

HIRE TALENT THAT DELIVERS

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Success mantra The skill of identifying new opportunities backed by Gaurav Srivastava and Gautam Kumar, co-founders of FarEye, has been key to FarEye's success. The entrepreneurial spirit gained intensity when I got the right team in place.

The driving force behind your journey

We were looking for gaps across industries that technology could fill, and stumbled upon the huge problem of the \$8 trillion logistics industry — visibility. To create a successful venture, it is important to blend the working style with passion, commitment and intelligence. After creating world's first BPM engine for logistics, we aim to make logistics processes smarter with cloud and mobility, backed by analytics and AI.

Business advice Building a collaborative and aspiring team is as important as building a world-class product. Great teams are not built overnight. When it comes to hiring the passionate and the best talent, you have to observe and impart the

values right from the beginning.

Tips for budding entrepreneurs

Ensure you do things faster, smarter, and be ready to put in extra miles. Create a core team which is in perfect sync with each other. As a leader, it is important to evaluate individual capabilities and create a nurturing environment to help employees achieve their goals.

Government support

The current ecosystem allows startups to find the right opportunities for investments and build and test the ideas. The ways in which the government is supporting the Indian startups have changed tremendously in the past 3-4 years. Initiatives such as Digital India are constantly supporting the efforts of today's entrepreneurs.

The team

Emphasis should be on building the right team rather than just creating a world-class product. There is always a need for executing processes immediately hence while hiring, one should watch out for talent which can deliver starting Day 0. Every startup should aspire to build a culture that recognises and embraces shared values, attitudes, standards and beliefs that characterise the goals of the organisation.

The inspiration

I admire people who come out of their comfort zone to deliver better results. I read biographies of leaders and this helps me understand their approach towards cracking the code.

The next step

More than just the geographical expansion, we are focusing on becoming 'integral' as we aim to be the 'operating system' of logistics. We have also built capabilities catering to drones, Google Glass and autonomous vehicles, which will help change the landscape of the supply chain industry. **BW**