



FOUNDER'S CORNER



Humility, Leadership, and the Standard We Hold Ourselves To

Dear Team,

Many of us have New Year's resolutions, but most don't keep them for long. Since all of us aspire to someday become a successful leader, I want to move away from the AI adoption message this month and take a moment to suggest a New Year's resolution for everyone to become or prepare ourselves to become effective leaders, specifically, the often-misunderstood relationship between humility and high performance of leaders and their team members.

Humility is not about thinking less of yourself. It's about seeing yourself clearly. The best leaders I've worked with were never know-it-alls or egoists. They were always trying to improve and didn't wait for feedback to tell them how they were doing. They already know, through introspection, whether the work is meeting their expectations as elite performers. They feel it before anyone says a word.

Elite performers do not wait for criticism to change. Average performance is not a verdict for them. It's a signal that something can be sharper, faster, or better. They don't need to be told because the gap between where they are and where they expect themselves to be is already loud inside them.

If someone has to be told their performance is sub-standard and that they need to improve, by definition, they are not operating at an elite level. That statement isn't meant to discourage, but it's meant to clarify the standard. Elite performance is not about titles or tenure. It's about the mindset and behavior of striving for continuous improvement. They understand that perfection is a journey, not a destination, because you never reach it.

There are three qualities that consistently characterize humble, effective leaders.

First, the ability to self-evaluate.

Strong leaders don't outsource self-awareness to annual reviews or dashboards. They regularly ask themselves hard questions: *Was that my best work? Did I raise the bar or just meet it? Where did I fall short?* They don't rush to defend results; they try to understand them. This level of honesty is uncomfortable, but it's what keeps leaders credible and helps them improve.

Second, a changing mindset.

Humble leaders don't confuse experience with correctness. They understand that what worked yesterday may not work tomorrow. They stay open to new ideas, new tools, and new ways of thinking. Adaptability isn't a weakness; it's discipline. Leadership requires learning in real time and being willing to evolve when the environment demands it.

Third, respect for the team.

No one sustains elite performance alone. Strong leaders know they are not the smartest person in every room—and they don't need to be. They strive to bring in associates smarter than themselves, listen, invite challenge, share credit generously, and take responsibility quickly for anything that goes wrong with their team's work. They measure success not by personal recognition, but by how well the team performs together.

In conclusion,

- Humility is what keeps leadership honest.
- Self-evaluation keeps it sharp.
- Adaptability keeps it relevant.
- And commitment to the team keeps it scalable.

Let us all resolve to identify the standard we should all hold ourselves to, not because someone tells us to, but because we expect it of ourselves, and strive to meet our inner standards every day.

Thank you for the work you do and the bar you help set every day.

Ajay Prasad

FEATURED ASSOCIATES



Rahul Anand

I'm Rahul Anand, Business Manager at GMR Web Team, with experience across B2B, healthcare, SaaS, and digital communication. I work closely with teams and leadership to turn ideas into execution, focusing on structured processes, data driven decisions, and sustainable growth.

Outside of work, I enjoy travelling, sketching and painting, and exploring new AI tools to improve productivity and marketing outcomes. I'm genuinely curious about how creativity, technology, and smart workflows come together to build meaningful digital impact.

I'm Suraj Kumar, a visionary technologist and founder specializing in cybersecurity, AI, SaaS platforms, and cloud (Azure) solutions. I currently lead DictaAI, where I drive innovation in AI-powered and compliance-focused solutions. Previously, I led GMR Transcription, strengthening its platform and operational capabilities.

As a hands-on problem-solver, I focus on transforming complex challenges into practical, high-impact solutions through continuous innovation and user-centric design.



Suraj Kumar

HR SPEAKS

Welcome New Hires!

Please join us in extending a warm welcome to Aadarsh Pandey, who has joined our Marketing Team.



Aadarsh Pandey

Work Anniversaries Celebrated!

SAURABH SHEKHAR
VIPUL KUMAR
DEEPAK KUMAR
C SAI KIRAN
ANAND RAJ
ANISHA KUMARI
PRATIMA KUMARI

Happy Birthday 🎂

AVINASH KUMAR (Marketing Team)
SONAM RAJ
NAVNIT KUMAR RAI
AVINASH KUMAR (Dev Team)
RUDRESH KUMAR
MOHIT KUMAR

Projects Signed up in January 2026

GMRW	India Projects	Stratosphere	RepuGen
Los Angeles Primary Care & Obesity Medicine	Accord Hospitals	-	The Super Dentists Kearny Mesa
-	Body Perfect	-	Trident Dermatology, PA
-	Cancer Specialist Pune	-	-