

nothing
~~EVERYTHING~~
ABOUT
BUSINESS

By Harjeet Khanduja

Not for Distribution

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First Edition

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This is a work of fiction, inspired from real life events. Names, characters and places either are the products of the author's imagination or are used fictitiously. Any resemblance to actual persons, living or dead, businesses, companies, events, or locales is entirely coincidental.

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What People Are Saying

"Corporate life has a rhythm of its own. 'Nothing about Business' deciphers the beats and extracts the music, making it much more enjoyable in the re-run than even the original moments. With his keen sense of human understanding and his flair for humor, the book is a great read for anyone looking to understand management lessons in a fun way"

Nidhi Raina, CEO and Founder at QUONSCIOUS

"Harjeet has written a book that I would like to give to everyone I meet. It is simple to read, absolutely and refreshingly relatable and I can imagine picking it up everyday, opening to any page and within a minute be left with a life lesson. It is the kind of writing that appeals to me. And I am sure I am not the only one who feels this way."

Ankur Warikoo, Entrepreneur, Public Speaker, Coach

"Nothing About Business" is all about life! Every day has much to teach us and when we are mindful and every moment is something to learn from. Profound insights are on offer even in seemingly ordinary incidents, if we learn to reflect on them. In this digital age, where we are swamped by a surfeit of information, a short story, well presented, is a welcome relief especially when it has a simple yet compelling message. This book is indeed an insightful compilation of experiences, in the form of micro-stories, that will resonate with the reader. Through real life stories, Harjeet presents bite sized capsules, shuns the superfluous and draws us within. An interesting read with perspectives that will surely resonate."

Dr NS Rajan, Former Group CHRO at Tata Sons

"This book is simple yet profound. Loved the simple yet powerful stories."

Dr.Radhakrishnan Pillai, Author, Deputy Director - CIILS

"I liked "Nothing about Business" by Harjeet Khanduja because it is simple storytelling. It is not a complex gyan. It's a fun read, yet unlike anything I've read before. Look forward to seeing more volumes of these stories."

Abey Kuruvilla, Cricketer, Indian Team

Contents

Preface

Stories

Chapter 1: Self Management

Chapter 2: Managing Work

Chapter 3: Leadership

Chapter 4: Culture

Chapter 5: Human and Technology

Chapter 6: Engagement

Chapter 7: Talent Management

Chapter 8: Performance and Rewards

Chapter 9: Recruitment

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Preface

I moved to Mumbai.

My social circle was close to nil

I applied to speak in a seminar

Went through a selection process

Fortunately got selected

Prepared hard for the presentation

Presentation was so well appreciated

I was surrounded by people for over an hour

I wrote a summary and posted on LinkedIn

The article got 4000+ views

That motivated me to write on LinkedIn

And the number kept growing

Presenting here are select stories

Which were loved the most by readers

Stories

She asked

Why do you write stories?

Can't you just say what you want to say?

He replied

Do you prefer vitamin tablets over food?

She said

Food is anytime better than vitamin tablets.

Because it has taste, smell, visual appeal and sizzle.

He said

It is the just the same with stories

They tickle more senses inside us.

#HR

Fact file

Character-driven stories consistently cause oxytocin synthesis which has long been known as the warm, fuzzy hormone that promotes feelings of love, social bonding and well-being.

– Paul Zak, HBR (2014)

CHAPTER 1

Self Management

Who balances our life?

I asked the Uber driver

Which weekday is most rewarding?

He said

Monday, But I don't work on Mondays

I exclaimed

Why?

He said

My wife's weekly off is on Monday

If we can't be together

What will we do with the money?

