



Chandigarh Chapter

Oct 22- Mar 23



Dear Entrepreneurs,

Greetings !!

As members of this entrepreneurial community, we are all on a journey to build something great. Whether it's a new product, service, or company, we are driven by our passion and desire to make a positive impact in the world and Together, we can help each other grow and achieve our goals !! As a community, we can support and encourage each other, sharing our

experiences, challenges, and successes. Here are a few things to keep in mind as we build this community together:

- **Be inclusive and supportive** - We all come from different backgrounds and have unique experiences, and it is important that we create a welcoming and supportive environment for everyone.
- **Share your knowledge and experience** - By sharing what you have learned, you can help others avoid common pitfalls and make the most of their entrepreneurial journey.
- **Collaborate and network** - The power of our community lies in our ability to work together and form partnerships. Take advantage of opportunities to connect with other entrepreneurs and explore potential collaborations.
- **Celebrate each other's successes** - Whether it's a new product launch, a successful funding round, or simply a milestone achieved, it is important that we recognise and celebrate each other's accomplishments.

Let's continue to build a strong and supportive community of entrepreneurs, where we can all learn, grow, and succeed together.

Chale Chalo'
Your fellow Entrepreneur
Aseem Hanspal
Founder 'EOI'

What's Inside?



Takeaways from Learning Sessions



Memorabilia



Business News & Trends



"Exposed"
Varun Dham & Nitin Garg!

EOI Chandigarh Chapter Leaders 2023

The purpose behind EOI is "By the Entrepreneurs, For the Entrepreneurs & Managed by the Entrepreneurs". We take pride in announcing that the formation of Chandigarh Chapter has been completed. Congratulation to each Chapter Leader & thank you for taking up this huge responsibility to build chapter bigger & better !!



Aman Singla
Chapter Chairman



Sumit Goyal
Chapter Co-Chair



Nitin Garg
Chapter Gen. Secretary



Gaurav Kansal
Executive Member



Vaneet Garg
Executive Member



Varun Dham
Executive Member



Pankaj Khaitan
Chapter Mentor



Aseem Hanspal
Founder EOI

Rewind: Fun and Outing

Summer of '22 at Kasauli

A one night escape to the quant hill town of Himachal Pradesh, "Kasauli" was just what we needed when the sun was wreaking havoc on us in June. Kasauli - the colonial era hill station in Himachal and a nature lover's nest adorned with the unrivalled charm of the majestic Himalayan range.

We enjoyed basking in the beauty of the hills during the day time, while the evening was unmatched in the company of our fabulous fellow members, guitar, music and sparkling clear skyline.



Comedy Night with Pratyush Chaubey

Pratyush Chaubey is a Stand-up Comedian by choice and has worked as a software engineer for many years earlier. As he interestingly describes it, he is intensely enjoying giving it back to the society in his weird and humorous way.

We were excited to host a night of fun and laughter for our members with this amazing stand-up comedian Pratyush Chaubey who had them by splits and made them laugh hysterically. What an evening it was!





Jaipreet Singh is a Learning and Development Consultant, Film & Theatre actor, and a trained Therapeutic Counsellor specialising in the area of Emotional Literacy. He has an experience of 23 years and has recently played 'Dilbagh Singh' in the famous Netflix series 'Sacred Games'.



Session 2 Make Time Matter Key Takeaways !!

1. Always Focus on doing the Non-Urgent - Important activities. Slowly, the urgent task bucket will reduce.
2. Should delegate not important yet urgent tasks.
3. Use your starter motor - don't think much about the work, get down to finish it.
4. Remember every YES is NO to something
5. Don't fall for Distant Elephant commitments
6. Once get actionables through mails/have papers on your desk - take action immediately, don't procrastinate.
7. Make routine your servant - habits can be formed
8. Take out time to plan - use the calendar to block important tasks.

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Aseem Hanspal is a Strategy to Execution Expert & a Gallup Certified Strengths Coach. He has been instrumental in transforming more than 120+ owner managed organisations and successfully mentored over 300+ Entrepreneurs across Singapore, Bangladesh & India. With a total experience of 30 years, he is an Entrepreneur himself for last 12 years.



Session 1 Beat Stress - Build Happiness Key Takeaways !!

