

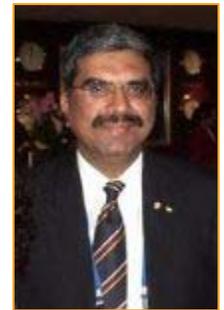
Celebrating
60
YEARS | Because of my
**EISENHOWER
FELLOWSHIP...**



RAMAN MADHOK, INDIA 2004

Group Director, Human Resources, JSW Group

Raman Madhok recounts his time spent in the U.S. as an experience that encouraged him to become more confident, humble, and eager to explore uncharted waters. At the time of his fellowship, Madhok was working as the joint managing director & CEO of JSW Steel, an Indian steel company owned by JSW Group, which is one of the largest business conglomerates in India. He believes his absence from the company helped to identify a potential successor internally and to build a strong leadership team, allowing Madhok to move on from the company a year after his return from the U.S.



After his fellowship, Madhok describes himself as “intellectually intoxicated enough” to take on the challenge of building the first greenfield value added steel plant in the United Arab Emirates for a local Sheikh. Living in a new country, he learned to rejoice in diversity of opinion, nationality, religion, bureaucracy and politics. Two years later, having set up the world class facility, he moved back to India unemployed. Madhok’s wife, who travelled with him during his fellowship, decided to start her own consulting company, and asked Madhok to join her as a partner. One of Madhok’s biggest takeaways from his fellowship was that each leader he met with had excelled not because they were masters in their field, but for the fact that they always did things they were passionate about. They also built upon the individual strengths of each person they led on their respective teams. Madhok used the same principles in his work as a partner, and was successful in delivering significant improvements.

In August 2012, after being away for nearly seven years, Madhok returned to JSW Group to pursue what he is most passionate about: working with people. Madhok strongly believes that it is not the products that bring in profits, but healthy, satisfied and contributing employees. Madhok describes himself as fortunate that JSW has leaders that share this belief, and who support and collaborate creatively and strategically in building the organization in its goal to be at least a U.S. \$50 billion conglomerate by 2020. Madhok attributes a large portion of his personal success and growth to many conversations he had during his fellowship. His meetings taught him to be warm, informal, clear, focused, respectful of diversity, and to use the medium of business to solve the big issues at the core of humanity’s challenge – including tackling poverty and global health. As a result, Madhok is now deeply involved in the work at the JSW Foundation which is committed to enhancing the quality of life in communities and empowering them for sustainable livelihoods.

Currently, Madhok is also heavily involved in a global initiative with his brother, based in the U.K. to engage Indian doctors to provide affordable and safe health care in India through “Leadership for Health”. Their aim is to build capacity through technical support and leadership development using their personal expertise, their networks, previous work experiences and resources. Madhok states that, “to me this is the most important consequential outcome of my two months stay in USA in 2004 which has galvanized me to give back to society, truly in the spirit of what an Eisenhower Fellow should be doing. As this initiative gathers momentum, I will reach out and collaborate with other Fellows globally for betterment of one and all”.

Leaders bettering the world around them.

250 South 16th Street, Philadelphia, PA 19102 ■ www.efworld.org ■ T 215.546.1738 F 215.546.4567