



Dear Fellow Entrepreneurs

Allow me to start with thanking Aseem for this initiative and all of you for making this community warm & meaningful. As a chapter mentor, I

want to take a moment to acknowledge your remarkable journey and commend you for embarking on the path of entrepreneurship. The road you have chosen is not an easy one, but it is filled with immense possibilities and rewards.

I want you to know that you are not alone on this journey and we could reach out to each other anytime. I have seen the passion and dedication that drives you, and I am inspired by your unwavering commitment to your vision. Remember that success is not always measured by monetary gains alone. It is about creating meaningful impact, solving problems, and making a difference in the lives of others.

Take care of yourself along the way. As entrepreneurs, it is easy to get consumed by our work. However, remember to prioritize your well-being, both physically and mentally. Find balance, nourish your passions, and spend time with loved ones who provide you with the support and grounding you need.

Sincerely yours
Pankaj Khetan - MD
EOI Chapter Mentor



Dear Friends

I am so happy that our community has entered 3rd year now and what started with a small idea is a thriving community of wonderful people.

In the ever-evolving landscape of entrepreneurship, the notion of "going it alone" is rapidly being replaced by a more powerful approach: collaboration. Entrepreneurs are realising that by joining forces and leveraging the strengths of their peers, they can propel their businesses to new heights.

Collaboration allows entrepreneurs to tap into a diverse skill set beyond their individual capabilities. By connecting with other entrepreneurs who possess different expertise, they can fill gaps in their knowledge and skill base.

Entrepreneurs benefit greatly from being part of a leveraging each other's strengths, sharing knowledge and experiences, providing emotional support, and creating networking and business opportunities, entrepreneurs can collectively thrive and increase their chances of success. The power of the entrepreneurial community lies in its ability to foster collaboration, growth, and resilience among its members.

Best wishes
Aman Singla - CMD SBP Group
EOI Chapter Chairman

What's Inside?



Takeaways from Learning Sessions



Hot Seat @ Kasauli!



Disruptive Businesses



Sahil Mittal & Sahil Singal



Words of Wisdom by Harsh Mariwala

Rewind: Learning Sessions



Rajan Bhalla is the Founder of Brands Ability and Co-Founder of Brand Mint, with 32 years of prior experience in National and International markets.

He facilitated the session for us and shared from his experience, the tips and tricks on the topic **“Innovation - Creating Differentiation”**.

Rajan is a learned Marketing professional who has been part of the Core Leadership Team in Hindustan Times and has held positions of COO and CMO previously. He has also worked in MNCs like Whirlpool & PepsiCo for over a decade and held Global Assignments as the marketing lead for India, Brazil & Mexico on a global project.



Sachit Jain, the man behind Vardhman Special Steels Ltd, is an Industry Leader and a tough professional. He is an IIT/ IIM Alumni, and author of the book **“Ready to Takeoff”** inspired by his real life experiences, published in 2010.

Having successfully implemented initiatives at Vardhman Group including concept of Quality Circles, Total Production Management (TPM), 5S, etc. long before others in the industry, he has set benchmarks practices on People Development, Empowerment & Worldwide Alliances.

We were elated to have him address us and he left each and everyone inspired with his thoughts and pearls of wisdom in his session on **“Leadership for Entrepreneurs.”**



Session 7

Innovation - Creating Differentiation

Key Takeaways !!

1. Innovation is not about inventing something new, but doing something different with existing products and services.
2. Innovation extends beyond products to business models and processes.
3. Embrace emerging technologies and trends for new opportunities. Seek diverse perspectives and collaborate for fresh ideas.
4. Understand and address customer needs to drive innovation.
5. Embrace experimentation and learn from failures.
6. Encourage risk-taking and reward creativity.

Remember, the Goal is to challenge assumptions & explore unconventional solutions to customers' problems.



Session 8

Leadership for Entrepreneurs

Key Takeaways !!

1. Think big, have a Vision and then make it work by Collaborating with the best minds, around you.
2. Discipline and Integrity are the pillars upon which a high performing team stands tall.
3. Empathy is an underrated skill - Take care of employees so they take care of your business and your customers.
4. Delegate, Engage and Empower people to take decisions. This will ensure learning continuously and development of their skills.
5. Be humble and create an open work environment.
6. Reward and recognise them frequently.