1. Internal conflict between what we do and what we think is right, leads to stress.
2. It is important to balance all three Ego States - Parent, Adult and Child.
3. Parent state gives values, adult state gives logic/solution and child state gives enthusiasm or happiness.
4. Once we are grounded in Values and take action based on it, whatever it takes, minimizes the conflict hence Stress.
5. It is very important to speak up in relationships and build a contract.
6. We must care for ourselves by doing and enjoying what we like - keep the child in you alive.
7. Whenever in a conflict between Parent Value and Child Actions - let Adult find a Solution by looking at the present situation.

Remember Stress is internal, so is Happiness !!

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Session 3 Fears of Entrepreneurs Key Takeaways

- When you don't face your fears, it starts controlling you and leads to bad decisions.
- Be Objective with your fears. Confront them, rather than letting it consume you
- 'Respond', don't 'React'. Calm and relaxed body & mind make better decisions
- Introspection and self awareness are biggest therapies to practice to overcome your fear.
- Fear and excitement have similar physical reaction on your body. It is upto you to decide how you react.
- Appreciate and express Gratitude towards little things in life.

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Session 4

Personal Wealth Secrets

Key Takeaways

- Financial Freedom is available to those who learn about it and work for it
- Create a Financial Plan to filter the possible distractions in your finances. Without a written plan, a come what may tactic won't let you Win
- Through thorough knowledge & discipline, financial peace is possible for all of us
- Money, like Emotions, is something you must control to keep your life on the right track
- You have to keep working on Financial Planning on regular basis, like your health

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Rohit Sarin is the Co-Founder of Client Associates. He has more than two decades of experience behind him in the areas of Corporate Finance, Private Banking and Family Offices. Prior to founding Client Associates he worked with Deutsche Bank, ANZ Grindlays Bank and Kotak Bank.



Sanjay Lal is a Brand & Experience Architect and helped organisations building their Brands including Raymonds, Times of India. His primary focus has been in the areas of creating monetizeable IPs & Integrated Solutions. He is a rigorous analytical thinker; has ability to develop business strategy with a sharp focus on Brand Architecture, Innovations & Pricing.



Session 5

Brand Story

Key Takeaways

- A Brand is an Intangible marketing concept that helps people identify a Company, Product or an Individual
- Branding adds Emotions & Trust to help create a relationship with customers which in turn ensures loyalty
- Great Brands aren't just differentiated; they make a Difference
- Brands are considered to be among a company's most important and valuable assets
- Developing a Brand is like growing an Enduring Tree

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Rewind : Family Time

The Inside Story of the Minds of Men & Women

Hosted by Robin Sawan and Aseem Hanspal



Do you know that genetically, men and women's DNA is 98.5 % identical. They even have the same hormones! It's actually the ratios of those hormones and the chemical reactions they trigger that are responsible for all the differences between men & women. Also their brains are literally wired differently. Interesting, isn't it?

We organised a fun session and presented a humorous take with some fascinating data on how men and women think and behave in various contexts. The session was conducted by Aseem and Robin Sawan, for our member entrepreneurs participating with their better halves, and the session was an instant hit.



The colour Red looks like Red to a man. While to a woman, its 'Coral', 'Scarlet', 'Dark Red' and 'Maroon'. You didn't know that, did you? 😞

Women can feel and express a wide range of emotions, from sadness to desire with different facial expressions. Men, however, can literally have one single expression for all the emotions 😊

When a woman is sad, she needs to talk. But she only wants to be heard. Do not offer any solutions. When a man is sad, he gets silent 😞

Key Takeaway from this session

"Vive la différence". May the differences prevail - for they add Spice to life!

What does a pot-bellied, bald man looking at the mirror say to himself? "Oh I look fabulous" ... (Yeah.. that's men for you! 😊)

A woman can spot tiniest object in a stack of things. A man can't find his watch on an empty table top 😊

A woman can get mad at any stranger if they find her wearing the same dress to a party as hers. Men can instantly become friends with any stranger, if they find them wearing the same shirt as theirs 😊



OnBoarding

Manish Saini - Birla TMT Steel

Manish is the Managing Director of Birla TMT Steel, one of the renowned name in advanced and new-age TMT bar manufacturing in India. He has an extensive experience of more than 15 years in his family business. Manish still finds his kick and motivation from the world of steel. He is an avid learner and loves to travel across the world to gather insights for scaling up his business and elevating the brand name further in Steel industry. Welcome to our nexus Manish!



