

MYMANTRAFORSUCCESS

Building dreams and designing futures



Kshitij Limaye, Director
In-charge of Business
Development, Sankalpan Group

A passionate young man, Kshitij Limaye, director in-charge of business development, Sankalpan Group, an architecture and real estate firm, is known for his creativity and sharp business acumen. At 29, he's the youngest member in the management of the Sankalpan Group. After the successful set up of Sankalpan Infrastructure LLC, Dubai, Kshitij shares his success fundas:

My mantra

Conviction is the key to success. It should reflect in you and come across strongly in your words and actions. You should clearly assess your strengths and weaknesses, and seize the opportunities. Make a 100 per cent effort to be consistent in life. I believe in the saying, 'Don't think you are, know you are'. A positive mind set makes a phenomenal difference in life. An individual should be confident even at the subconscious level.

According to me a leader should be a perfect role model. One can't impose thoughts, and expect others to follow; you must be able to bring it out in your work and behaviour. And, you must be genuine; a fake person can't inspire others.

Working along

Architecture is not just about designs. I have done everything, right from conceptualising projects to developing feasible business models. It's impossible for a single person to take charge of all the operations. Therefore, I believe in the collaborative approach.

My juniors have fresh ideas and are very passionate about them. Sometimes, there's a conflict of ideas in the team. Finally, we take those inputs that benefit the project in totality.

Every individual is talented, but needs his/her own pace to grow. During this period they need good

mentoring. I delegate a lot of responsibility to my team in order to groom them. And, everyone has to deliver on time.

But it is not possible to judge a person's innovative skills in a few days. A team needs a wide range of professional assignments to learn and grow from.

Superior guidance

I am ambitious and proactive by nature. Moreover, my superiors have always understood and appreciated my efforts. Right bosses make a huge difference to an individual's career graph.

My superiors have given me ample opportunities to evolve at both technical and managerial levels. A person should always strive to deliver more than what is expected of him or her. After every project, I consciously attempt to make substantial growth in my overall skills.

Looking up to

Although I don't have any role models whom I look up to, but there are few who inspire me. I admire L N Mittal for the giant corporate entity that he is. Professionally, my co-directors Atin Kulkarni and Ninad Randive have motivated me tremendously. Also, I admire Hafeez Contractor for his creative thinking and sharp business acumen.

Charles Correa, an Indian architect and Philippe Starck, a French designer, are all-time favourites. On a personal level, my uncle's rag to riches story has taught me to be confident even in adversity.

The best policy

I appreciate honesty and dislike diplomacy, as it breeds dishonesty. I get irritated by untidiness; I like neatly-dressed people. After all, presentation is very important.

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