

# TAKE2

*Scaling Yourself to Scale your Business*

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- **Have you been thinking that you could be doing more or different in your life,**
- **That you are not being your best,**
- **And you are not living your full potential?**

**OR**

- **Was there a time when this was true for you?**

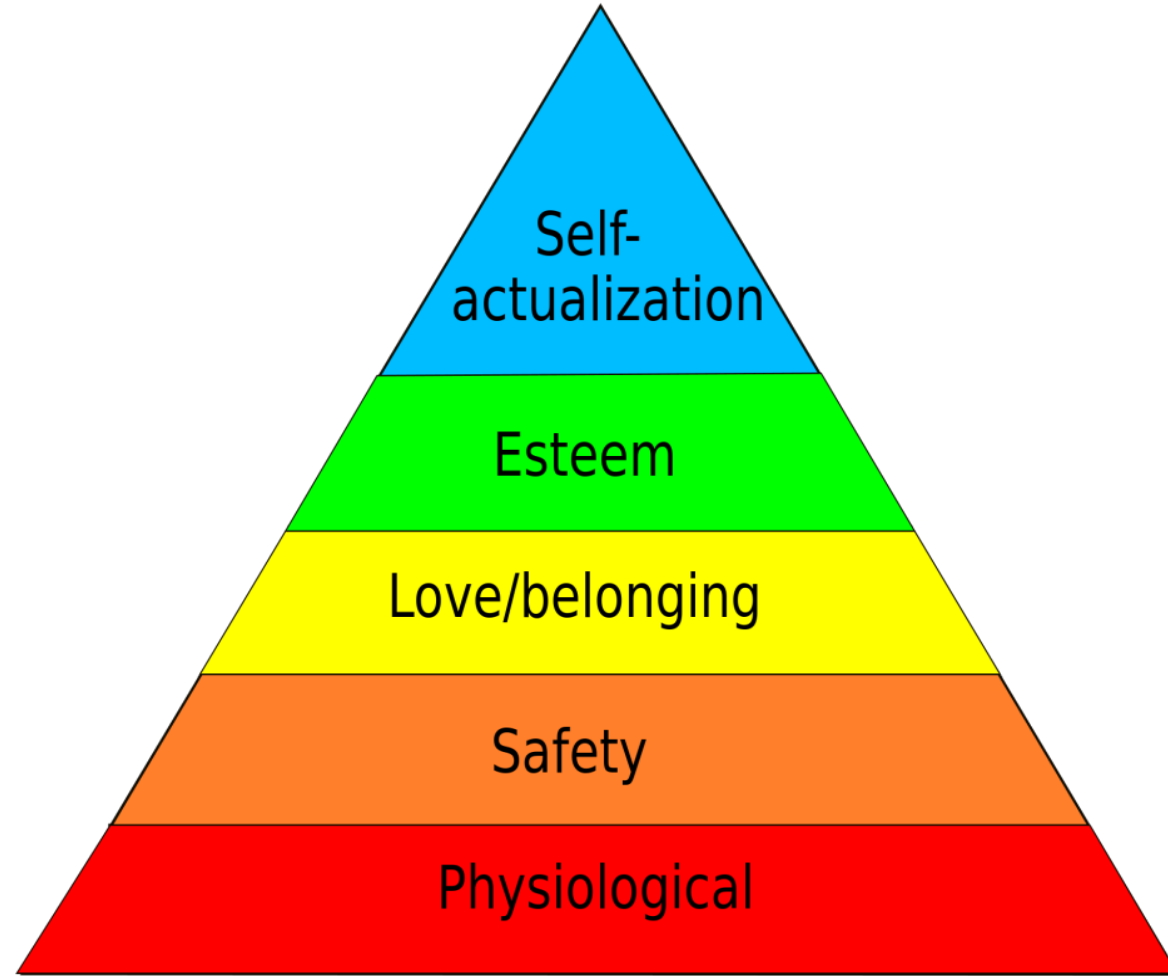


# Why is it so?

- **WHY DO WE FEEL WE COULD DO MORE?**
- **AND**
- **WHAT HOLDS US BACK ....**



# The Urge to Self-Actualize



# Entrepreneurship Building

- There are **two distinct** and complementary skill sets needed to be an Entrepreneur.
- **First** is the obvious one, most focussed by everyone –the Business skills viz. strategy, operations, marketing, business intelligence, finance, managing funding etc. - the **Hard Aspect** of Entrepreneurship.
- **Second** is the oft ignored but an important aspect, **the Mindset** - of being an Entrepreneur. This includes developing an “achievement orientation”, ability to deal with Ambiguity, Risk taking, (dealing with fear of failure), Coping with Failure etc.
- Being an Entrepreneur entails that you not only know the nuances of doing business but also **be aware of the person you have to be.**

