

Dr Shobhit Mathur's Leadership Map

Dr Shobhit Mathur's Definition of Leadership

According to Dr Shobhit Mathur, leadership is defined as:

The ability to have a big vision (long term vision). A vision that extends far beyond 3-4 years, looking 20 years down the line. Developing a roadmap for it, breaking it down into smaller time frames, building and inspiring a team to think similarly, and eventually achieving that vision through effective communication.

Key Leadership Habits and Practices

- **Authentic Communication:** People follow you, not just your words. Being a role model is essential—reducing the gap between what you say and what you do builds trust.
- **Dream Big:** Successful leaders have ambitious dreams and the determination to make them happen.
- **Take Risks:** Dr Shobhit's defining moment was leaving Amazon and returning to India, which taught him not to fear risks.
- **Think Beyond Conventional Boundaries:** "Making Rishihood more known than Harvard" exemplifies his ambitious thinking.

Maintaining Vision During Challenges

- **Spiritual Backing:** Having a spiritual foundation provided stability during difficult times.
- **Supportive Network:** Staying in the company of like-minded people with big dreams.
- **Seeking Inspiration:** Reading biographies and meeting inspiring people brings positivity.
- **Family Relations:** Never fought with family despite disagreements; maintained relationships while pursuing his vision.
- **Building Resilience:** Going through challenging periods built his "ability to hold immense pressure."

Leadership Lessons Learned

- **Avoid Instant Gratification:** Success doesn't happen overnight.
- **Perseverance:** Progress may be slow initially but persisting through this phase is crucial.
- **Crisis Management:** At the top, support can be limited during crises; leaders must stand firm and continue solving problems.
- **Credibility:** Building and maintaining credibility is essential for gaining trust and support.

Team Building Insights

No matter how many startups you do, the last slide is team.
People bet 10% on ideas and 90% on the man and his team.

Investors and supporters ultimately bet on:

- The individual and their passion
- The team's capabilities and commitment
- Demonstration of values through actions

Personal Journey

Dr Shobhit's path from:

- IIT graduate and Amazon employee to returning to India at age 27
- Starting with social work through Youth for Seva
- Co-founding Vision India Foundation
- Eventually establishing Rishihood University

This journey exemplifies his own leadership philosophy of having a long-term vision and working persistently towards it, despite initial family disapproval and challenges.

Advice for Aspiring Leaders

- Think for the next 5+ years rather than immediate gains
- Recognize that "Package lagne se life nahi banti" (Life isn't made by getting a job package)
- Start with a meaningful goal even if the ultimate vision isn't clear on day one
- Leverage credibility and demonstrate commitment to gain support
- Learn from mistakes and be willing to make difficult decisions