! We were divided in 3 groups (no husband wives together and thank god for that :-), great fun, never explored a place in such details and so little time. After puzzle rally we all ended up at famous Grand Bazaar and Spice Market, one of Worlds oldest malls and an amazing sight, buying all sorts of evil eyes that were on offer. The dinner was at Spice Market in W hotel and then we headed for one of the well known night clubs with fantabulous views of Istanbul, called Ullus29. Drank hard and partied harder till wee hours with the lighted shots pouring in every hour. The third day was set for sailing to a neighbouring Island. Here we had sailing in 3 teams on 3 sail boats - EO style. Initially the water was calm and serene whereas it was a bit adventurous on return and became even more adventurous with Aditya singing some oldest hindi numbers. A lavish spread lunch was waiting for our hungry pack at Halki palace which was on one of the Prince's Islands. After a lavish lunch ending with apple chais we sailed back on rough waters. That night was a rocking night as we headed to Reina, the most happening night club in Istanbul, which was right on the Bosphorus river with the most amazing view of the multi colored bridge. The ambience, the music, the venue and the delicious snacks were mind blowing. Of course not to forget mentioning the only night club I know that offers a blanket and pillow for smashed souls! Again "We partied - crazy dancing on tables and". The fourth day was the shopping day and all the spouses made sure that they spend to encouraged the men to get back to work with vengeance. This night was the final night and a yacht which was more like a mini cruise liner than a yacht had been booked exclusively for the 11 of us, once again - EO Style, to cruise the Bosphorus at ease, the view from the yacht was breath taking with Asia on one side and

Member's Article

Turkey

By Jyoti Kothari
EO brings to you Turkey – EO Style



After the announcement by EO Delhi Chapter about the Annual Retreat, we were not sure whether we would be able to take time out for the retreat during this period, especially with Vikas travelling overseas around the retreat dates. More importantly we were not sure what might be the value of attending this chapter retreat (lasting 4 nights 5 days). Would it simply be another holiday? We were also very apprehensive of the

already defined close friend groups, a factor which had past plagued EO New Delhi, a factor important to us after having attended the Udaipur retreat a few years ago.

However, with persuasion by friends especially Vikram, who suggested that Vikas take a few days off in between his business trips to Europe and I could join with rest of the group from India,

Europe on the other. A Turkish belly dancer made all the men dance to her tunes while a few men taught the belly dancer a step or two themselves! Vikky invented a new style of dancing, a fusion of Indian classical and African tribal dance. For those of you who missed seeing the - ahem - "dance" he has a video with him. Dinner in the yacht "Romantically BEAUTIFUL" Experiences was out of the world and the retreat an EO - Once in a life time experience

It was very evident that a lot of time and hard work was put in planning and The board members themselves put in a lot of effort into the retreat. There was immense bonding and interaction with fellow members and most importantly great fun. All our apprehensions were presumptions that proved wrong. We not only made new friends but also deepened our friendships. Everything was grand - EO NEW DELHI style! At the end of the retreat it was no more couple photos only it was "Guys come for a family photo"

Istanbul!!! A lot of fond memories for all of us. After this retreat we have decided to put in an extra efforts to make it for all EO retreats in the future. Three cheers for the EO board and all behind the scenes and especially Suja and Shrey and Sidharth.

Jyoti Kothari
(Spouse of Vikas Kothari)
Member EO New Delhi

Get more

By Shamit Khemka

How can you help your employees stay fit, healthy and on top of their game?
How can you get more out of your employees?

If you ask any successful business leader what really makes their business tick most of them will tell you that it is the people that they employ. Nowhere is this more true than with SMEs where your internal personnel play a pivotal role in the success of your business. Recruit the right people with the right skills and motivation and your business should benefit.



But, at the end of the day, every single one of your employees will have their own needs, limitations and concerns. They are human after all! The problem for you here is that these factors may not remain constant which can leave you feeling a little like a juggler trying to keep all your balls in the air at once! Drop one ball here and you could end up with a demotivated and stressed employee who does not perform as well as they might and who

can have a negative effect on the morale and performance of your staff as a whole.

As a business leader it is your responsibility to try and keep your employees fit, healthy and on top of their game. There are various ways that you can make this happen. You may, for

example, organise staff 'bonding' events both in and out of office hours. You may also offer flexible working, hot-desking and home working solutions to try and improve the quality of life of your employees. There are many different ways to keep people happy to come to work for you every day on a personal level.



On the business side of the coin, however, it is also your job to get them working to optimum potential to protect and foster the interests of your company and this can be where problems start. One of the key issues that often causes problems for SMEs and their employees comes when you try to implement change. In many cases businesses of this size that achieve true success may find it hard to move on to the next level. You may, for example, know what you need to do to improve your market position and profits but you may not have the necessary skills in-house or the budget to recruit qualified personnel at this stage.

So, one of the biggest mistakes made by SMEs in this situation is to try and muddle through change without giving proper thought to how this impacts on their employees. Say, for example, you decide that you need to launch a new web marketing initiative and a new website to promote a new product. Your marketing team has never taken on web marketing project before as you've always followed a more traditional route but you ask them to do it anyway. Your IT team has never created a site to the spec you need but you ask them to do it anyway as well.

Due to their lack of experience the initiative fails. So, your product launch will not be the financial success that you had anticipated and, perhaps more importantly, you have a set of stressed and demotivated employees. The end result? You'll lose money, you could have created a culture of resentment and blame with each team considering the other at fault and, individually, each employee will feel the effects of their failure and will not perform as well as they used to.

So, is there a solution here? For many SMEs the route that works for them is to look at supplementing the skills of their existing employees with outsourcing solutions. Here you 'buy' in the skills you need to achieve change - either short-term or long-term - so that you can, on a business level, make it happen successfully. You do not need to pay to recruit skills in-house that you may not need to use once a project is done. And, you can access immediate skills and experience in those coveted 'new' technology areas that will give you a business edge.

Your employees will not be taken out of their skills comfort zone or asked to work excessively long hours to try and do their existing jobs and to take on new ones which, quite frankly, scare them if they feel inexperienced. So, they'll be happier and more motivated in their work. And, you'll not only keep them happy but you'll make them a part of successful business change which helps guarantee their own futures.