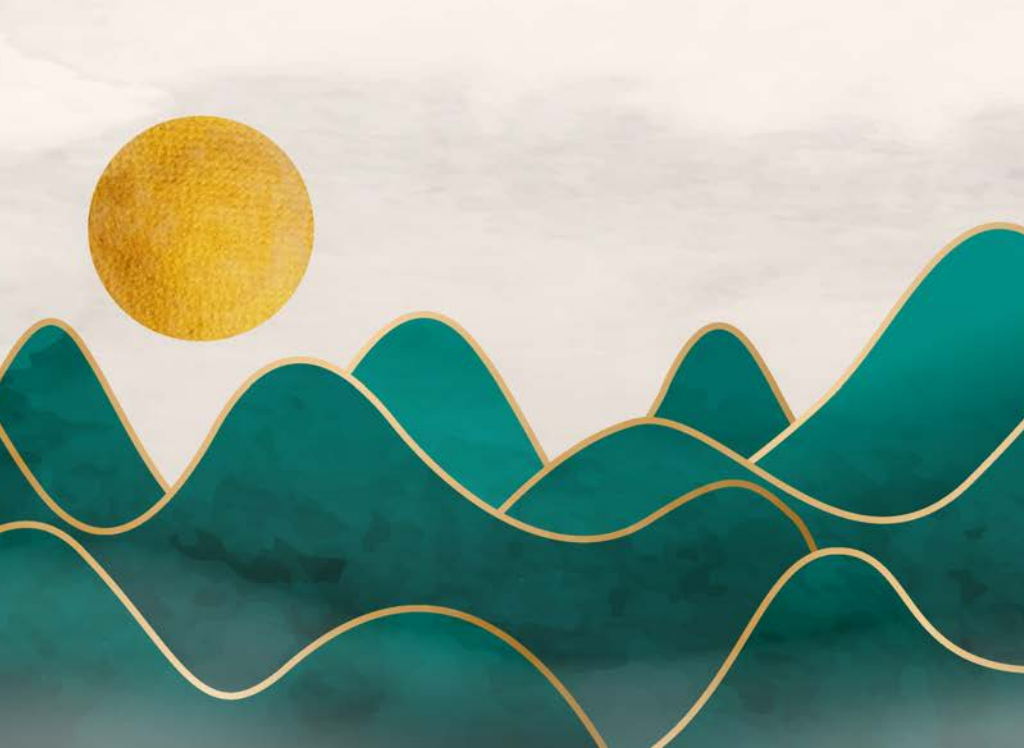


PERDAMAN



THE PERSONAL
PHILOSOPHY OF
MAEGHA RAMBAL

Lessons from an autobiographical short story.



HER

PERSONAL PHILOSOPHY

By Carla Genovesi
Produced by Perdaman

When first asked about her leadership style, Maegha explained that she 'leads from the heart.' But what does that really mean?

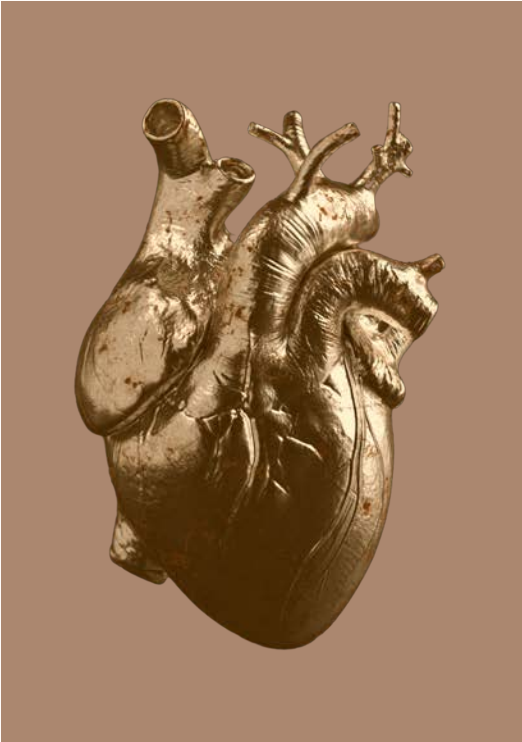
Heart-leading is a style of leadership that prioritises following your instincts, empathy and intuition. The practice essentially encourages a person to make business decisions based on their heart rather than solely on the mind.

For Maegha it's all about:

- Caring about your staff on a personal level
- Treating them like family
- Not discriminating
- Ensuring fair salaries
- Gender Equality / Equality Mindset
- Progressive culture over the traditional authoritarian mindset
- People are hired based on merit
- Passionate about wanting employees to feel safe in their workplace
- Work to live not live to work



CARING FOR YOUR



Maegha cares about her employees from a place of genuine interest in their wellbeing and lives. Her warm and comforting demeanor has made her a mother figure in the company. When it comes to physical and mental health, Maegha firmly believes that 'the body comes first.' When an electrical engineer was limping from an infected wound, she took him to the doctor and paid for his education. When an admin coordinator abruptly lost her father, Maegha was there to lend a shoulder to cry on and console her through months of deep grief.

Maegha believes that the keystones of caring for her employees mentally and physically are:

- Encouraging people to ask for help when they need it
- Personally being a role model and spreading positivity
- Having an honesty policy
- Balancing authority with care
- Rewarding hard working employees

"It hurts me when my employees are in pain."

EMPLOYEES

FINDING

YOUR

When asked how she stood out from the crowd, Maegha replied that her success was due to identifying and harnessing her competitive advantages. The main one being her cultural work ethic.

"In Australia it's easy, in India you're constantly hustling, always striving for perfection. The barriers to entry are so high. We had to work 10x harder to be taken seriously."

COMPETITIVE ADVANTAGE





BALANCING WORK & MOTHERHOOD



had a traditional view of how I wanted to raise my children."

In her eyes, there was no greater job or legacy than imparting the right values to her two sons. "I sacrificed 18 years of my career so that they could have the guidance they needed. It's so easy for kids to be distracted. To lose their way. I don't think you can be both when it comes to being a mother and having a career. You'll only ever be half of what you need to be for both lives."

In 2017 when her sons were grown, Maegha felt that it was time for her to rejoin the world of business, but first she sought to obtain a new qualification in real estate. "It was important to me to contribute to my community and my company."

Maegha is now Director of Perdaman and is heavily involved in the management of the commercial centres as well as with the Perth stakeholder management.





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