

**Chairperson's Address to Residential Induction
Training Programme to RAs
At IICA – 27 January, 2020 at 10 am**

Good morning to all of you. At the outset, let me convey my heartiest congratulations on joining Competition Commission of India as Research Associates. CCI, as you know is a very prestigious institution and I am happy to say that we in the Commission for the first time have decided to impart induction training to RAs who have recently joined. Earlier we had planned to organise this induction programme in the Conference Room of CCI office, but then we decided to engage IICA and make it a one week residential programme, so as to make the entire training more professional. IICA too is equipped to take up such activities as they have got an excellent infrastructure and a **dedicated School of Competition Law**.

I have gone through the programme and I am finding it very comprehensive, covering all major topics. I am sure, this induction programme of five days will give you a very good understanding of Competition law, how it operates, and will prepare you to discharge your responsibilities very effectively and efficiently. This will also be a good forum for all of you to interact with each other, know each other and develop good bonding. I am sure you will make full use of your stay here and thoroughly enjoy it.

You are from different streams and you will be spending different amount of time in CCI, depending upon what decision you take about

your career. Some of you may ultimately get absorbed in CCI through Direct Recruitment process, but whichever path you choose, I wish to impress upon you that it will be our endeavour to make your stay in CCI very-very fruitful. In case you leave CCI at any point of time, I want that you should always cherish good memories about CCI that it has provided you with enough domain knowledge to excel in your future assignments. We see you as an important national resource and we will always value your contribution wherever you happen to be.

Now, based on my experience, I would like to say a few things which at least I feel are very useful in building one's career.

You should enjoy work : Whatever assignment is given to you should be executed with a sense of joy and purpose. If you really want to enjoy any assignment, you have to go into details and start understanding the fundamentals of various issues. Once you get a command over the subject, you'll see that you'll start enjoying it and excellence will follow. So, enjoying one's work precedes excellence.

As we all know, verbal communication is only a minor part of total communication. It is often what is not articulated, expresses itself in the form of body language. So, at all times, do note, that your body reflects your inner state of mind. If you're not enjoying your work, though you may not say so, in as many words, your body language will reveal it. So when you interact, your entire body should be

involved. Your movement of hands, head etc. should reflect your inner enthusiasm.

There should be clarity of thought. There should be no confusion at all about any issue. In Bhagwad Gita, Shri Krishna has said that "*the confused mind makes a person lose one's ability to reason and power to solve one's problems.*" Should any confusion persist, it is incumbent on you to resolve such doubts. This you can do by talking to your colleagues and seniors.

During the course of your service, you will come in touch with some senior officers, who may become your well-wishers. Try to remain in touch with them. They can be your mentors and provide useful guidance in case of difficult situations. But do remember that a senior officer would like to reciprocate and be in touch with a junior officer only if he feels that the junior officer has some substance in him and if groomed well can become an excellent officer. Hence, you have to give a good account of yourself in order to establish such a mutual relationship. After all, senior officers are inclined and positively disposed towards mentoring junior officers who have proven themselves and are going to be an asset to the organisation.

Keep your conduct above board all the time. You are being judged all the time whether you are in office or at home. No amount of preaching works. Your children will copy you in toto. So, if you are sincere in your dealings, you will see that your children will imbibe the

same qualities. So it is in your selfish interest to put your best foot forward all the time, if you want to do well in life.

Expressing yourself clearly is very important. If you have the ability to express your ideas with clarity, you'll find that you'll be able to carry your proposals through. In today's age this is becoming all the more important.

To conclude, anything you choose to do is a step towards your future and will become a part of each and every one of you. It will start moulding your personality and, your unique identity, will start emerging. People will talk about you as you move from one place to another. Your rise will follow a very scientific process and will be contingent upon multiple feedbacks from various stakeholders.

It may appear to you that life is very long, but it is not so. So live each day with full consciousness and soon you'll observe that you'll carve out a career that is more resilient to the vagaries of fortune. On that optimistic note, I would like to conclude and quote Thomas Jefferson, who had once said:

"I find that the harder I work, the more luck I seem to have."

Jai Hind