Ashwani Duggal - Architect

A graduate from the BMS College of Architecture, Bangalore University, 2000, he went to Kuwait (KEO) to study their style of working for three years before joining 'Subash & Associates' in 2004. Following his own set ideologies and after proving his mettle in Architecture, he plunged into the field of Contemporary & Modern Architectural & Interior Design adding another milestone in his successful journey so far. Ashwini is a second generation entrepreneur himself. Welcome to EOI Ashwini!

Jaspreet Singh - Ramada

Experienced Managing Director with a demonstrated history of working in the hospitality industry. Jaspreet is Skilled in Product Strategy, Tax Planning, Coordinated, Executive Management and Commerce along with possessing strong knack for business development. He is also an International Hotel Management graduate, focused in Hospitality Administration/Management from University of Surrey. Welcome aboard Jaspreet!



Sumit Singla - PLPB

Managing Director of Prime Land Promoters and Builders (PLPB), one of the major market players of Real Estate in Chandigarh, Sumit is extremely passionate about his work and consistently aims to move towards a growth model that focuses on holistic development. He operates with a flexible approach that takes mental, physical, spiritual, emotional, social, and occupational growth into account. Fuelled by travels across and outside the country, his experiences have helped him resolve challenges around expanding economic opportunities in our country, addressing environmental issues and strengthening awareness of physical and mental wellness. Welcome Sumit!

Parminder Singh - Glen View

One of the promoter of Glenview Resorts Kasauli, they are coming up with an expansion project of Glenview Villas Kasauli and this is one of the most prestigious luxury housing projects in Kasauli, approved by RERA today. Spread across an area of 3.5 acres within Kasauli city, this project is only 3 km from Lawrence School of Sanawar and 5 km from Kasauli club. Parminder is a second generation entrepreneur and is proudly committed towards taking his business to new heights. We wish him the best, welcome!



What Lies Ahead !!

March 23

Get Excited - its a Boys Nite Out !!

Be ready for Fun, Sharing and some good music in the Hills of Himachal Pradesh !! We will be planning an event with a new purpose this time

Sharing a Few Pics of last time we were on the Hills !!
Let us create some memories and build stronger bond.



May 23

Strategy that Works !!

What is more important for business; Strategy or Execution ! This has been a debate for many years - Let us uncover the truth and find out the Steps to Build a Robust Strategy and Efficient Execution !!

April 23

Leadership Summit and a Big Launch !!

We are planning a Big Event with calling a few Top Entrepreneurs / Leaders to share their pearls of wisdom. Let us get more members to have a better Network for learning and Fun !!



June 23

Family Times @ Happiness !!

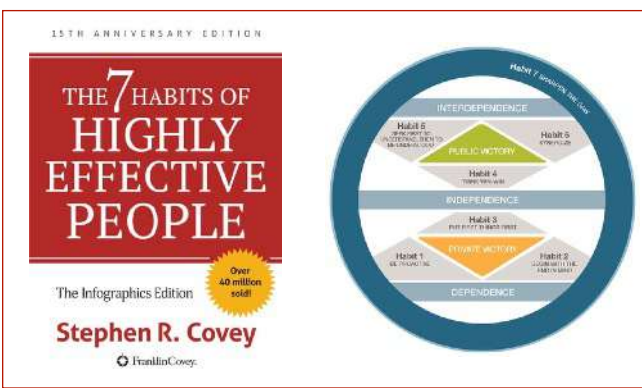
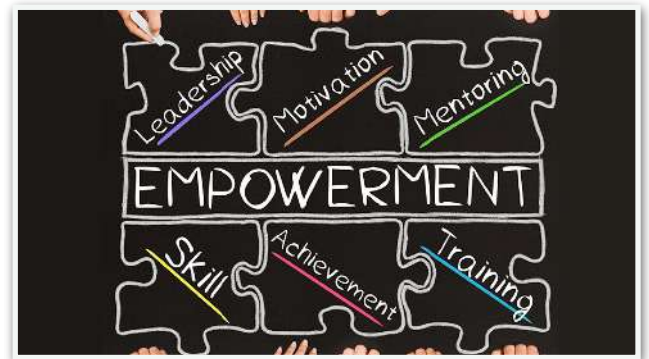
Family Bonding and Happiness is Very important. We all live with a lot of expectations from each other, ambitions and at times leading to stress. An expert sharing her views on how to make it most of our life and stay out of stress and be Happy!!

