**What are Mohit Kapoor’s view on Digital Disruption with-in telecom domain?**

When a company becomes successful?

Beautiful virtuos cycle that gets created between your concept, product, your capability and your culture - all these things fall into gear, they are working super well.

But then what happens is the concept that made you successful runs out of gas - its not growing any more. You now need new capabilities and in order to have new capabilities, you need to have a new culture that allows capability to grow.

From Double Digit/ High Margin Business, you look at the other side - here is a low/ no margin business called Digital and you say “Why?”

“This is the Challenge! Technology is Unforgiving!”

Truly fortunate to be a part of an organization - Veon and Banglalink, that took the challenge head-on and created the very digital culture, digital concepts and digital products at lightening speed. Have to mention hashtag#Banglalink and hashtag#VEON Visionary leaders for the inspiration and early push on hashtag#DO1440 Strategy. Have to give a big shout to colleagues and my team for believing in the First Principles based hashtag#6CStrategy (Connect, Content, Care, Courses, Commerce and Community) and thank them deeply for exemplary development and GTM executions.

Radical Transformation through Digital Assets - hashtag#MyBLSuperApp hashtag#Toffee hashtag#DigitalRecharges hashtag#Digitalservices hashtag#AIEarlyAdoption EmbracingStartUps - hashtag#BLlabs hashtag#VEONAdTech +++ underway and accelerating.

“Challenge was Accepted!”

Technology is now accelerating the business at compounding pace with best Dividends coming to the entire Telco Industry and the Country as a whole.

**What are Mohit’s views on Discontinuous Improvement?**

Personally, for me, every year Apple event brings memories of first-generation iPhone announcement in 2007.

Do you Remember Steve Jobs Slogan in 2007?

"This is only the beginning."

"Apple reinvents the phone."

... and do you remember iPhone Sales in 2007?

- 6.1 Mn units/ year

Fast forward 2020, and iPhone sales have grown to ~195 Mn units/ year

Lesson learned:

"Continous Improvement" - FAILS!

- Incremental improvements

- Conventional & Traditional Thinking

vs

"Discontinuous Improvement" - WINS!

- Completely Transformed (nothing to do with evolution)

- Disruptive Change

- Not interested in doing things incrementally better but completely differently

- Forgetting how things were done in the past and finding a new model

In these unique new AI times - Failures and Winnings will only be way more rapid. Companies with a founder/ senior team with authority who can deliver #discontinuous #improvement are the only ones that will survive in the times to come.

...and that means so much opportunity!

**Mohit Kapoor’s LEGO Leadership Lessons series:**

Continuing with my plastic digging expedition ... do you know Lego has produced 650+ Billion pieces and that's ~93 blocks per person on the planet. I know what you are thinking :)

A large number of us can actually attribute our current successes to the brain gyms (Lego blocs) we worked out on during childhood. But does Lego have more to offer in later years - to executives, managers, leaders, and entrepreneurs ... absolutely!

Lego Building Blocks l hashtag#LessonNo1:

#1 Building Connectivity and Interdependence:

For the most part, every Lego piece connects to every other Lego piece. There is no silo of blue pieces that refuse to connect with the reds. Yellow pieces aren’t busy trying to establish their own kingdom. Larger Lego pieces don’t take over meetings or demand more attention. All Lego pieces work together toward a common purpose.

How is the connectivity and interdependence among your teams and organization?

• How much time and energy is spent defending kingdoms (budgets, personnel, resources) as opposed to working together for a common purpose?

• Do your systems encourage connectivity and interdependence?

• What do you do when divisive behavior arise?