



## FROM THE CEO

Hello RepuGen Webteam Associates:

Successful Leaders

12th Observation – Responding to Crisis

Need for strong leadership is most needed at the time of crisis. We experienced how leaders reacted during the COVID-19 crisis. We saw the leadership at work at the highest levels of government with different approaches to the pandemic.

While hated by the media and elites, President Trump was sailing to easy reelection because his policies had resulted in a great economy. His inconsistent leadership during the pandemic and often outright childish response to the crisis resulted in his ouster. It happened even though he followed the advice of experts, shut the economy, helped the private sector come up with vaccines in record time, and helped states with whatever they needed to minimize the loss of life. His opponents painted him as someone who did not care about people dying from COVID. Unfortunately, his leadership during the crisis lends credence to this absurd accusation that he was responsible for 200,000+ COVID deaths.

On the other hand, the Swedish prime minister decided to go for mass immunity by not shutting the economy and asking that older people and those with comorbidity isolate themselves. WHO and other elites like the EU, news media, etc., criticized the country for its policy. Very few people in authority supported their decision. It turned out that the rate of sickness and death in Sweden due to COVID was the same as in other European countries and the US. However, while being consistent with the original policy, the prime minister did not outright reject the criticism and even kept the option of shutting their economy by telling the Swedish people that he would change the policy if the pandemic spreads. Everything ended OK, and he is still the leader of the country.

If you analyze the two leadership styles, you will find that President Trump lacked many qualities of a good leader that I shared earlier. Some specific weak points in his leadership are focus, persuasiveness, credit sharing (always wanted to hog the limelight), humble demeanor, continuous learning and making adjustments, etc. On the other hand, you will see how the Swedish leadership demonstrated all of the attributes missing in the US President.

Luckily, most of us will never need to deal with the crisis of the scale in my example. However, we face it when a key associate leaves, someone is harassed, some associates start to poison the environment, a big client leaves us, etc. Whether the crisis is big or small, how we react to it reflects our leadership style. Leaders who do not deviate from the attributes of good leadership that I have been sharing are more likely to navigate through hard times successfully.

Until next month.....

Ajay

## KNOW YOUR COLLEAGUES



### Rohit Kumar

Born and Brought up in Patna, Bihar. I did my Schooling from Patna. I completed my BCA from Tapindu Institute of Higher Studies, Patna and MCA from A. N. College, Patna. I started my career from Bangalore as a Senior Executive (Software Testing). I learned many things there and still there's a lot to learn as learning never stops.

I joined RepuGen Team in February 2021 as a Quality Analyst. I am learning, exploring and enjoying every aspect of my work with this team as all team members are very supportive.

Besides from work, I like cooking, watching movies and web series, learning and exploring new things.

### Tandrima Dutta

I was born and brought up in Patna and completed my schooling at Notre Dame Academy, Patna, in 2006. I graduated from Patna Women's College in 2009 and completed my PGDM from CIMP in 2011.

Previously, I have worked in the IT and the education sector. At present, I am working as a Content Executive in Firstbit.

I am an avid gamer, and my hobbies include traveling, reading, and writing.

Working with this team has been a great and learning experience as it combines my hobbies of reading, writing, and learning new things.



## THE HR SPEAKS

Welcome, New Hires!

Please join me in welcoming and extend Congratulations to Unnati, Hemant Srivastava.



Unnati



Hemant Srivastava

A very happy birthday to our associates

- SHIVANI SARASWATI NATH
- KODIMYALA SAINATH BABU

And congratulations to these associates who celebrated their work anniversaries with us.

- MAHESH KUMAR
- PARUL PRASHUN
- NAYAN PRAKASH
- NITESH PATEL

New Project signed up: [Radiant Physiotherapy](#)

Please feel free to get in touch for any query.

Stay safe, stay healthy!