What Lies Ahead !!

July 23

Delegation & Empowerment

To Grow Business and to be 'On the Business' than being 'In The Business' - it is Important to learn to delegate & Empower team. Learn the wisdom and actionable behind becoming a leader who leads with Empowerment !!



Aug 23

7 - Habits of Highly Effective People !!

The secret of Highly Successful People, the famous 7-Habits by Steven Covey. A good reading and learning from it is the game in this month !! You are gonna love it...

Sep 23

Another NiteOut for Members/Couples !!

The secret of happiness is to go out and enjoy companionship with friends and better halves. Let us make this outing as couples, let us discover more, share more and have double the Fun.



Oct 23

Building a Brand for Self !!

Can there be a Brand - I ? Yes, we all are Brands in one way or the other. Let us find out the secrets of building your own brand as a Leader or as a Person or as a Family Man etc.



Nitin Garg is a resident of Chandigarh and after completing schooling from Chandigarh, did Post graduation in Business Management from Delhi. He is a director/partner in Gaurav Land Developers Pvt Ltd and currently we are developing 1100 high rise apartments in Ludhiana.

Happily married with two lovely Kids !!

What was your inspiration behind starting this business?

I was fascinated by the humungous need-gap in Consumer Real Estate in India. So we set forth to pursue the dream mission of 'Providing Lifestyle homes to Common man, at Affordable price', with the idea of delivering high quality of residences. We drive our projects with innovation and technology across all aspects of project implementation combined with creative designs.

What's your mantra of life?

I believe in discipline & follow Robin Sharma's Quote- ' Discipline is built by consistently performing small acts of courage. My mission is to fulfill "pride of owning a home for common Indian", which also resonates well with the thought of our Respected Prime Minister, "To provide housing for all".'

Share about some of your present & upcoming projects.

We are developing a housing society set in pristine 8 acres at Chandigarh road in Ludhiana. Our Township is also only 15 minutes drive from Ludhiana's biggest industrial project - Dhanansu Hi-Tech Cycle valley. The Eastern Park, our 1st project with 18 acres of self-owned land, is being constructed as per Pradhan Mantri Awas Yojana 2015. We are also developing our next project of High & Mid rise apartments in residential and commercial space categories.

What is your Differentiator?

We are perceived as an organization which aims at Leading the market in the Real estate industry. All our actions revolve around only one entity - "Our customers". Always working towards fulfilment of the needs of our customers, attention to detail, distinctive excellence, warmth, and concern. This is reflected in all our dealings with our employees and partners both.

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

I remember a famous quote by Abraham Lincoln, "Give me six hours to chop down a tree and I will spend the first four sharpening the axe."

I believe in the concept of "sharpening the saw" - also popularized by Stephen Covey in his book 'The 7 Habits of Successful People'. It is about regularly investing in 4 basic dimensions of your life - investing in body (physical dimension), mind (mental dimension), heart (emotional dimension) and soul (spiritual dimension). To live a balanced life that brings the best long-term results, always invest in yourself.

RAPID FIRE

Celebrity you would like to go on a date with: My Wife. She is nothing less than a celebrity herself.

Describe yourself in 3 words: Hard working, Honest and Disciplined

Hobbies: Gymming

Role Model: Sir Ratan Tata.

If not an entrepreneur, what would you be: Race car Driver

One biggest misconception people have of you: That I am Arrogant

Genre you like to watch at leisure: Science fiction

Top 3 of your Best reads: The Tata Group, The making of a Hero, and Born to Build

Movie character you identify yourself with : I am not into Movies

What are you most passionate about?: Family

Varun Dham is the Managing Director of KLV Builders & Developers, a real estate firm from Chandigarh. He is an architect and comes from a family of architects with his father & spouse also being in the same profession.

Varun has 2 kids who are 10 & 6 years old. Apart from work, Varun is actively into cycling & outdoor activities. He regularly takes part in various cycling events & races.



RAPID FIRE

Celebrity you would like to go on a date with: Nora Fatehi

Describe yourself in 3 words:
Live, Love, Laugh!