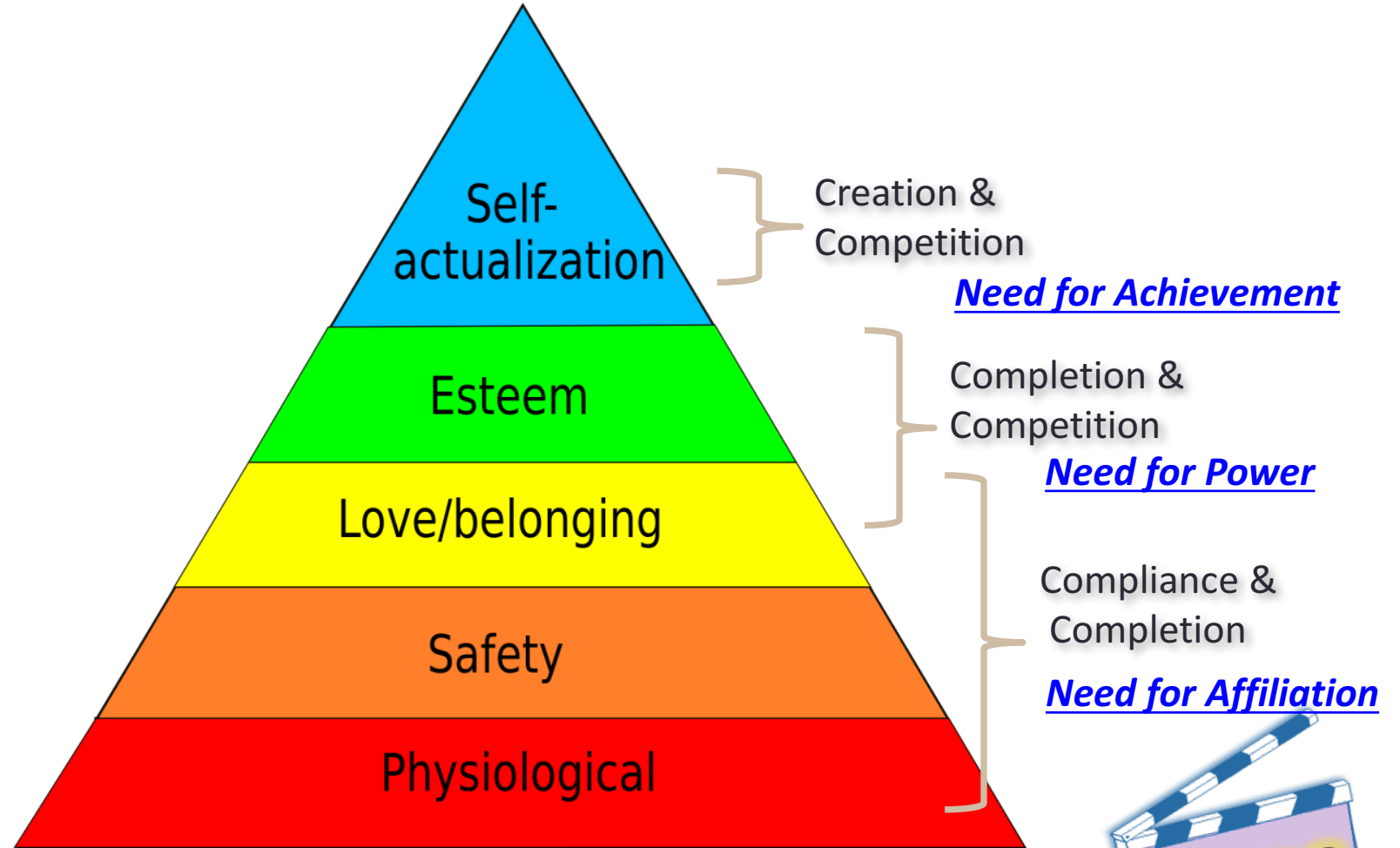


# Achievement Motive

- Over the years, Behavioral Scientists have observed that some people have an intense need to **achieve**; others perhaps the majority, do not seem to be as concerned about achievement.
- Achievement depends on how badly one wants to achieve.
- The **need for achievement**, therefore, plays an important role in making an **entrepreneur as successful**.
- It is an inner spirit that activates an entrepreneur to strive for success.



