Interview with Mr. Anil Solanki

Country Head- Indirect Business, Partner & Alliances- Siemens Digital Industries Software

1. What all initiatives have you taken to match with rapid technological changes in the industry?

The technology around us is changing very fast, it is impacting what the customer buys and how he/she buys. It is extremely important to keep yourself upgraded to the latest in technology. For me, I

Continue to be curious and ask (even stupid) questions if I do not know or understand. You will be surprised how much useful information one gets to know by this simple habit

Prioritize Learning – Spend at least 2-3 hours each week to learn /read. It could be Books, Tech News, social media

Regularly Attend Conferences / Industry tech events

Spend time with technologically superior individuals. I call them mentors

2. Anil Ji, you have a long association with this industry, please share all your contribution and learning with Siemens.

I have been with Siemens Industry Software (India) Limited now for 4 years and 4 months. Before Siemens, I was working with Wipro for around 15 Years and another 4 Years with HCL.

In April 2019 when I joined Siemens, I was given the responsibility of managing & growing the Federal (Government) & Academic Vertical. The vertical was performing much below expectations and had a cyclical and unpredictable business. I inherited a good team and was given flexibility to re-organize the team and hire new resources if required. We worked on the overall vision of the vertical and set up goals for the smaller teams within the vertical. The focus areas were clearly identified and communicated with all internal stakeholders. The plan was then put in the execution phase and regular monitoring of actionable started. We started and kept working week after week towards our goal.

On September 30th, 2022, Federal & Academic Vertical was the top vertical for net new business and in top 2 in overall business with high predictability. **Team persevered and delivered!!!**

Key Learning:

One can always deliver more by collaborating and working transparently with all stakeholders in a organization. These include Business Development, Presales, Marketing, and the Partner Ecosystem.

3. You are a result oriented professional and achieved a lot in your life and made many sale deals. How you achieve numbers/ or your success mantra?

There is no "success Mantra" as such but I do believe in the statement "Success is not achieved by doing different exciting things every day, it is achieved by doing the same boring things every day". I always rate "Perseverance" as my biggest strength followed closely by "Integrity" and "Ability to collaborate". These virtues have helped me navigate "Ups and Downs" of 23 years of corporate career with reasonable success.

4.   Describe your leadership style. And the challenge you have faced and how have you dealt with it/ find new solution to problem?

As a leader, I always work towards aligning my team to the Organizational Vision, Goals and Objectives. This requires work at 3 levels

Creating a shared vision: This involves working with the team, communicating openly about the organizational objectives and expectations from us. There will be suggestions, concerns from team members which need to be addressed and team vision, goal and objectives are finalized.

Creating a plan: Broadly, This would involve finalising Focus Areas/Initiatives/Activities that need to be executed to achieve the desired vision , objectives & Goals. This would also involve changes in Processes & People. The team members must be onboarded with the plan.

Focus on people: I believe that each individual is unique. The focus is always on developing the strengths of the individual to ensure that he can contribute more to the shared vision. This will enable the

individual to learn and grow within the organization.

The biggest challenge that I have faced is resistance to change. There are certain individuals who believe that when things are working then why should we adopt change. These people need to be made aware of the situation that necessitates change, Enablement sessions to upgrade them on the latest technology and continuous communication help in changing the perspective of such people.

5.   Very common question but important, how you make balance between work and life.
I believe work and life are not different, work is the subset of life. We need to accept that some days will be work heavy. I also love the work that I do and always cherish & celebrate small successes. I focus, concentrate, and enjoy one activity at a time and also make conscious effort not to mix work with leisure activities. I love reading, going for long walks and watching movies. Most of the times, I do it without any interference or leaving the mobile at home.

6.   Is there any scope of collaboration between Siemens Pvt Ltd and academic institutions for the development of research programs?
Siemens has partnered with various academic institutions to set up "Siemens Center of Excellence" to promote research and Industry -Academia collaboration. The students of these academic institutions also get exposure to the latest technology from Siemens. IIT Jodhpur, IIT Tirupati, IIT Chennai, VNIT Nagpur, NIT Warangal, NIT Kurukshetra, NIT Trichy, SRM

College of Engineering are some such centers. These institutions also run siemens specific academic training programs for their students.

7. **Success and failures are part of sales. What is your reaction if you fail and how you take it**?

Failure is the steppingstone of success. I am yet to meet a successful person who has not failed multiple times. While, It is very important to learn from your failures, it is more important to learn from the failures of other people. This gives you vital insights on what not to do in a particular situation without going through the failure process. I have always been very open in discussing my failures, have always taken them with a straight face, accepted them, analyzed them, and learnt from them. A large part of what I am today or how I respond to a particular situation can be attributed to the learning I have had from my failures.

8. **What traits should a good manager possess? What suggestions would you like to give to our young budding professionals.**

Manager is a key role in organization hierarchy. It acts a bridge between the top management and the field (feet on ground). A lot can be found in management books on traits of a good manager. I would rate perseverance, discipline, interpersonal /communication skills, collaboration with other teams, delegation, empathy as highly desirable traits in a manager.

My suggestions to young budding professionals:

1. Be Curious, make continuous learning a habit
2. Be open to experiment, remove the fear of failure, learn from failures
3. Maintain high level of integrity
4. Have a growth mindset, always be on the lookout for incremental in everything you do
5. Always share and help people- you will be shocked how this will help you grow