

INTERVIEW

**"I strongly believe that all leaders should be passionate about what they do."**

D'Oneil Vaz, CEO, Bluesky HR discusses some of the characteristics of great leaders

1. What are some of the characteristics of great leaders?

I strongly believe that all leaders should be passionate about what they do, which in turn should be linked with their mission in life. It is this passion and keen focus that is infectious and has a positive rub off on the people around them.

Apart from this characteristic, there are other important ones like being charismatic, ambitious, innovative and performance oriented in everything they undertake.

Lastly, the leader must have the ability to create a robust indoctrination in the team.

2. How do you strive to renew your passion for your work on a daily basis?

As a professional, it is important for me to remain firmly fixed on the mission and continuously define new horizons by innovating, essentially pushing the boundary I set out to achieve.

3. What are your personal team management principles? In one word, how would you describe

yourself as a boss?

I do not believe in the concept of a 'boss'. A boss is someone who micro manages. As a leader you need to be a 'coach' and 'mentor', in order to achieve excellence. When you believe in the talent of your team, it has a rub off on their performance. My management principle is to guide and mentor the team to achieve higher milestones.



4. Who do you consider the best people management guru?

Jack Welch & Peter Drucker, largely because both these individuals evangelised and focused on performance. I have

been able to adopt a lot of their principles in business and management

5. What kind of qualities do you look for in the people you hire (apart from technical/hard skills)?

Energy, optimism, aggression, ambition, confidence and connect with the values and culture.

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