

The Power of 'Let Go'

'Let Go' is effectively among the first crucial steps to grow in any facet of life – personal, professional, social, ... Let Go is largely all about 'I, Me, and Myself'.

In the organisation context, the business grows in terms of volume, complexity, new products & services, geographical boundaries beyond culture, and other dimensions during diversification, expansion, and overall growth. Once in a while, organisation undergo the journey of Transformation. 'Let Go' do happen, even when it comes to passing on the empire to next generation.

A true 'Let Go' can be disruptive, level of disruption may decide degree of change and vice-versa.

All this means the introduction of new people, processes, product & services, culture, and technology. Further, this brings New roles, responsibilities, and equations for people. This is very sensitive period for any organisation, more so for SME (Small and Medium Enterprises) where promoters and top management would typically be same.

One of the key reasons of sensitivity: across levels, people in given organisation have been overly efficient in doing various activities inefficiently. Over efficiency makes it critical. It is natural, unless focused otherwise.

Another critical factor: equations. People develop equations and gets used to certain style of functioning. There are more and many factors, however time to focus on 'Let Go'.

'Let Go' is easier said than done for more than one reasons.

The 'Power of Let Go' lies in self-conviction, self-confidence, self-disciplined, self-discovery, growth for self, self-actualization, and last but not the least "ability to challenge oneself". The Power of Let Go can be best understood by looking back and understand the consequences of NOT Letting Go, what has caused this to oneself and to the organisation in larger context? Late is better than never, this may be the time to Let Go and move-on.

The 'Power of Let Go' emerges or shall emerge out of 'Aspirations'. One must have Vision for self with larger objectives in life with broad timelines-led objective & nimble roadmap.

Key Challenges and symptoms

What do I do then?

As one think of 'Let Go', very first challenge stares @ oneself 'What will I do then'?. This has two-fold challenges. One, habit and routine. Whole days passes with BAU (Business As Usual) set of activities with continuous sense of too busy, doing too many things, delivering too many results, very satisfying with all the sense of achievements ... this is amongst the biggest notorious to get out of it. Two, carving out the journey from yesteryears to times ahead. Transition period is expected to be full of lull, emptiness, urge go back to what was doing till

yesteryears explicitly and/or implicitly for more than one reasons, mind running with crazy ideas, anxiety, distractions, discomfort, anything and everything on the earth. But, never worry – this is absolutely natural. Whether or not busy with something or anything, don't go back to yesteryears. Restrain, Refrain, and Remain focus.

'Let Go' shall be by design, can happen by chance as well. Engage with self and consult people concerned, who can help. Be careful, not to land in the hands of people who are gyani-dhyani (theoretician) and never been practitioner. Be true to self and ask oneself, what one should STOP doing by self. Aspirations shall help define, what one shall start thinking and doing. Engage with more and new stakeholders internally & externally to shape Aspirations. Create 'Let Go' plan, i.e. transition plan through knowledge transfer using techniques like extensive documentation, template, review mechanism, systems in place, set accountability-responsibility norms, define roles & responsibilities, Organisation Metrix, ...

While going through the 'Let Go' journey, Aspirational future will evolve. This will be agile, evolving in nature, lots of ambiguities & anxiety – full of questions & queries, ... Never mind, very natural. Learn to live with uncertainties. Anyway, we live in the 'World of Unknown'.

'Let Go' is quite a struggle with self, however the answer as well within self. It is no rocket science. It is all about self-conviction about self and what one wants to do with self's future.

Fear of Exposure

Natural fear, people will get to know what all one was doing all these years and how. How structured, objective, efficient, effective, and productive one has been! The fear gets compounded by how someone else will do, and if someone else will be able to differently for better.

How comprehensive and complete one will be during transitioning to new person in terms of able to define & quantify task, processes involved, measurable deliverable, check & balances, stakeholder's activity-responsibility-timeline matrix, ...

New person in place always comes with one's own background, more so if coming from outside World. Internal person succeeding into one's role may have its own challenges of legacy. Either way, new persons in place may want to do things differently, sometime almost 360°. One may not be able to naturally relate to many actions and style of new person in place.

Any symptom like above are natural across the board, the degree may differ. Some may be able to do seamlessly & smoothly, while some may go through real rough & tough times. Some may even collapse and fail.

Lack of Confidence or fear of failure in others

Having done few things for ages and not fully knowing about the style-ability-and-capability of new person in place (esp. if the person is from outside), the person may be under fear of failure about new person and may carry lack of confidence. Again, not to worry, this is quite

natural; however, this fear of failure and lack of confidence is more about self for two key reasons (a) possibly one has not run the affairs over years in institutionalized manner by making oneself dispensable and (b) continued fear of letting it go.

These are some of the symptoms and challenges.

What can one do, strategy to achieve 'let go'?

At the outset, for personal & professional growth of self and overall growth of the organisation, 'let go' is inevitable. In the overall context and interest of all, this is one of the first concrete step towards growth story in real sense. No personal and/or organisation growth can happen without Let Go. Even in organisation context, e.g. organisation have to let go some of the market opportunities to yesteryear's peers and align with new market-players.

