



Founder's Corner



How an Ownership Mindset Transforms Responsibility into Powerful Outcomes

Continuing with my theme of creating a culture of ownership mindset among our associates, I want to explain how an ownership mindset affects how we view responsibilities and how having the mindset affects the outcome of our work.

In today's rapidly evolving world, an ownership mindset is not just a prized attribute but a company necessity. It's the key to influencing and controlling the outcomes of your work, as it entails taking full responsibility for your actions, decisions, and subsequent results. This mindset is a powerful tool that drives personal and professional success.

Here is my thought process of understanding how ownership mindset, how we handle responsibilities, and the outcome of our efforts are connected:

Understanding Ownership Mindset

- **Core Concept**
 - An ownership mindset is about adopting a sense of personal accountability.
 - It means viewing oneself as a task, project, or role owner, regardless of your position within an organization.
- **Impact on Behavior**
 - Individuals who embrace this mentality are more likely to be proactive, resourceful, and committed to achieving desired outcomes.
 - They see their success as directly linked to the results of their efforts and decisions for the immediate task and the business, fostering a deep sense of investment in their work.

The Role of Responsibility for Ownership Mindset

- **Foundation of Ownership**
 - Responsibility is not just a component of an ownership mindset; it's the very foundation on which it stands. Whether managing your direct reports, specific projects or working with colleagues to get work done on time, your effectiveness will improve if you approach the job with an ownership mindset.
 - Another foundation of the ownership mindset is accepting responsibility for actions and their consequences, good or bad, on the outcome. If you take responsibility for the outcome, your attitude will shift from passive to active.
- **Behavioral Shift**
 - You will approach challenges and opportunities differently with the ownership mindset and take responsibility for the outcome.
 - By taking responsibility for the outcome, you will take initiative and seek solutions rather than waiting for instructions or deflecting blame if something goes wrong.
 - You will know that your choices matter and that their contributions can significantly impact the overall success of a project or the company.

The Connection to Outcomes with Acception Responsibilities as an Owner

- **Positive Results**
 - My experience working with many businesses suggests that a thriving company requires employees with an ownership mindset, which indicates a profound relationship between an ownership mindset and outcomes. I don't know any successful business where many employees don't have an ownership mindset.
 - People who take ownership are likelier to engage in behaviors that lead to positive business results, such as thorough planning, diligent execution, and continuous improvement.
- **Investment and Quality**
 - Employees with the ownership mindset do not merely complete tasks but are invested in the process and the result, often leading to higher-quality work, increased efficiency, and innovative solutions.
- **Resilience**
 - An ownership mindset fosters resilience. We will all fail more times than we succeed in our lives, so owning the outcome motivates us to get up after we fall and try again rather than give up after a failure.
 - You are more likely to persist in the face of obstacles if you like what you do. This cannot happen unless you believe you are making a difference with your work. This will happen automatically if you feel like you have a stake in the outcome of the responsibility you are given.
 - You will view challenges as opportunities and learn to find solutions to problems rather than surrender by declaring obstacles insurmountable barriers.
 - An ownership mindset makes you more persistent. It enables individuals and teams to navigate setbacks and continue striving towards their goals, a crucial driver of success at work and in life.

Improved Productivity by Empowering Your Direct Reports by Fostering Them with Ownership Mindset

- **Transformational Impact**
 - The impact of an ownership mindset is not limited to individual employees. It can transform entire teams and organizations, resulting in an exponential improvement in productivity. Leaders who promote this mindset empower their employees by delegating authority and encouraging autonomy, resulting in optimal output with the allocated resources. Thus, leaders who promote this mindset empower their employees by delegating authority and encouraging autonomy, resulting in optimal output with the allocated resources.
- **Culture of Trust**
 - Empowering your direct reports creates a culture of trust and accountability where everyone feels valued and motivated to contribute their best efforts.
- **Collective Success**
 - In such environments, the collective ownership mindset amplifies the potential for success because teams become more collaborative as each member understands their role and its significance to the group's objectives.
 - This collective responsibility enhances communication, fosters innovation, makes the workplace enjoyable, encourages friendship, and leads to more effective problem-solving.

My final message is that an ownership mindset, rooted in responsibility, is a powerful driver of the outcome of your work. You can significantly influence the success of your work and, by extension, the company's success with a mindset that encourages proactive behavior, resilience, and a deep investment in your work. While the ownership mindset of any employee helps the individual and business, it will result in sustained growth for people and the company when embraced collectively to create a culture of empowerment and collaboration. Hence, the ownership mindset is not just about taking charge; it is realizing our power over the outcome of our work and its impact on the company's growth.

Ajay Prasad

FEATURED ASSOCIATES:



NIKETA:

I'm Niketa, working as an SEO Executive. I enjoy diving into the intricacies of search engine algorithms and crafting strategies to improve our online presence. Outside of work, I love exploring new places and trying out different cuisines. I'm passionate about continuous learning and always eager to take on new challenges. Looking forward to connecting with everyone and contributing to our team's success!



SATAKSHI:

I am Satakshi, originally from Purnia, currently residing in Patna. I hold a Bachelor's degree in Clinical Nutrition and Dietetics and am working as a Content Executive.

I am passionate about leveraging my expertise in nutrition and dietetics to create compelling and informative content. My role as a Content Executive allows me to expand my knowledge and continuously contribute meaningfully to my field.

My enthusiasm for staying abreast of the latest trends in content creation and digital marketing is a testament to my dedication and passion. I thrive on challenges and innovation, always seeking new ways to enhance my skills and deliver valuable content.

My goal is to contribute meaningfully to my field while embracing challenges and seeking innovative approaches.

THE HR SPEAKS: NEW OPENVIO FEATURE:

- We are excited to announce that the Openvio usage demo video has been uploaded to the Openvio platform. You can find it on the dashboard after logging in. This video will assist new users with support and guidance on how to use various features such as task assignment, completion, ratings, leave management, and much more.
- We now have the ability to attach files to notes and include them in email notifications.
- The owner can now remove added documents if they are no longer useful.
- The task transfer logic has been updated now. Now below members/roles can transfer the task.
 - Task owner itself except the freelancer
 - Upper level reporting managers
 - Project Account Manager
 - Admin level users

Welcome, New Hires!

Please join us in warmly welcoming **Saurav Kumar** to the Marketing team and **Chandan Kumar** to the Development Team.



Saurav Kumar
Marketing Team



Chandan Kumar
Development Team

Work Anniversaries Celebrated:

VISHAL ANURAG
SHISHIR KUMAR
SHIVJEE PRASAD
SUMIT KUMAR
KUMARI KIRTI BALA
SONAM RAJ

🎂 Birthdays in July 🎂

TARANUM FATMA
BANAVATH KRISHNA
SWEETY KUMARI
MAHESH KUMAR

New Projects Signed up in June 2024

Sr No	GMR Projects	India Projects	Stratosphere Projects
1	JK Counseling	Nityanand Rehab	-
2	-	Hypro Diagnostics	-