



GUILD EXECUTIVE ROHAN CHANDRAN

WITH HOST DON YAEGER

Don's favorite quotes from the episode:

- "A hungry team pushes to see where the boundaries are. Be willing to 'blow up balloons' in the workplace to their maximum capacity because that is the only way to find out how far you can go."
- "The number one thing you need in creating a cohesive unit is context. If you can provide context repeatedly and clearly, you create a great team."
- "Strategy is one of the most overrated things in an organization because a good strategy with a dysfunctional team in a poor environment will go nowhere."

Reflection Questions: Rohan shared a funny story about how he was told Stanford's cricket team was "good." He wishes he had asked more questions to create greater clarity. In your business, consider asking the following questions to ensure clarity at the end of meetings.

- *What are the main action items we have agreed upon? Who is responsible?*
- *What are the deadlines for each action item?*
- *What resources or support do you need to accomplish your tasks?*
- *Is there anyone else who needs to be informed or involved in these tasks?*
- *How will we communicate updates and progress?*

Rohan shared, "The score of 40-30 at the U.S. Open means something very different than at The Masters." In what way have you given context to one of your direct reports recently? How can you improve in this area this week?

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