



# EQ GOES A LONG WAY

**RAMAKRISHNAN RAMAMURTHI**, EXECUTIVE DIRECTOR – BAJAJ ELECTRICALS

over their counterparts from other business schools in terms of empathy. He believes that XLers have genuine concern for their peers and always put themselves in the other person's shoes, thus adding meaning to the relationship that they share. XLRI produces team players who will go out of the way to contribute their best to the cause of the team, which is quite contrary to the stress given to individual brilliance in some of the other business schools in India and also the rest of the world.

Another important facet of XLRI products, according to Mr. Ramamurthi is that of contribution orientation. "XLers are trained to think in terms of what they can bring to the table and what the ways are in which they can contribute. For them, 'we' or 'us' is more important than 'I' or 'me,'" says he.

Mr. Ramamurthi is of the opinion that XLers are far more balanced and well-adjusted compared to their peers from elsewhere.

They are realistic and ready to face challenges and adjust according to the needs of the situation.

According to him, XL students never shy away from starting their careers from scratch.

Commending the fact that XLRI has done a brilliant job over the years despite the limitation of an isolated location and a management that is not keen to promote itself, Mr. Ramamurthi believes that XLRI should take the lead in the field of research in India. "There is a need for a centre of excellence and XLRI should transform itself into a place where ideas can be developed," reveals Mr. Ramamurthi. He believes that there is a lot to learn from India's 'experiments of innovation' and XLRI can be a promoter of management thinking which is uniquely India and different from the Japanese or US styles of management. thi

**H**e is a firm believer of the fact that EQ is a more important pre-requisite than IQ for climbing up the corporate ladder. After passing out from XLRI, Mr. Ramakrishnan Ramamurthi joined Asian Paints and rose from the ranks of a Management Trainee to the level of an Executive Director by virtue of his hard work and determination.

Mr. Ramamurthi thinks that IQ can only be of help to a limited extent in the journey towards progress in one's professional life. Anybody can learn the tricks and tactics of good business and do well, but it can only last for a short time, he elaborates. Based on his vast experience, he has come to realise that after a certain period of time, one has to deal less with procedures and protocols and more with people and relationships. An interesting point mentioned by him is that, if he had to choose between a person who was high on IQ, but low on EQ and one who was low on IQ, but high on EQ, he would prefer the latter.

XLRI students, according to Mr. Ramamurthi, score

**REWIND**  
**FAVOURITE PLACE ON CAMPUS:** Dadu's.  
**FAVOURITE PROFESSOR:** Rajan Saxena.  
**MOST MEMORABLE MOMENT:** Beating IIM-Calcutta as captain of the table tennis team.