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"A number of candidates ask me about the eco-system of an Indian corporate and whether they have really come of age, or not.

There are a lot of wrong perceptions about the Indian corporates. The fact of the matter is that, Indian corporates are really coming of age and one is really proud, as an Indian, to notice how many of them have really moved to new heights of professionalism. A number of Indian corporates today have a great value system, treat their employees well, and give a huge quantum of empowerment. Therefore, working in an Indian corporate can really be great for your career provided you can fit in well with the eco system.

However the points that we need to keep in mind are the following -

**A) Due diligence on the values of the company**

Candidates fear that they may be expected to compromise on their values in an Indian corporate. This is a needless apprehension as most of the Indian corporates today have strong corporate governance and do not compromise on ethics. Therefore, as long as you do a due diligence and avoid organisations that compromise on values, you as a candidate will be pleasantly surprised by this. I have placed a number of candidates in Indian corporates who moved from blue chip multinationals and they have come back to state that ethics and values in their new organisation is really sacrosanct.

**B) Adaptability**

The question that you need to ask is, whether are you adaptable. Remember, to flourish in an Indian corporate you need to get along with various stakeholders, especially the owners. If you as an individual can adjust, you will have an enjoyable innings. Every organisation, even a multinational is different with its own unique mind-set, so adapting to a different eco-system is critical. However an Indian corporate can be even more different so your ability to adapt is much more important.

**C) Ability to work in ambiguity**

This is critical, as you will have more ambiguity in an Indian corporate, as systems and processes may not be as well laid out. However, you must also remember that an Indian corporate will give you far more empowerment as well as elbow room to customise stuff to suit the business, to set you up for success. You may be required to lay down your own processes, which can be helpful as it gives a lot of manoeuvrability.

**D) Fast pace of decision making**

In a multinational, you may spend a lot of your time in presentations, conference calls and internal meetings. This tends to make decision making slow. In an Indian corporate, everything moves at a far faster pace as an owner or a professional CEO tends to make faster decisions as alignment of stakeholders or various geographies or regions is not required. Therefore, although you will have more time at hand, but be prepared for working in a much faster paced work environment where you will also be expected to make quick decisions.

As a candidate you are likely to enjoy more empowerment, have the liberty of taking more risks, get quicker approvals but be accountable for your results. You can get far bigger rewards if you deliver on performance and adapt well to the eco-system. A number of candidates placed by Executive Access in the past admit that they never expected to gain so much and enjoy such empowerment when they moved to an Indian corporate. Besides, to be a part of history when you have helped an organisation scale up, can really be personally extremely satisfying.

Best Regards,  
Ronesh Puri  
Managing Director



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