Discipline, Integrity, Humbleness and Empathy are key pillars to growth of a Leader and an organization



Celebrity you would like to go on a date with: Any of the Kardashians

Describe yourself in 3 words:
Active, Spontaneous, Good & Dependable friend

Hobbies: Any sport or outdoor activity

Role Model: My grandfather

If not an entrepreneur, what would you be: Maybe a Consultant



One biggest misconception people have of you: That I am always/might be busy

Genre you like to watch at leisure:
I like to watch Documentaries

Top 3 of your Best reads: Shoe Dog, The Goal

Movie character you identify yourself with : Chris Garner

What are you most passionate about? Family and friends

Sahil Singal is a third generation entrepreneur from Chandigarh, the Director of Mirage Toughened Glasses Pvt Ltd, a company that he started by himself 12 years ago. Sahil is a B.Tech. Mechanical from Thapar University and PGDIM Finance University of California, Berkeley. His wife Sanya Singal runs her own designer store in Panchkula by the name of Sanar Design Studio. He also has a son who goes to Kindergarten.

What was your inspiration behind starting this business?

While I was studying in the United States, I realised that 'Glass' is an important material used in construction. I ran some market studies and soon understood that an organized and quality player was the need of the hour in this region, and hence, I decided to venture into this.

What's your mantra of life?

Patience and honesty. As an entrepreneur, patience is an essential virtue that always brings positive return.

Share about some of your present & upcoming projects.

We have some really exciting ongoing projects in different geographies that include Hilton Hotel Westminster in London, Cp67 Unity Mall in Mohali, Unison Mall in Dehradun and TDI Mall in Chandni Chowk, Delhi.

Apart from this, we have a few Upcoming projects as well, specially in Residential sector - Regalia Residences in Mohali and Gateway Budget Residences in Kharar.

What is your Differentiator?

We offer complete design to installation services to our customers.; we are a one stop solution company that offers the best price and quality as per industry standards.

Being an entrepreneur is a round-the-clock job. How do you manage your time to get the best out of every day?

I believe that continuous up-skilling of the team is utmost essential for growth of an organization. Hence, I invest in training and grooming my team members, enhancing their capabilities and skills so that each of them is able to give their best. I also believe in leading by example and always give the best of my capability.

Meet Sahil Mittal

Face to Face

Celebrity you would like to go on a date with: Genelia D'Souza

Describe yourself in 3 words:
Ambitious, hard working, grateful

Hobbies: Mimicry & listening to punjabi music and reading about astrology

Role Model: I like to imbibe best qualities of everyone I come across

If not an entrepreneur, what would you be: I would have been into civil services



One biggest misconception people have of you: That I'm an introvert but actually I'm an ambivert

Genre you like to watch at leisure:
Thriller and suspense

Top 3 of your Best reads: The Power of Now, The secret, Autobiography of a yogi

Movie character you identify yourself with : Anil Kapoor – Nayak

What are you most passionate about?: Astrology

Sahil Mittal is a B.Com. and an LLB from Panjab University. He is Managing Director of Motia Group, incorporated in 2005. The Group offers a wide range of products and services, including Real Estate Agency, Commercial & Residential Plots, etc. His wife Arushi is an MBA in finance. She is a home maker and loves to sketch and read at leisure.

What was your inspiration behind starting this business?

In my initial years, I aspired to get into civil services. But the destiny had other plans for me and it led me to join & expand my family business. Gradually, I realized that this was the best decision I made in my life.

What's your mantra of life?

My mantra of life is simple. Choose an option which offers long term growth & benefits over short term challenges.

Share about some of your present & upcoming projects.

Presently, I'm heading a residential project named as 'Motiaz Harmony Greens' at Sanauli road, Zirakpur. This is a low rise S+4 concept, 3BHK, 3BHK+1 study, 5 BHK flats with a lift and certain other attractive features. I am also working on a commercial project, 'Motiaz Royal Business Park' at Chandigarh Ambala highway, Zirakpur. We are also planning to come up with plotting projects in and around Tricity soon.

What is your Differentiator?

I believe in hard work and consistency. Small but consistent steps toward your goal are better than random bigger leaps taken once in a while. Hence, I strive that all my efforts & actions in business push me towards achieving my long term goal with consistent efforts.

Being an entrepreneur is a round-the-clock job. How do you manage your time to get the best out of every day?

It's doing the same thing again and again, everyday, with the same enthusiasm. I believe in discipline and hence the first thing that I do in the morning is to plan my day. This helps me stay on course for work and also maintain my work life balance.

Kasauli Trip



Kasauli Trip - Down the Memory Lane!

There is nothing like an opportunity for like-minded individuals to come together in a serene and peaceful environment. Hence, we grabbed on an opportunity of a trip to Kasauli, located in serene hills of Himachal Pradesh, with a picturesque backdrop for discussions, networking, and sharing a camaraderie. We also organised a special "Hot Seat" session where we randomly picked members and asked some hilarious, meaningful as well as crazy questions. And the responses weren't any less candid either! Catch a few glimpses of our fun outing together in Kasauli.