#HR #WorkLifeBalance

Fact File

94% of service professionals put in 50+ hours a week and they believe it is essential. - HBR Survey by Leslie A. Perlow and Jessica L. Porter (2009)

Handle with care

Daily while going to office

I pick a laddu from fridge

Today

Laddus were on table

As usual

I picked a laddu

The laddu broke into pieces

I realised that laddu was soft

I should have picked it up softly

People are tough but days are rough

Just be aware and handle with care

#HR

Fact File

WHO-led study estimates that depression and anxiety disorders cost the global economy US\$ 1 trillion each year in lost productivity. (2019)

How do you make your mark?

My wife told me

The new maid is very good

I asked her

How did you make your opinion in a day?

My wife said

I asked the maid to rinse clothes

She came to me asking for soap

I asked

Why?

My wife said

She observed a stain mark

She wanted to clean it

Simple gestures make you good

#HR

Fact File

Using Initiative & Taking Responsibility is a trait of a high potential employee – SHL Talent Measurement (2014)

Sweet Corn Competence

I went to a Bhutta wala (Corn seller)

I asked for soft sweet corn

He went through all corns

Then picked up one

I asked

How do you, which one is soft and sweet?

He said

That is my core competence

If I can't understand my raw material

Wastage will take away all my profit

#Recruitment #HR

Fact File

A core competency is a concept in management theory introduced by C. K. Prahalad and Gary Hamel. A harmonized combination of multiple resources and skills that distinguish a firm in the marketplace. (1990)

Bathroom Crisis

He screamed from bathroom

I am all soaked in water

I need a towel urgently

She handed over the towel

She asked

Why you make it a crisis everyday

You can take a towel with you

Can't you plan it?

He gave the routine reply

I will do it from tomorrow

He does the same at work

#HR

Fact File

The Project Management Institute estimates that organizations waste an average of \$97 million for every \$1 billion invested, due to poor project planning. (2017)

Pass the Jug

On the lunch table

Water jug was far away

Jay stretched to reach the jug

Still it was an inch away

Ravi saw him

Ravi passed the jug

Ravi said

Instead of making so much effort

You should have asked

Jug would have come to you

Jay nodded

If you just ask, easier is the task

#HR

Fact File

People wildly underestimate the odds that others will help us, says social psychologist Heidi Grant, HBR (2018)

Why we love bad things

Ravi asked Raj

What is the reason?

That we end up loving all bad things

Raj replied

Nothing is bad.

Whatever we love,

We do excess of it

Excess makes it bad

#HR #Selfcontrol

Fact File

A master of any art avoids excess and defect - Aristotle's Nicomachean Ethics (350 B.C.E)

Chana Chaat

Dev was selling Chana chaat (gram mix) on street

It looked tasty

Jay asked for one

Dev took Chana

Added onion, tomato and mixed them

Then Dev started searching

Lemon was missing

Jay said

Give it, just like that

Dev refused

Sir this will spoil my brand

We make our own #brand

#Excellence #HR

Fact File

As per LinkedIn, the #1 way people discover a new job is through a referral. Your brand builds a solid foundation for referrals. (2015)

What to carry?

11 pm in the night

I proudly placed another trophy on the shelf

Phone rang

It was a friend from the opposite building

He yelled

Get out, there is a fire in your building

I left with my wife, wallet and phone

Not trophies

I did not want my past #achievements to be my #baggage.

#HR

Fact File

People should be promoted based on their potential, not their past performance. - SHL

Analysis

I was stuck in traffic

I saw few buses

Analysis - Buses create traffic jams

I saw lots of cars

Analysis - More people work on Tuesdays

I moved forward

There was a vehicle breakdown

Post that traffic was ok

No Analysis

We analyse our data with our own biases.

#HR #Analytics

Fact File

We see the world, not as it is, but as we are – Stephen Covey

There is a job for everyone

He loved driving.

He loved over-speeding.

He loved breaking signals.

He was told that it is illegal.

He did not understand.

He became an ambulance driver.

He saves lives now.

Context makes anything legal or illegal.

#HR #LoveYourPassion #ThereAreJobsForEveryone

Fact File

There is nothing either good or bad but thinking makes it so. – William Shakespeare