

1Silver Bullet CEO believes taking care of employees is the success behind Silicon Valley

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1Silver Bullet CEO believes taking care of employees is the success behind Silicon Valley

By

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Synopsis

Milan Ganatra feels employees should be treated as valuable resources, not as expendable bodies.



Agencies

Milan Ganatra devotes at least four to five hours each day on weekdays.

Milan Ganatra, Co-founder and CEO, [1Silver Bullet's reading list](#) is replete with authors from [Silicon Valley](#) because that is the space that he operates in. "I recently read a collection of unpublished letters that Warren Buffet had written to his shareholders before each one of his annual AGMs. As for books, in the last year I've picked up were Work Rules by Laszlo Bock, Business Adventures by John Brooks, That Will Never Work by Marc Randolph, [What Great Brands Do by Denise Lee Yohn](#), No Rules Rules by Erin Meyer and Reed Hastings (this continues to be one of my favourite books), Blitzscaling by Reid Hoffman (this one is another favourite), Absolute Power by Sucheta Dalal and Debashis Basu," he says.

Most of the books that Ganatra has been reading are by [entrepreneurs](#) or people who work in related fields. "And the one thing that I've derived from all of them is that entrepreneurs have to be self-motivated; there really is no way to work around this trait. Also, I've learned that there is no fixed formula for success, each business has a unique set of challenges and entrepreneurs have to keep adapting to deal with them. And the last and most important lesson I gleaned from all my reading is that people are a company's true capital. You have to build teams of the best people and then give them freedom along with responsibility to truly thrive. Freedom sans responsibility or vice versa doesn't work; they both go hand in hand. Once a company has such reliable team structures in place, they should work towards retaining them and taking care of them. People often wonder what the reason behind the success in Silicon Valley is. I truly believe it is because they take good care of their [employees](#) and treat them as valuable resources and not just expendable bodies," he says.

The next-gen financial infrastructure platform boss reads for about an hour every night and on weekends, he devotes at least four to five hours each day.

"The very act of looking forward to reading a book manages to take my stress away. I am very old school in my preferences; hence, I will always opt for physical books over an audiobook or a Kindle. There is something very special about holding a copy of a book in your hand and devouring all the pages; it is an immersive experience that cannot be replicated by technology. As for audio books, I find that my attention wanes and I am tempted to do other things while listening to the book," he says.

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