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## CEO Insights with Sandeep Sabhawal | Great Manager Awards 2024



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July 5, 2024

The image is a YouTube video player thumbnail. At the top left, there is a circular logo with a stylized figure. To its right, the text reads "CEO Insights with Mr. Sandeep Sabharwal, CEO- Sohan Lal ...". In the top right corner, there is a "Copy link" icon and text. The main title "NEW EPISODE CEO INSIGHTS" is prominently displayed in white and yellow text on a dark blue background. Below the title is a red play button icon and a "WATCH NOW" button with a play icon. At the bottom left, it says "Watch on YouTube". The right side of the thumbnail features two video frames: the left one shows Sandeep Sabharwal, a man in a grey suit and glasses, sitting at a desk; the right one shows Rahul Mahajan, a man in a dark suit and glasses, speaking into a microphone. Below these frames are the names "SANDEEP SABHARWAL" and "RAHUL MAHAJAN" respectively.

*In the latest episode of CEO Insights, we had the pleasure of speaking with Mr. Sandeep Sabharwal, the dynamic and visionary leader of Sohan Lal Commodity Management Private Limited. With a career marked by resilience and innovation, Sandeep shared his core values, the journey of Sohan Lal Commodity Management Private Limited., and his vision for the future.*

### Core Values in Leadership

Sandeep emphasized the importance of patience, perseverance, and consistency in leadership. During the tumultuous period of the COVID-19 pandemic, many organizations pivoted their strategies. However, SLCM's steadfast adherence to its core values enabled it to not only survive but thrive. Sandeep attributes SLCM's growth—from 1,000 to over 6,000 employees in three years—to these foundational principles.

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### **Vision for the Future**

Looking ahead, Sandeep envisions a future where digitization plays a crucial role in agriculture. However, he believes that digital tools should support, not replace, the physical aspects of agricultural processes. SLCM has pioneered the concept of warehousing management systems and now aims to lead with a blended approach of digital and physical methodologies in agriculture.

### **Learning from Failures**

Reflecting on past challenges, Sandeep admitted that one of SLCM's significant failures was the lack of clear communication about their strategic direction, especially regarding the integration of digital and physical processes. This experience taught him the importance of being vocal and assertive about the company's core beliefs, a lesson that has strengthened SLCM's resolve and strategic clarity.

### **Leadership Development**

Sandeep underscored the necessity for leaders to possess both macro and micro perspectives. While strategic vision is crucial, he advocates for leaders to have a deep understanding of the day-to-day functions of their teams. This granular insight allows for better innovation and problem-solving, ensuring that strategies are grounded in practical realities.

### **Advice to Younger Self and Gen Z**

If given the chance, Sandeep would advise his younger self to be less anxious and more relaxed, as calmness often leads to better decision-making. For the Gen Z workforce, he highlighted the irreplaceable value of experience. While technology and information are abundant, the wisdom gained through years of hands-on experience remains invaluable.

## Work-Life Balance and Personal Philosophy

Sandeep's approach to work-life balance is unique. In the dynamic field of agriculture, he believes in integrating work with personal life rather than strictly compartmentalizing them. This philosophy is rooted in the reality that leadership often demands continuous availability and mentorship.

In one word, Sandeep describes himself as "persistent." This persistence is evident in his leadership style and the consistent growth and innovation at SLCM. His insights provide a valuable perspective on the intersection of traditional values and modern strategies in leadership.

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