Memorabilia



Reminiscing the Memories!

In the last few months, we saw a lot of action with new members joining in, 2 fantastic super-duper learning sessions with insights from the Leaders & Veterans of industry. Our moments of joy were not just restricted to gaining insights but also extended to a deeper sense of belonging within our community. We proudly presented our first EOJ community branded calendars for the new financial year to all our participants symbolising our camaraderie and cherished memories.

Welcoming New Members : Embrace, Engage, Elevate



Welcome to EOI Mohit & Kuldeep!

Mohit Bansal

Co-Founder and Chief Executive Officer (CEO) at GreyMarble Infra Pvt. Ltd., **Mohit** hails from Chandigarh. Established in 2018 and headquartered in Chandigarh, his company has emerged as a leading developer & manager of industrial & logistics real estate in North India.

The company's innovative and future-oriented approach has catalyzed the transformation of the North Indian skyline, with pioneering projects spanning industrial, logistics, commercial, and residential domains.

Also with his technical proficiency, sound domain knowledge, and extensive cross-functional experience, Mohit cultivates interactive relationships with clients, thereby serving as the driving force behind the success of GreyMarble Infra Pvt. Ltd.

Kuldeep Garg

The Director of Sponge Sales India Pvt. Ltd. (SSIPL), **Kuldeep** founded his company in 1996. SSIPL is an important Intermediate Raw Material supplier to Steel Furnaces and Rolling Mills in North India dealing in Sponge Iron, Ferro Alloys, Scrap & Billets. One of the largest Steel Traders of these products, located in Mandi Gobindgarh, it has a presence in major Steel consuming centres in North.

Kuldeep is a highly accomplished professional himself, with an MBA from Bharatiya Vidya Bhavan Institute of Management Science in Pune. With a career spanning over 2 decades in the steel industry, he has developed a keen understanding of marketing and trading. He has established SSIPL as a major player in the steel trading market in the region of Punjab, Himachal Pradesh and J&K.



The Story of "Spinny"

Spinny is a new-age reseller platform that specialised in facilitating the sale and purchase of used cars with their USP being, complete transparency.

What is Spinny?

Spinny is an innovative way to purchase and sell used cars on the internet as well as bring lucidity and accountability to the used automobile market. Removing superfluous expenses & paperwork, terminating inconveniences replaces the time-consuming process of buying and selling cars.

When Spinny was founded in 2015, Niraj Singh – an IIT graduate and the current CEO – invested \$500,000 from his own fund. Today its investors have made a profit of around 418 crores INR!

What kind of Challenges does it solve for its Customers??

The asymmetry of information available in the process of used car purchases has been a key roadblock. The used car market is highly unstructured with independent dealers and curbsiders dominating a large chunk of the market. Only 4% of buyers are satisfied after buying used cars.

How is Spinny different from all other companies?

There are several business models in the used car industry with companies like Cars24, CarDekho, OLX, and Quikr, etc. All these companies are seller-based platforms that focus mainly on selling cars. Spinny on the other hand is a buyer-based platform that focuses on buying good quality used cars and selling them at a reasonable price. They initiated a set of features to make buying a car an entirely hands-off experience like being one of the first companies to adopt a full contactless dealing management and providing home deliveries even during COVID. The cost of the warranty is included in the listing price of automobiles with the Spinny Assured tag.

One of the distinguishing features between Spinny and other platforms is Spinny360 where customers can see the interior and exterior of any vehicle in the inventory online only!

What Does the Future Hold for Spinny?

Spinny plans to expand their business to Kolkata and Ahmedabad soon. As per industry statistics, the used car market is set to cross 9 million units by 2023 as now people are opting to buy more used cars.

Background

Niraj Singh, Ramanshu Mahaur, Ganesh Pawar, and Mohit Gupta founded Spinny in June 2015, and embarked on a mission to develop Spinny in order to sift out the quintessential problems of difficulty and scepticism and break down the arduous process into a one-click solution. And this is how, Spinny was born.

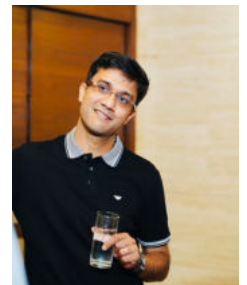
The startup started in Gurugram and is currently operating in 6 cities including Delhi NCR, Hyderabad, Chennai, Bangalore, and Mumbai.

In addition to purchase & sell platform to hunt for different varieties of cars, Spinny also offers other value-added services such as automotive inspections, test drives, registration transfers, and giving auto warranties to customers, among others.

