

DEVELOP INTRAPRENEURSHIP IN YOUR EMPLOYEES

SANJAY SALUNKHE, DIRECTOR, JARO EDUCATION, BELIEVES THAT IT IS IMPORTANT TO RECOGNIZE THE STRENGTHS OF THOSE WHO CAN LEAD THE ORGANIZATION OR BE YOUR SUCCESSOR

Mr. Sanjay Salunkhe, a successful entrepreneur and visionary Director of a leading online education provider, Jaro Education strongly believes that "If you can dream it, you can achieve it!". Being a pedagogue for almost two decades in management education, it came as no surprise when he established a successful one stop education set-up for empowering future leaders and entrepreneurs.

In his organization, he has always empowered his employees, allowed them to take risk, provided them opportunities to lead and develop their entrepreneurship skills which motivates them and provides job satisfaction. These factors develop a sense of ownership among the employees and it helps the organization to meet desired objectives. It builds

stronger organization commitment and thus they work harder for the common goals & objectives of the organization.

Mr. Sanjay Salunkhe believes in 'Intrapreneurship'. Being an entrepreneur and a leader, it is important to recognize the strengths of those who can lead the organization or be your successor. Employee empowerment in a way allows you to identify your successor or the 2nd level leader enabling one to hand over the entire SBU to them and facilitating you to move on to a new venture. These leaders can lead various business verticals as a profit centre

For eg. From a recruitment company, he has switched over to an education firm which is a new venture. The recruitment firm is still running successfully in the hands of 2nd level leader. Set-

ting this kind of examples and providing motivation to your senior & deserving executives, builds more commitment & loyalty towards the organization which in turn eradicates the fear of loosing key leaders.

Anyone who is charged and motivated due to continuous elevation provided within the organization produces best results. The managers or leaders feel respected & responsible. The feeling of ownership itself fosters a series of positive emotional experience for the organization & co-workers, enhancing employees' organizational commitment leading to organization's growth.

Hence, giving value to your people, sharing your leadership vision & trusting the employees can bring you series of achievements.



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