



DETERMINATION, AND LEADERSHIP

GRIT

A story with a difference

PROF. SANTANU RAY

Determination, Grit and Leadership – A story with a difference



Dr. Kanchan Gaba
LLB, LLM, Ph.D.

Rationale: Learning Objectives;

- To Study The Essential Features of Inspirational Leadership.
- To Study The Interface Between Team Building and Leadership.
- To Study A Leaders Urge for Self Actualisation

Overview: A brief Resume

At a very tender age Dr. Kanchan Gaba lost her eye sight. She was just a child in a primary school at that time. However, even at that age she did not give up. Her parents admitted her in Calcutta Blind School from where she completed her schooling with outstanding marks. Through her sheer determination to outperform she secured the 1st position among the differently enabled in the Board Examination which had fetched her a seat at Lady Brabourne College, one of the most prestigious colleges in Kolkata. During her studies at Lady Brabourne College, she was chosen for the National Scholarship Award.

After completion of LLB, LLM, she went on to enroll her in Ph.D in University of Calcutta with a very relevant subject **‘World Trade Organization, it’s Legal and Economic Implication in the Indian perspective’** in 2008.

Being a regular trekker and mountaineer, she trekked icy Dzongri, the base to Kanchan Jangha, Ryang, Dudital, Boxar Tiger Reserve, Sandakafu and even Harisan rock in the UK.

Apart from President Award from Dr. Shankar Dayal Sharma and from Smt. Pratibha Patil (Role Model Award), there are many more in her kitty.

Serving the Community is a passion with her. Leaving her job, she moved into Social Entrepreneurship, she formed a team of dedicated volunteers who also subscribed to her motto Service above self.

Her contribution ranges from providing services to the disabled to empowering women from marginalized section by formation of self-help groups. Numerous women have become self-reliant and are sole earning members of their family owing to the endeavor of Dr. Gaba and her team.

Professionally, she runs her own start-up Oriole Management Pvt. Ltd. as C.E.O & Managing Director. She is also the proprietor of Peregrine Publisher & Distributor apart from her regular legal consultancy and guest lectureship in various Universities such as University of Calcutta, IIM Joka etc.

Apart from her professional life, she spends 80 per cent of her time as secretary of Turnstone Global, a leading NGO, looking after disabled, slum children, women empowerment, providing skill training and taking care of safe drinking water and sanitation for the downtrodden.

The Dilemma: Kanchan is a restless soul. She always feels she is not doing enough for the marginalized and the downtrodden. Should she target an exponential growth of her NGO to serve more people and garner more funds or should she stabilize at the present level

The way forward: This caselette can be developed into a full blown Management case study for classroom discussions. The developed case study would be unique and will have great archival value

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Prof. SANTANU RAY

Prof. Ray is currently the Mentor & Adviser to Chancellor, Sister Nivedita University. He has always focused on research and publications and while at IBS, he created the IBS Research Centre Kolkata where dedicated researchers and authors worked passionately towards developing management case studies and books, so far, more than 300 case studies developed by the centre has been uploaded in European Case Clearing House. The centre has also come out with more than 100 books.

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