



# HELP PEOPLE TO MANAGE THEMSELVES



Raghuraman Ramamurthy, Founder & CEO, Rapid Acceleration Partners, is a parallel entrepreneur and business leader. He founded Rapid Acceleration Partners in 2017 with Baskar Agneeswaran and Ramesh Kumar. Raghuraman's career spans over 16 years with proven results in delivering significant business value across multiple domains ranging from retail, banking, IT services and manufacturing in global markets

By Sharmila Chand

## SET OUT YOUR PRIORITIES

Running a startup means stretched times and larger responsibility towards team members and stakeholders. However, a regular unwind ensures that you are rejuvenated and are fully available for the long haul. On the personal front, my priorities are driven by some regular face time with kids and family and making sure moral needs for wife, kids and parents are met first.

## WAYS TO KEEP CALM AND COOL

I ensure that I go for a walk at least 3-4 times a week and spend about an hour every day in spiritual activities. These go a long way in ensuring that I stay fit and also give me the mental peace for the day ahead. Additionally, I fast one day every fortnight. This has helped tremendously towards my weight control and fitness. I am a spiritual person and the daily unwind with spirituality ensures that you are calm and

composed in the most stressful of situations.

## STRESS BUSTERS

I take to vacations a year and spend time with family. This is a great way to recharge and de-stress other than my daily or weekly routines. Other than that when at work, we spend some time playing games at the office, doing walking meetings, eating to de-stress.

**Five tips that work best to maintain work-life balance**

- Take your ME time in some form every day.
- Spend some time with family or kids not thinking about work every day even if for a few minutes.
- Spend time with co-workers talking about non-work stuff as well.
- Take a short weekend or vacation breaks once in a while. Even a day or two away from work helps rejuvenate.

- Pick a hobby that you spend time on - it doesn't matter what it is, but something that you enjoy doing.

## LESSONS LEARNT

Early on in my career, I disregarded my health and put a lot of time into work without much balance. This meant health issues, productivity issues and a strong inhibitor to thinking clearly and 'out of the box'. Very small changes to lifestyle made sure I was super productive and brought that balance. When we say work-life balance, we tend to think lesser time at work - that is not true - I tend to spend about 12 hours on an average day, but it is about how you spend the rest of the 10 hours that you can be super productive and adding value the entire work time that makes a big difference.

## LEARNING THROUGH TRAVELLING

I love travelling. Am a frequent traveller and a large part of my life I have spent on travelling for work or with family. These include regional, spiritual, national and international locations. I have always relished travelling as it gives you a great sense of learning and unexplored discoveries of a lifetime. Having travelled across various locations, it has given me opportunities to become a better human and superior leader in every sense. The business-life encounters you get in a multi-cultural environment is matchless.

Whether is my trips to Kanchipuram, long stays in the USA or my road trips in Europe, they have always been terrific experiences.

## SECRET OF SUCCESS

I am not sure how to define success. To me, this has been a journey that is taking me towards the larger purpose. A clear sight on the larger purpose will ensure that you take steps in the right direction.

## PHILOSOPHY OF WORK

My philosophy to work is 'give it all you got'. Define your priorities outside of work - but it is as critical to balance priorities at work than just looking at work as a job.

## HOW TO EXCEL IN MANAGEMENT

Management starts with the ability to manage 'oneself' before you can manage others. It is very critical to start with managing your priorities, your responsibilities, your ability to work with others, etc. What is also extremely important to understand is that - while 'managing' seems like a cosy job, it is not easy to 'manage' people, in fact, I truly believe that you cannot manage people and only help them manage themselves.

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