# Arousing the Achievement Motive



David McClelland's Work

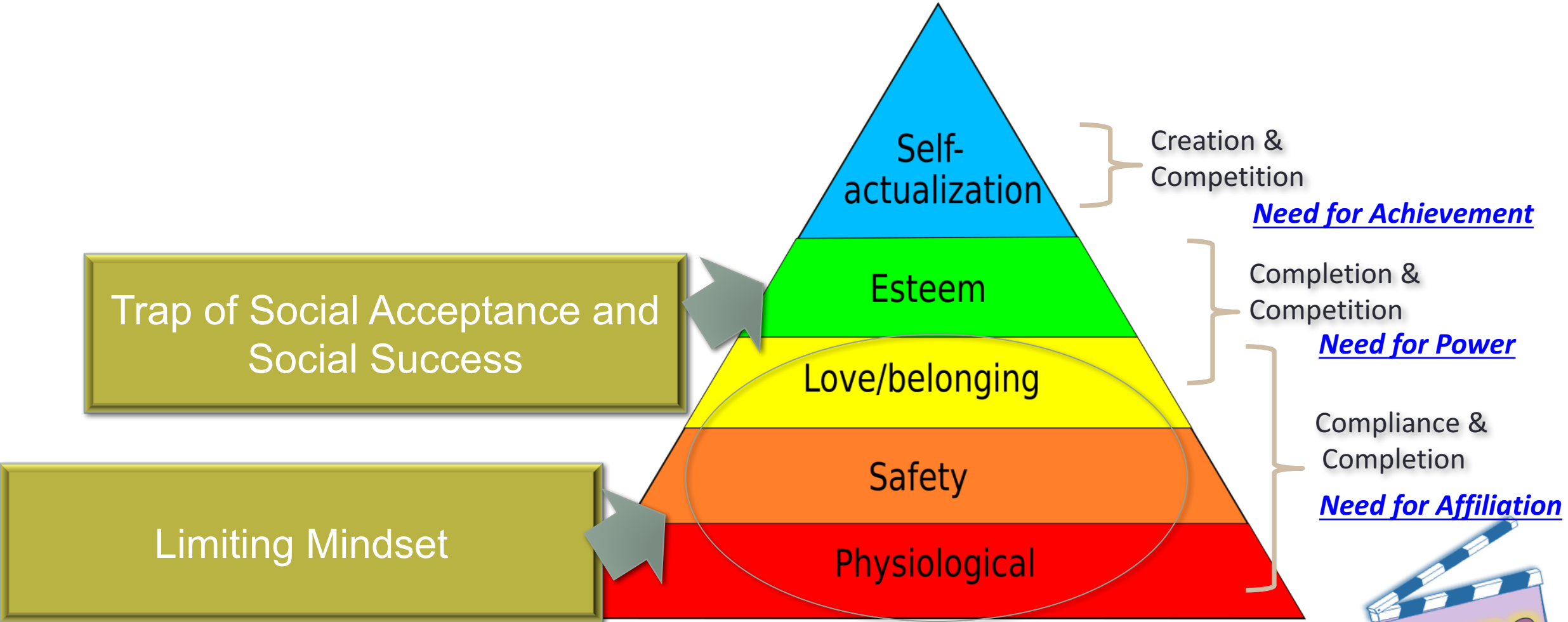


**The Calling Seems Out There...**





# The Brakes INSIDE ... "Self" Trapped!



David McClelland's Work



# The Traps\* ...Peek Within

- Fear of Failure (aka. compulsion for **assured outcomes**)
- Allergy to Ambiguity (aka. compulsion for **clear pathway**)
- Conformity (to **social norms, roles and authority**)
- Rigidity (of **choices and habits**)
- Touchiness (to **criticism, past failures and past hurts**)
- I am **not good enough** (to deserve anything better)
- I **don't have enough** (resources, skills, support)



\* Based on Dr Pradip Khandwalla's work on *Blocks to Creativity* and emerging evidence from 28 participants

# Developing Entrepreneurial Mindset

- **Developing Entrepreneurial Mindset** is about developing the internal dimensions of being an Entrepreneur.
- By helping individuals to first understand their existing Mind-set and then develop the Mindset of being an Entrepreneur.
- **To arouse Achievement Motivation**