Hobbies: I love to take a day off to ride my bicycle in the mountains

Role Model: Elon Musk

If not an entrepreneur, what would you be: A Teacher

One biggest misconception people have of you: That its easy to fool me or take me for a ride

Genre you like to watch at leisure: Drama

Top 3 of your Best reads: Build to Last, A Sense of Urgency, The Pilani Entrepreneurs

Movie character you identify yourself with : Robin Williams from The Dead Poet's Society

What are you most passionate about?: Cycling, trekking & anything that involves outdoors.

What was your inspiration behind starting this business?

I accidentally started this business from Rs. 10 Lacs only in the year 2012 and launched my first project, the Signature Towers, which is an ultra-luxury housing development on Airport Road, Mohali. Though the project was completed in 2016, till date no group housing has been able to dethrone it as the best housing to be ever made in tricity. While the idea behind this was to create something unusual and something which had not been experienced by reality buyers till date, I gave it all of my energy and enthusiasm to give shape to my first project, in exactly the manner I wanted it to be.

What's your mantra of life?

Everything has to be done with a passion. Half measures do not work. Do the hard thing, Comfort will destroy you.

Share about some of your present & upcoming projects.

We are handling 2 townships, Signature City and Signature Lake city as our current projects and shall soon be launching two massive group housing projects of 15-20 acre each, encompassing almost 30 to 50 lacs sq. ft. between both of them.

What is your Differentiator?

"Trust" - our differentiator is Customer Trust. We are highly reputed and trusted builders of the region. Our experience as architects and town planners has helped us create and build some masterpieces.

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

It is a tough job indeed, but I have a strict schedule of running/cycling/meditation every morning to take care of my physical and mental health that boosts up my stamina and prepares me to meet nay challenge head-on.

As a ritual, I also ensure that I spend the morning with my children and also put them to bed at night.

I use Google calendar to lineup my meetings and a weekly/monthly calendar to engage with my team and this little productivity hack has helped us managing time better, without encroaching on each other's time and staying organized instead.

Memorabilia







Entrepreneur
of the Year 2021 (EY)



ABHI RAMESH
Founder and CEO of Misfits Market

The Story of “**Misfits Market**”

How Abhi Ramesh converted the problem of 'Ugly' organic produce into a Successful business Model...

What is Misfits Market?

Misfits Market is an Online Grocery delivery store in U.S. that rescues waste or rather ugly looking organic produce and surplus pantry staples from farmers and food makers, and delivers them straight to your door at up to 40% off grocery store prices. Abhi Ramesh, the Founder of **Misfits Market** is dedicated to helping break the cycle of food waste and this is his endeavour, that ultimately helps save our environment.

How it Started?

Almost a third of what's grown in the U.S. doesn't meet the superficial standards of a grocery store. End result - there is too much of food going waste every single day & yet, millions of households struggle for food.

Abhi Ramesh decided to commit to fight the food waste and started this business in 2018 in New Jersey. He realised that large volumes of food end up as waste stock because it's 'ugly' or 'funny looking' or simply too big or too small. Retailers don't want this mangled produce, hence, the most head straight to the bin.

How they fight food waste?

In 2018, they launched a four-person team based in Philadelphia, which worked relentlessly on the problem. Today, their scope has expanded to include other items like cooking supplies, pantry staples, and much more. They partner with farmers and take in the excess inventory from food makers ranging from surplus to out-of-date packaging to short-dated items (“best-by” less than 6 weeks). Through online delivery model, they serve all kinds of locations, urban and rural both - regardless of what the median income per household is.

Where are they today?

In just 6 months, the company had 10,000 customers, and their level of growth was supercharged amid the online-shopping boom driven by the COVID-19 pandemic. Now Misfits Market is five times bigger, working with 250 suppliers and employing 1,200 people. Delivering on its core pillars — affordability, accessibility and sustainability — their innovative methods of sourcing, procuring, warehousing and delivering product, implemented with Ramesh's leadership has brought them success.

They acquired 'Imperfect Foods' in 2022 (offers private label products, made from repurposed food items, deemed less-desirable to be sold in stores), and are on track to cross \$1 billion in sales and reach profitability by early 2024.

What is EOI Community !!

