

Maulik Dave

**Chairman & Managing Director,
Harikrushna Machines Pvt. Ltd. (HMPL)**

Q. 24 years ago, with a degree in hand, how did the dream of HMPL come to your mind and how was the journey of over two decades till the dream came to its fruition?

MD: During my early days as an aspiring youth coming from a struggling family, I have always had a fire within me to do something extraordinary and while working at a company in Ahmedabad he fell in love with packaging machineries and felt like this was his calling for achieving the success he always wanted. That was it, with nothing but will power and a burning desire he started his own machinery business from a small place and never looked back. The journey so far has been nothing but a dream with a lot of ups and downs, but the fire still burns just as bright as it was 24 years ago.

Q. Expanding a company to a group of companies and that too demographically across continents does define success, please elaborate any three challenges that you overcome in due course.

MD: The major challenges that were faced were industry specific and demographical. Familiarizing and keeping up with the different Laws and regulations of different industries and multiple countries across the world requires a strong compliance team and a lot of efforts which at times were hard to find. Another and the most obvious challenge is finance management and therefore a strong and trustworthy team of finance is always required.

Q. Manufacturing industry has its own set of challenges, amongst which most prevalent is talent management, how did HMPL overcome this challenge in growing to 170+ strong workforce?



MD: Although in the beginning we faced a lot of challenges with talent management and hiring, with passage of time, these challenges were surpassed. It was all because of a few simple principles, fundamentally it is about being patient with people and creating a safe, positive, and supportive space within the company. A space where

everyone can respectfully and openly express their views, ideas, and opinions without the fear of backlash. Any individual who feels safe wherever he is, chooses to always stay and give their best all the time in every aspect. If we let individuals shine together the company automatically shines brighter.

Culture of a company speaks volumes about their workforce and management. We aspire to continue to walk down the same path in terms of management especially to the new generation where every individual has a strong opinion and ideas of their own.

Q. While expanding your company, which were the key principles you stuck to, as a result of which the perseverance bore results?

MD: The fundamental idea behind any expansions was always to fill a gap that lies in the market. The identification of a necessity in the Indian market and understanding of the Indian consumer's mindset always helped me to design and create the products and businesses that we have today.

Q. If you were to mentor Pharma machinery industrialists in their nascent stage aspiring to expand into other countries, what three pearls of wisdom would you share with them, please elaborate.



MD: Speaking from the experiences, it would be to always keep your head down and work with the best interest of customer in mind and keep an honest heart. Speaking from personal experience as an entrepreneur, it would be to never be afraid to fail at a young age, it is to know that it is okay to make mistakes, it is not okay to never learn from it. Always believe in the process and have an unbreakable sense of self belief no matter what anyone else says.

Q. Where do you foresee India's growth as a nation for the Pharma machinery industry?

MD: With the current economic state of western nations and the increasing unreliability on China, I see India becoming the top player in not just pharma but in all manufacturing industries. The current government policies and the track record of past five years has only seen India making huge advancements in manufacturing resulting, the Indian consumers putting their faith in Indian manufacturers. Other countries have also started to have great associations with India as a pharma machine manufacturer.

Q. What are the three key traits that every leader must possess to survive in the global markets?

MD: Among many traits the most important characteristics that helped me was patience, being

open to accept failures and improving on it and facing all the problems head on with a positive mindset.

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Q. As any Entrepreneur is always challenged with multiple aspects, how does one keep the motivation factor up to mitigate them?

MD: I truly believe that motivation doesn't play any role at all, motivation is temporary, the key is discipline and consistency, one should be willing to do the same thing every day for years. When you are disciplined and consistently approach your goals, one day an opportunity will come and that's when you grab it with both hands, that's when you taste success.