Leadership Mantras



An Interview with Mr. Pramod Kaushik

Mr. Pramod Kaushik started his career as an engineer in Rockwell Automation. He dedicated 25 years of his career to the industrial automation giant at various leadership positions. During these years, he also completed his M. Tech. from DCE and MBA from FMS Delhi. He moved to General Electric, and in his tenure of 7 years held positions like the CEO of Measurement and Control later called the Digital Solutions for O&G India & South Asia Region. This year he joined Hexagon AB as the President of the India Region. Here are excerpts from his interview taken during Avenir 2017.

Q. Please tell us about Hexagon and its businesses in India

Hexagon as an IT company serves three primary landscapes – manufacturing, engineering and geospatial. Each is committed to pioneering innovations in business processes, value chains and information exchange. Our businesses in India include - geosystems, geospatial, mining, safety & infrastructure, manufacturing intelligence, PPM and agriculture.

Q. Hexagon has been doing business in India for about twenty years now. You are the newly appointed President of the Indian region, what is your vision for the Indian market ?

I am very optimistic about the Indian market. We are aligning ourselves with various key initiatives of the Indian Government like Make in India, Digital India, Zero defect Zero Effect (ZED) and the Bharatmala project. We are an IT Company and we believe in pushing the boundaries of innovation. Our solutions are shaping changes through geospatial and industrial enterprise solutions and we facilitate our customers to shape smart change that improves productivity and quality. Our vision is to be at the forefront to partner with the Indian Government to solve some of the toughest challenges faced by the country in the field of agriculture, mining, defence and infrastructure.

Q. Please tell us about the Multistation or the Smartstation equipment, which is one of your company's most popular product.

To meet the demands of our ever-changing and increasingly-quicker world, we developed the world's first MultiStation - our Leica Nova MS60 MultiStation. It combines all available measurement technologies in one superior instrument. It is self-learning which automatically and continuously adapts to any environment despite the challenges. Scanning is simple through the instant creation of point clouds with overlaid measured points and 3D models in one view. Visualisations are clearer and easier to see on an all-new 5" screen. The unique capabilities of the Leica Nova MultiStation truly deliver the new experience in measuring technology.

Q. We heard about the recent global launch of Hexagon's BLK-360. Please tell us something about this new product.

Hexagon's Leica Geosystems has created the smallest, easy-to-use imaging laser scanner in the world: The BLK360. It was recently launched on a global scale. Ever Since the BLK 360 was unveiled in late 2016 it has already garnered awards for its minimalist looks. Unlike any other device, the three in-built 15 MP optical cameras and thermal sensors (the first for a scanner) provides parallax-free panoramic imaging. Claimed ranging accuracy is from 6mm at 10m to 8mm at 20m (at 78% albedo) – which would represent the typical use scenario for the BLK360. New workflows are being developed to exploit its potential within the public safety, forensics, construction and building information model applications.

Q. You spoke about the need to learn when a disruptive change comes. You've worked for three different organisations. Are there any specifics to look into when trying to settle in a new organization?

Change is inevitable and it doesn't have to be downhill. Life-long learning has become the 'new normal' for individuals and organizations. If you want something you've never had, you must do something you've never done. Personal growth often stalls at the top management positions. Disruptive career change side-steps the challenge of being stagnant by placing oneself on to a new role, industry, organization and arriving on an entirely different growth curve. For me, I was sceptical of getting into a comfort zone due to working for the same company for a quarter of a century. It was a conscious effort of not falling into the trap of comfort. When I joined GE, I experienced a totally different culture. I was mentally prepared to start building a respectful reputation and credibility from the scratch. As they say, "earn my stripes" all over again. One needs to be adaptive and receptive to new information and lessons during disruptive career changes. I have made a mindful effort since the beginning, to add value to the company with a sense of urgency. It took just about a year for the new people to start recognising me for my calibre.

Q. ... and the same consciousness brought you to Hexagon?

You got it. (Said with a broad smile)

Q. With unfamiliarity or new domain, does it bring more of an excitement for you or fear?

It's excitement for me. After GE, I could have chosen another multinational in the similar domain, but I was looking for a new excitement and a new challenge. Because the moment you get into a challenging situation the learning curve becomes steep. Another thrill that comes along, is the confidence that you can adapt to yet another new environment. You might think that it would be tiring to change, but it's not. It's rejuvenating and motivating. The transitions have worked very well for me and have added to my accumulated experience and expertise.

Q. Since you've joined Hexagon, what steps are you taking towards trust-building amongst you and your subordinates so that they could get familiarised seeing you as a part of their organisation?

The first thing that people seek in a business head is if he can be trusted and if he is a genuine leader or mentor. I really mean what I say. "Manasa, vaacha, karmana"- mind, speech and actions, once you get these three things in line, people start trusting you. When I speak to someone, I never try to cut short the conversation. I try to make other person feel comfortable, I speak from my heart and do my best to make the interaction honest, impactful and enriching. I spend a good amount of time with the direct leadership team and enjoy our interactions with the common interest of benefiting the company. I don't want to wear my title and I maintain an open-door policy. I am open to receive calls or text from my staff and try to respond at the earliest if a call is missed. It is a very tough job but I'm trying to work exhaustively.

Q. How has your experience been after interacting with our batch?

It was both interactive and enjoyable . I am glad that the youngsters and I could connect so well. It brings me a lot of joy to see today's youth is both curious and eager to learn and I see a lot of potential in them as the future of our nation. I would like to thank DoMS IIT Roorkee for giving me this wonderful opportunity.

As told to



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