A New Season 2023

Aseem Hanspal is a Gallup Certified, Clifton Strengths Coach and he facilitated the session 'Lead with Strengths' - it was an insightful session and everyone deliberated on How Focusing one Strengths can bring better Results and create more Happiness.

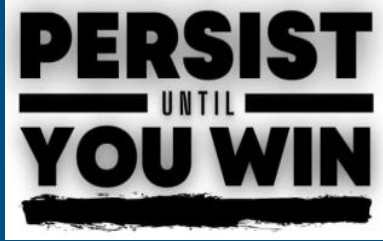
Aseem is also Co-Founder & MD of SKOPE Business Consulting, which is a First Choice of Entrepreneurs & Businesses for ScaleUp Solutions; impacting People & Processes that Drive Measurable Outcome.



Session - 1 / 2023
Lead with Strengths
Key Takeaways

- Amazing things happen when we focus on Strengths of the People than Weaknesses
- We can be Stronger in something if we are already Strong that is our Talents
- Know your Talents, Practice to convert them into Strengths
- Your weakness will never develop, while your Strengths will develop Infinitely. Manage Weaknesses, Build Strengths
- There is nothing wrong with being aware of your weaknesses and managing but your greatest opportunity lies in building your Strengths further
- A culture based on Strength is more fulfilling and Engaged

7 *Mantras of Success for Entrepreneurs*



Businessman **Harsh Mariwala**, who has built household brands like Saffola and Parachute, knows entrepreneurship can be daunting, but the passion for building something meaningful always takes over. We have put together Top 8 mantras of this 73-year-old veteran as he shares from his business lesson manual for every entrepreneur. Trust an expert when it comes to business and entrepreneurial lessons.

1

Leveraging Strengths

Strengths can evolve into passion and determination, which in turn help entrepreneurs in the future. When you shape your future based on these learnings and core strengths, your chances of success would be higher and goals more attainable.

Focus On Limited Things

While being a jack of all trades may not bring assured success, learning the art of saying 'no' can help clear up the time and your headspace to do more. The more focussed you are, the lesser number of tasks you undertake, leading to higher efficiency and quality in your work.

2

3

Take Risks

Failures bring a lot of learnings. Don't give up when you undergo failures - each one of them will teach you something. Sometimes you win, sometimes you lose. But there is one thing for sure, "You will always Learn".

Reinvent Yourself

Do not resist change, even if it requires a massive shift. At some point, you will have to reimagine everything, pivot and explore newer horizons, and take up newer challenges.

4

5

Go For Win-Win Negotiations

Learn to be fair, especially when you are in a commanding position. It is important to ensure you team as well as all external stakeholders also feel involved & valued.

Find Your Purpose

The entrepreneurial journey can be enriching and rewarding with a purpose in life. Once a certain level of achievement has been attained, it is important to delve deeper into pegging your purpose in life.

6

7

Show Grit

There is a misconception that only "passion" is important for success. While "passion" brings in energy and drives behaviour, it must be combined with "perseverance" and "determination". With passion, perseverance and determination, the entrepreneur can show his grit.

Engagement & Empowerment

Dear Entrepreneurs

During our last session, It brought me great satisfaction to learn that all of us share a common interest in enhancing our team member engagement levels for better ownership and performance. Engaging team members as entrepreneurs can be a powerful way to foster innovation, ownership, and a sense of purpose within the organization. Here are some strategies for effectively engaging team members as entrepreneurs:



Encourage Ownership and Autonomy: Give team members the freedom to take ownership of their work and make decisions.

Foster an Entrepreneurial Mindset: Cultivate an entrepreneurial mindset within your team by promoting a growth mindset, encouraging innovation, and embracing a culture of continuous learning.

Provide Learning and Development Opportunities: Support the growth and development of your team members by providing learning opportunities, training programs, and mentorship.

Promote Collaboration and Cross-Functional Work: Encourage collaboration and cross-functional work among team members.

Recognise and Reward Entrepreneurial Behavior: Acknowledge and reward team members who demonstrate entrepreneurial behavior and contribute innovative ideas or initiatives.

Encourage Experimentation and Risk-Taking: Foster a culture that supports experimentation and risk-taking. Encourage team members to try new approaches, even if they may result in failure.

Promote Intrapreneurship: Encourage team members to develop intrapreneurial projects within the organization.

Communicate the Bigger Picture: Help team members understand the broader purpose and goals of the organization.

By engaging team members as entrepreneurs, you empower them to take ownership, drive innovation, and contribute to the success of the organization. Embracing an entrepreneurial culture within the team can lead to increased engagement, creativity, and a stronger sense of collective purpose.

Aseem Hanspal
ScaleUp Expert & Gallup Strengths Coach
Founder : Entrepreneurs Of Interest

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For information & Joining EOI Community

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