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Debosmita Nandy

My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

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Debosmita Nandy · 2nd

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My transitions made me...

2w · 🌐

I believe there are three reasons why you should quit a job -

1. The organisation does not care for you
2. The manager does not invest in your growth
3. There is no scope for any new learning any more.

Do note, I don't believe money is a reason to quit.

I have quit only twice in my career of 15 years so far, but I can tell you each time, my reason was number 3.

After three years of dispute resolution practice at Khaitan & Co, I was yearning for more - more learning, more challenges. I had not specifically planned for a shift to inhouse, but when the opportunity at ITC Limited happened, I took it up purely because the prospect of the transition excited me.

I spent 10 years at ITC, working for three different business verticals. I kept learning and growing as a lawyer all these years. When I felt that I was ready for more, I decided to change. Again, my opportunity at Cinepolis was so challenging and exciting that it helped me take my decision fast.

It's given that with every transition, money increases, but to quit for higher money is not the way to fulfilment. I have met many people who quit for the lure of a higher package, at the cost of mental peace, org culture, or even terrible managers. There will always be a tug of war between money on one side and everything else on the other, until you find the role which gives you everything. Till then, keep learning wherever you are and work towards a higher self. With every step of self progress, you will be closer to your desired role at your dream organisation with the best manager and pay.

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Shashank Sharma • 3rd+

2w ...

CEO at CWS Media | Digital Media Consultant for Content Strategy, Performance Marketing & SEO | Executive Producer

Wait but isn't this assuming that work is the primary source of fulfilment for everyone? And it seems to be a trope that's changed over the last couple of years - where people are finally willing to acknowledge that work doesn't need to be life-defining but a part of the larger life we live in ...see more

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Debosmita Nandy Author

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Shashank Sharma All fair points and well debated. I also believe that earning will follow learning. Maybe not today or next week, but there will come a time when one is rewarded for all the learning that happened, even if there was less earning. ...see more

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Shashank Sharma • 3rd+

2w ...

CEO at CWS Media | Digital Media Consultant for Content Strategy, Performance Marketing & SEO | Executive Producer

Debosmita Nandy Thank you, likewise!

I'm a big proponent of the student mentality, my entire career is based off of 'YouTube Academy' haha so 100% with you there. ...see more

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Ilma Iqbal • 3rd+

2w ...

Associate Legal- Data Privacy @ BDO India | Expert in Audits, Documentation & Implementation | LLM in Corporate & Financial Laws from Jindal Global Law School

The fourth reason could be underpaying.

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Anshul Bhatia of course. When employer employee find their fit is when magic happens.

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Purbasha Panda • 3rd+

2w ...

Associate at Pioneer Legal | PE, M&A | Employment Law |
Corporate Investigations and Compliance

This is again a person specific aspect. To each it's own. We
all operate from different strata of privileges.

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Debosmita Nandy **Author**

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[Simran Brijwani](#) Definitely. If there is a compelling
reason for choosing Job B at that moment, so be it. I
am only talking of the long term benefit - which one is
better long term ...see more

Like | Reply



Pritish Sirkar (He/Him) • 3rd+

2w ...

General Manager & Head of Legal

Hi. Wonderful message [Debosmita Nandy](#). I have enjoyed
your writing for far too long now. I also think that all of us
are built differently. Recruiters and prospective managers
are often harsh when it comes to people who've switched
more. I think there must be place for mercenaries ...see more

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Debosmita Nandy **Author**

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Thank you Pritish. Your point is well made. Maybe why
HR is wary of such resources is that they know that
they have to go through the entire wheel again in a
year or two. ...see more

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Beena Malikaveetil • 3rd+

2w ...

Passion for Elevating Work and Life Success through
Effective Communication | Advocate for Stray Dog
Welfare in India.

Very well explained [Debosmita Nandy](#)! Thanks for sharing.

If the dream organisation with the best manager and pay
doesn't arrive - start thinking if you have it in you to start
your own company and get the fulfilment you seek ...see more

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Debosmita Nandy **Author**

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Honestly, dream org, best manager, best pay are all
very subjective and relative terms. Your dream org
could be say, Google. Mine could be any org that
values me as a person and professional. All depends a
lot on the person. ...see more

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Beena Malikaveetil • 3rd+

2w ...



Passion for Elevating Work and Life Success through Effective Communication | Advocate for Stray Dog Welfare in India.

True that!

Like | Reply



Nikhil Issar • 3rd+

2w ...

Senior Associate at Trilegal

Completely disagree. You can be learning and growing but being underpaid gnaws your head and soul. Typical excuse for underpaying resources.

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Underpaid is a relative concept, isn't it? You might feel X amount is less, but someone else might feel it's commensurate for the work/role/industry. Similarly another person at a different situation might feel X is a great number. Sometimes, the payment is I ...see more

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Bhavya Arora • 3rd+

2w ...

Founder, YouseAI | Gen AI Implementation | LinkedIn Top AI Voice | ex-Bain, EY | Hansraj College'20

The value of learning and self-improvement in the pursuit of a fulfilling career is truly inspiring. It serves as a reminder to all of us to prioritize our personal and professional development, even if it means taking unconventional paths or making difficult decisions along the way. ...see more

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Unconventional paths make for some great trajectories.

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Tirthankar Das • 2nd

2w ...

Advocate, Solicitor, Broker, Networking entrepreneur, over 28000+ LinkedIn connections... Unity is strength...

And what if money is decent and it is like the movie horrible bosses?

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Must quit. No money is good enough for toxicity

Like · 🌐 1 | Reply



Ratul D. • 3rd+

2w ...

Creative Direction | Brand Management | Advertising Strategy

You have spoken for a lot of people without even knowing them.

Like · 1 | Reply · 1 Reply



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Then my purpose is served :)

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Swapnil Mahajan (He/Him) · 3rd+

2w ...

Assistant General Manager (AGM) - Human Resources | Zonal Head HR West

Absolutely Right... In ITC, You have been very supportive not only from only legal way but also understanding the nuances of business and other cross functional ...see more

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Hi Swapnil, glad to see you :)

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