

## FSIA E-circular dt 9<sup>th</sup> February, 2008



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### 10 Times Growth in 10 years



**Part 1 of today's Circular**= Today's Seminar ( 11 am to 1 pm, Saturday, February 09, 2008 , at Vidya Sanskar School , Kheri Road, Village Bhopani, Faridabad

Dear Members,

Today, FSIA conducted a Seminar with a Highly Motivational and inspiring Talk on "Ten Times Growth in Ten Years". It was delivered by His Excellency, Shri A R Kohli, Ex-Governor, Mizoram. Some of the excerpts from the Talk are as follows.

### 10 Times Growth in 10 years

#### Who is Mr A R Kohli , Ex-Governor, Mizoram ?

- Mr A R Kohli, is a IIM- Calcutta Graduate.
- He turned into an IAS officer, heading PSU's and organizations with the IIM-kind of zeal of energy .
- He then turned into a Politician, and one with a mission.
- He reached upto the level of Governor of the East Indian State of Mizoram.
- He always was and now is a more active Educationist, Chairman / member of 'n' number of Educational Institutions.
- He is currently in the process of setting up an Global University at Madhya Pradesh.



**What does the Title of today’s talk mean ?**

- Simple =
- **Grow your Sales by 1000% ( One Thousand Percent ) in 10 years.**
- Grow your Profits by 1000% ( One Thousand Percent ) in 10 years.
- Can you do this ?
- I bet you can. .. Mr Kohli also bets you can.
- For that ..... you have to change.

**There are 3 India’s in India Today ?**

- Read this carefully
- This applies to FSIA members too.
- This applies to each of us, as a Salaried person, as a Director, as a Businessman, as a Government officer .....



	Percent of Indian population	Annual Rate of Growth
First India	1%	growing at 25% to 100% p.a.
Second India	40%	growing at 8% p.a.
Third India	59%	growing at 2% p.a.

**Which India do you belong to ?**

And we all know the kind of benefits, the FSIA members, who come in the “First India” will gain. Think of that.  
 And if you are in Second India, try to upgrade to First India  
 And we all have to try to bring the Third India folks into the Second.



India is Growing at 8% p.a. as a whole. FSIA must grow at 26% p.a. on an average.

**Why 26% ?**

26% per annum is the compounded Growth you need to grow 10 Times in 10 years.

**Profile of Top 500 companies in USA**

First	10%	Growing at good Rate
Second	50%	Growing at 2% p.a.
Third	40%	Diminishing ( in Losses )

See above, 90% of USA companies are growing at rates much below those of FSIA members. They are afraid, Indian companies, **may “overtake” them** and infact **“Take-over” them.**

Yes, if you want to be the winning team – do this. “10 Times in 10 years”

## **What should every FSIA member do today ?**

**He must act as a “Mother” !!!!!**

What does the mother do ?

### **Central point of the family is Mother**

- a She cares for everybody
- b She has concern for all - especially the weakest member of the family
- c She willingly sacrifices
- d She gets pleasure out of sacrifice.

For the businessmen, the Year 2001 onwards , is the era of “ INTER-DEPENDANCE”.

- You have to build “Teams”
- Team building needs strong emotional bonds
- India has this big thing – “Emotional Attachment”

Just use that “Home strength” to your business.

### **Central point of the Business is Management**

- a CEO / HOD cares for everybody
- b CEO / HOD has concern for all - especially the weakest member of the family
- c CEO / HOD willingly sacrifices
- d CEO / HOD gets pleasure out of sacrifice.--> for long term business benefit

CEO has the take the role of a “mother”.

CEO has the take the role of a “MENTOR” ...

like the way, Mr. Narayan Murthy does in Infosys..

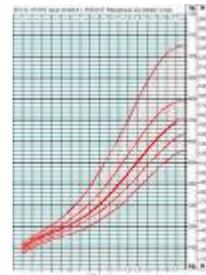
## **Human Resource Development is important . WHY ?**

Materials	can be available, if your HR works	If you have the knowledge, contact the vendor, get it, from anywhere in the world
Machines	can be available, if your HR works	If you have the knowledge, contact the vendor, get it, from anywhere in the world
Money	can be available, if your HR works	All banks want to give loans. You can get this. No problems today for a genuine businessman.