  - a drive to achieve,
  - to accomplish
- **And to understand and develop**
  - Risk taking attitude,
  - tolerance for ambiguity,
  - develop a desire for creativity & problem solving,
  - develop an ability to cope with failures etc.



# WHAT is Take 2

- **TAKE2** is a Workshop to Empower yourself to Fulfil your Potential
- **2.5-day Intense Residential Workshop**
  - Understanding Yourself
  - Designing Future which will fulfil your potential
- **Pre-Work:** A 360-degree survey measuring your potential and possibilities with significant others
- **Post-Workshop Support Group consisting of**
  - A Learning partner
  - 3 monthly calls of 90 mins each to celebrate shifts of group members
  - On-demand 1-on-1 coaching sessions (limited) as an option to monthly group calls



# How is TAKE2 different

- Disruptive Change
- Design of Life (Living the Future)
- Community

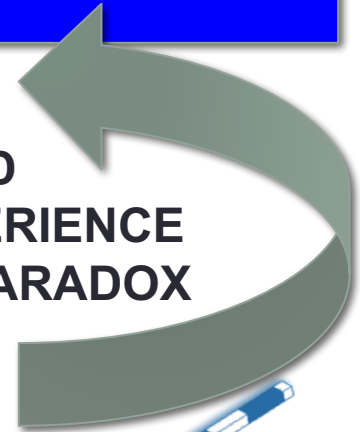


# Take2 – The Crux

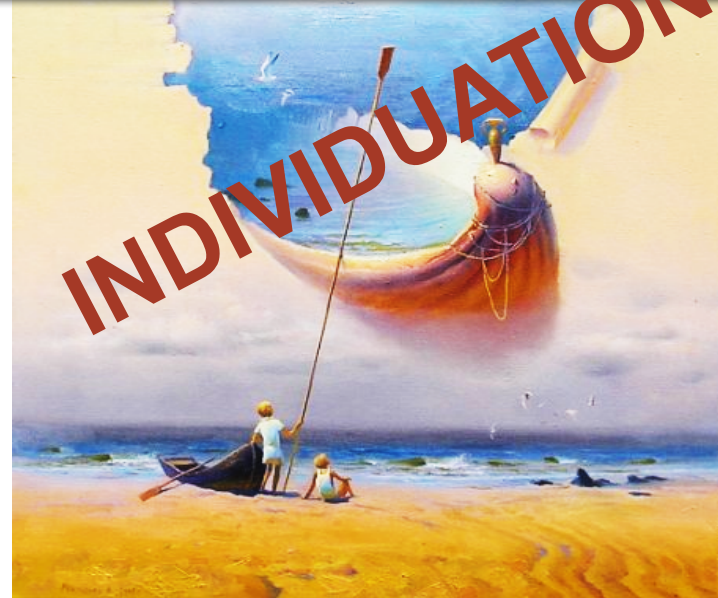
**FUNDAMENTAL SHIFT IN  
LIFE CONSCIOUSNESS  
→ Crafting the Future**