Raise the bar for self, Think of Growth for self

It is all about self. One needs to aspire to do new things, do more horizontally & vertically, do different. One needs to keep challenge oneself continuously. Get out of comfort zone, is a journey and not a statement.

One needs to be open for new conversations, new style of functioning, new environment of work, engage with new & different stakeholders, continue to learn, and many new things.

It is a journey. One should be committed to be different and go through the motions of FUD (Fear Uncertainties and Doubt). Nothing comes easy, that too change.

Conceptualize 'What Next' in terms of how to better through 'Roadmap'

'What should one do next'?

During transition period of moving from 'As Is' to 'To Be', one will have lots of time and bandwidth in hand. One can & will begin to define what more, what different, and what next? Some will be definitive, most will be evolving. One would be expected to look within, look internal, and look more external in terms of 'what next and what more'. To name some, one may start to work on internal Work Culture, Human Capital Management, Growth Strategy and Storyline, Building/ Strengthening External Ecosystem, Branding & Positioning Organisation, Expanding Personal & Organisation Horizons, Self-Development, ...

Most of it may be new or very new to one, conceptually and/or from practicing perspective. One of the 'What Next' is 'Give Time to Oneself', don't be in hurry. This transition will surely cause anxiety, emptiness, discomfort, ... - never mind. It is absolutely natural and take it on face value. Don't get distracted. This is real crucial stage and state. Stay focused. Be sure of oneself.

Templatize thoughts & experience on paper

Success and Change doesn't come easy, that too Transformational. To be sincere to self and new person, templatize what one has been doing for ages and what does one expect new person to do. At times, this can be very scary. It is less of a choice and more of compulsion.

Templatizing the thoughts & experience of self and aspirations & expectations from new person can help define & drive higher objectivity, accountability, measurement, and set the activity-responsibility matrix. Be fair to new person, in terms of not making everything watertight. All new person to define means to achieve without compromising the fundamentals shall be the spirit.

'Let Go' and Unlearn – hand-in-gloves.

Unlearn is all about stop doing or refrain from doing things what one has been doing over times. One important, since handing over Bastian to new person, 'fill-it: shut it: forget it' in spirit and Two, allow new person to function and perform. Unlearn to keep going back with interference & interventions.

Shifting gears from being a Manager to Leader

Unlearn shall help significantly when one shifts gear from being a Manager to Leader in Let Go journey. Be/ evolve to be a Thought Leaders and Subject Matter Expert. One of the first among many, move from managing set of routine activities to building & growing relationship beyond transaction. Build, grow, and expand external & internal ecosystem horizon. Management Vs Leadership is all about the way one walks, talk, and laugh.

Move away from routine and tactical activities like planning, exercising control, monitoring day-to-day activities, ... to be a Coach, Mentor, an aspiration for others to look upon. Focus on building and strengthening Core Values of the organisation - internally & externally.

Be hands-off and hands-on through system and people. In modern days, Technology could be the best friend.

Being a Manager, one may have been very internally and/or transactional focused. Now is the time to see 'Outside-Inside'. Be a bigger Ambassador of and Self and Company, more with outside World.

Building External Leadership and ecosystem certainly brings business in medium to long term.

Be a CEO in whatever one does

'Being a CEO' is a mindset, not just the title.

Globally, some of the successful CEO(s) have believed-in and delivered by hiring people for various functions, who knows that function more than oneself. The role of CEO is to ensure, all is aligned & well-oiled with overall Vision, Goals, and Objectives. People in various functions are also called practicing SME (Subject Matter Experts). Basic theme, leverage your people, let them perform, hand-hold through a structured approach, and learn from them shamelessly.

Never be in denial mode.

We are in the era to have an attitude to learn from other, that too youngsters. Be a good and genuine learner all life to stay relevant.

Personal to Impersonal

Yet another easier said than done. 'Detach mode' primarily focuses on two aspects (a) shift gears from 'doing' to 'get things done' and (b) learn to drop baggage of carrying 'Preferential/ Personal Biases' to 'be Professional, Merits-based'. Latter never means, one was never professional or less professional, but it is all about being more professional, higher objectivity, enhanced accountability, and build a system where business runs in auto-mode. The overall theme shall be 'Dil Mange More'. There will be pulls and pressures, sustain & move-on.

This is one among most significant aspect of 'Let Go'.

In summary, not exactly conclusion, everyone needs to take stock if they are in comfort zone or even absolute comfort zone – it is killing. People, especially @ top two levels, need to keep making self-assessment of 'what they have been doing', 'can they stop doing/ delegate some of their activities to next level in a methodical manner', 'are they adding value in anything & everything they do', 'are they building their next level of people – including succession plan', and last but not the least 'are they adding value to themselves/ are they growing/ are they ready to take next challenge'. Make oneself dispensable and redundant from what one has been doing for ages.

Last word, 'Let Go', learn to 'Let Go', make 'Let Go' a habit as 'Let Go' is a journey. As one 'Let Go', there is more to 'Let Go'. Create the culture and environment of 'Let Go' to help others achieve 'Let Go'. Let Go directly leads to Scalability.