Indian Entrepreneurs have shown enormous amount of resilience as well as great capabilities over the period of last two decades. Starting from the era of government dependency or import focused to private participation, the industry has withstood the challenges of building a new India with a focus on 'Make in India.' Now, the country is proud to have some of the best and young minds in the form of entrepreneurs, who are proving to be the Game Changers for the industry.

The story of each Entrepreneur has its own comings and goings, of grit, effort, experimentation and finally one worthy of being called a journey well taken - with a long glorious road still ahead.

'Entrepreneur of Interest' by SKOPE aims at sharing these stories of success and hard work with the world on various platforms, through the best chronicler there can be – Entrepreneurs like You.

Purpose

- EOI is all about helping entrepreneurs scale up their business and take it to the next level
- This community is focused on inspiring, lifting spirits, and enabling growth of entrepreneurs
- EOI is a network of professionals sharing ideas, motivation and collaboration
- EOI is a support system in place to help aspiring entrepreneurs succeed
- Build a Network of Entrepreneurs to help each other and cross learn
- Idea is to add value with Learning Sessions to help Scaling Up

Top Learning Topics/Areas

- Business Strategy and Execution Skills
- Leadership Traits and building Capability as an Inspiring Leader
- Self Management - Being Effective
- Brand & Marketing
- Financial Discipline/ Personal Wealth
- Reactions & Happiness
- Being Healthy

The sessions and workshops would be facilitated by well known subject matter experts and speakers from each area. Our endeavour is to ensure crisp learning and if required networking of these people for a holistic growth. These would be Learning sessions of 90 mins each mostly on 2nd Friday of the month followed up by Networking Dinner !!

Intervention details

- Duration of Membership 12 months @ 1.50L*per year
- 8 Knowledge sessions by subject Matter Expert
- 2 Family Sessions / 2 Outstations Trips (Cost to be shared by participating couples)
- Networking, Cocktail Dinner every month
- Quarterly Newsletter covering learning summary and more
- Any additional activities or events planned beyond planned agenda will be on demand by members will be at an additional fee.
- All payments to be made in favour of SKOPE India Business Consulting.

COMING SOON !!



EOI Website
EOI App

Watch this Space as we will be Re-Launching our Delhi Chapter soon !!

You all will be Invited to Network with them !!

Coming Soon : EOI Delhi Chapter in new Avatar !!

5 Priceless Lessons for First Time Entrepreneurs



1. Don't wait for "perfect."

When you're building a business, speed of iteration will be your best friend to success. Start somewhere. No decision is perfect but it is important to make small actionable steps daily to reach your goals. Ask yourself regularly, "what can I do today to make us better than yesterday?"

2. Bring in the right people

Good people build good teams, & good teams build good products. Select your inner circle carefully and surround yourself with well-intentioned, ambitious, intelligent people, dedicated to solving the problem, and success will follow. This is what drives a strong culture, increases productivity & a builds stronger business.

3. Reflection is vital

Confronting the good and bad through reflection allows growing and maturing. As a founder, you don't have the option to stop when things get rough. When faced with a new challenge, focus on what you can control and use the power of reflection & retrospection to help you get through another.

4. Capital isn't the only thing you can gain funding for

A good investor relationship is not based on the foundation of capital provided. In the early stages, "best" investors are those you have a true partnership with. They are excited by what you are doing, about your vision, and will enquire how are you doing. Build a community with such people.

5. Create goals outside of your business

Create accomplishments outside of work. Challenge yourself to find purpose beyond work; small wins are essential. Never underestimate the pleasure of hiking on a weekend: "winning," in a sense, helps fuel the mind. Set goals and crush them, both in and out of your organization!

These 5 lessons are not your "success formula," but lessons to practice and fuel growth in business & life. Remember, success isn't linear. Wish you success in your entrepreneurship journey!

Some Hard Facts Nobody will Tell You

- Keeping customers is cheaper than finding new ones.
- Trust your team and watch them exceed expectations.
- You have three levers - increase revenue, improve gross margins, decrease costs.
- There is no better way to understand your business than to do the accounts for one month.
- Hire slow, fire fast.
- Sometimes everything has to be burnt down and then build back
- Learn to delegate.
- The buck stops with me.
- Business can't be in good shape if your mind & body aren't.
- Contracts are there for when things fail. Have them in place.
- If you don't have systems, you have chaos.
- Numbers don't lie, people may.
- Your plan should be to make yourself redundant within 12 months.