**ACHIEVEMENT  
MOTIVATION**  
Experienced in Action



**LIVED  
EXPERIENCE  
OF PARADOX**



The Owing up of  
**STRUGGLE** of  
OWN Potential/  
Uniqueness



**AWARENESS  
& ACCEPTANCE**

**ALIVENESS**  
..to inherent ambiguity, risks, failures, fears of life  
**AND YET AN *INDOMITABLE PRIMAL LIFE FORCE***  
...To keep SELF-ON, IDEAS-ON & OTHERS-ON

# STORIES OF TAKE2



# Summary

- Apart from knowing how to do business,
- Entrepreneurship is a trait, an attitude of being enterprising
- Of having an achievement drive
- Being a Go getter – getting things done
- Creating something new
- Taking risks and setting appropriate achievement goals
- Dealing with ambiguity and leading the way.

**Entrepreneurial Mindset Program is a way to understand these traits and develop such a mindset.**





# The Calling & The Fear .....

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous?

Actually, who are you not to be? You are a child of God. Your playing small doesn't serve the world. We are born to make manifest the glory of God that is within us. It is not just in some of us; it is in everyone.

And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our fears, our presence automatically liberates others.

~ Marianne Williamson



# Take2 Facilitators

<http://www.thinkchange.co.in/take2>



## Ameet Mattoo

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*Ameet has 23 years of work experience. He did his engineering in Electronics & Communication and started his career as an R&D Engineer in Semiconductor design. From an Engineering manager to an Organisation Change Management Consultant, his role shifted from working with technology to working with people.*

*Since then, Ameet has been specializing in Human Process Consulting. In his current role, he is helping CEOs and senior Business leaders to manage change, solve existing business problems and help in the organisational growth journey. His area of work includes Organisation transformation; Change management; Leadership development and Coaching.*

*Ameet is a **Professional Member of Indian Society of Applied Behavioral Science (ISABS)**, a **Certified Organisation Development Consultant** from ISABS, a T-Group Facilitator, a Coach, and specializes in psychometric tools like MBTI and DiSC and is certified in Entrepreneurial Motivation Program from NIESBUD, Ministry of MSME, Govt. of India*



## Sanjay Dutt

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*Sanjay successfully built teams and businesses at organizations like Infosys, AT Kearney, Accenture and P&G for over 15 years. He has been a Business Consultant, Account Manager, Ops. Manager and a Profit Center Head in his corporate stint .*

*Since 2006, Sanjay has found expression of his purpose in the areas of Executive Coaching, Team Building, Visioning Exercises, Leadership Development and Personal Growth Labs. He is a **Professional member of Indian Society for Behavioral Science (ISABS)** and certified in **Hogan Six Seconds EQ** model.*

*His corporate work has been at Diageo, Ekstep Foundation, eGovernment Foundation, Bajaj Finance, Pepsico, EMC, Asian Paints, 3G, Colgate Palmolive and many others. He has partnered social enterprises in the area of education, empowerment and livelihood. Some of these are Gramin Shiksha Kendra, Navnirman Samaj Vikas Kendra and Fairtrade UK. Besides his work, his creativity also finds public expression in poetry, singing and Playback Theatre*