## **Ten times in Ten Years**

**26% per annum every year.**

**Yes, this is possible.**



### **Homework given to the FSIA members present.**

Make a profile of your Organisation  
Proper way  
Growth Plan of the co  
What are the requirements,  
Discuss with your network  
Start networking..... This will increase your business.



### **FLAT management .**

This is Just your approachability  
The shortest distance is straight line  
"Reach out to the Lowest employee".  
And =allow them to come to you  
Encourage email, phone, talks



Even going to the shopfloor for a personal round is a step in same direction  
Also go to your Stores, to your Accounts , to your Payroll Dept

### **Give power to the lowest person in your company**

Mr Kohli gave an example :

If a machine is not working fine,  
Go to the operator,.....give him Rs 500, and say keep this Rs. 500 imprest  
and get it repaired, and give account, every 30 days.  
Things must not stop

- a) He feels happy
- b) Involved
- c) better decisions and quicker repair

your company earns more -- due to higher motivation and also lower breakdown time

### **Trained person may leave ?**

A FSIA member asked "Trained person may leave ?" so , it is avoided in SME segment.  
Mr Kohli replied that

- a Must train anyway
  - b must have a environment
  - c people stick to a good employer  
Why ?  
because
  - d all factors are to be taken together
- 
- a Grow them ,
  - b for growth give them Training
  - c Training should give Performance

- d Performance must be Measurable
- e Measure the results
- f Results must give benefit to the company  
And he must get a good percent of the benefit that is accruing to the
- g company  
And then, grow him further.

Mr Kohli opined that, if all these Seven Steps are followed hand in hand trained people will stick to you. However, a small percent of change is also welcome. And it brings fresh young blood, new ideas, new concepts. So, be open to change, and be “an employer of choice” .

**What next ?**

The formal Inauguration of the GTZ Light Engg Industry Export Cluster is proposed and planned for next week. German Government bodies and Indian Government bodies are going to subsidise all the expenses by a good percentage.



Lot of benefits are expected.

Infact, a target is to make all these cluster member units “ready” and “capable” of exporting their goods to German and European Markets.

Now , you have to take a call –

Join it, or leave it.  
Your choice.

This is the last week for those who are yet to send in their forms, or yet to send their cluster membership cheques.

**Common motto of this GTZ cluster :**  
**“Ten times in Ten Years”**

**We will do it.**  
**No Doubts**

The logo for FSIA (Faridabad Small Industries Association) consists of a blue gear-like circular shape with the letters 'FSIA' in a bold, blue, sans-serif font inside it.	<p><i>Sangeet Kumar Gupta</i> FCA, ICWA, PGDMM, B.Com(Hons) Honorary Consultant, Faridabad Small Industries Association 93126-08426 <a href="mailto:groupmlg@eth.net">groupmlg@eth.net</a> <b>Camp Off</b> : 63, Sector-15, Faridabad <b>FSIA Off</b> : FSIA Park, Opp. Plot No.23, Sector- 24, Faridabad- 121005</p>	A professional headshot of Sangeet Kumar Gupta, a man with dark hair, a mustache, and glasses, wearing a brown suit jacket, a white shirt, and a red tie.
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Today's Events in Vidhya Sanskar,  
( in the lens-eye of the Camera )



A Participant, Mr Sunil Bedi, with FSIA – GTZ banner at the Vidhya Sanskar School today morning



The Entry Gate of the School – the venue of the meeting



Mr and Mrs Taneja of Packfoam Industries, FSIA member in front of the Auditorium today.



FSIA = 25 Times in 25 years ....  
The largest SME body in Haryana  
The most visible SME Body from India, in  
USA – Switzerland - Italy – Korea – and  
Germany today