

Leadership Talk

Speaker: Ms. Sunita Raut, Organization Development Consultant, The Four Rooms of Change Group, Stockholm, Sweden

Date: 04 January 2020

Theme: Four Rooms of Change

The first-year students of School of Human Resource Management , Xavier University, Bhubaneswar, attended a Leadership Talk on the theme – ***Four Rooms of Change*** on January 04, 2020, delivered by our esteemed speaker – Ms. Sunita Raut, Organization Development Consultant, The Four Rooms of Change Group, Stockholm, Sweden. The talk revolved around three core words a leader should remember; Failure, Meaning, and Responsibility.



Talk Summary

Ms. Sunita Raut shared her passion for helping students navigate through life. She traced her story, focusing on the failures and how she overcame them. Ms. Raut narrated how her troubles with Adverse Childhood Experiences (ACE) impacted her perceptions in her personal and professional life. She continued the talk by describing how one should see the world and accept it the way it is. Ms. Raut then explained the Four Rooms of Change, i.e., Contentment, Inspiration, Self-censorship, and Confusion.

Contentment	Inspiration
Self-censorship	Confusion

Explaining the concept of responsibility, she stated how our ability to respond affects where our life goes. She ended the talk by doing a headstand and stating, “What if it isn’t the world but you who is upside down?”

Key Takeaways

- ✓ The three words a leader should always remember are: Failure, Meaning, and Responsibility
- ✓ You are responsible for your life, and the successes and failures that you encounter
- ✓ Failure is one of the biggest teacher, if you so choose
- ✓ See the world the way it is, by accepting the way things are
- ✓ Do not wait for people to clap for your efforts, especially if you can get the work done in an easier manner and reduce stress for yourself

Q&A session

1. Can experiences as an adult affect your perspective?

Yes, different experiences can have either a positive or a negative impact on your perspective in life. For example, a rape survivor may form a stereotype that all men are bad and avoid them. Alternatively, she might decide that only some men are bad and will try to protect herself from them.

2. If you have to choose between love and fear, what would you choose?

Always choose love, even if you’re afraid. Let that fear or hesitation come from a place of love. As stated by Ms. Sunita Raut, “Fear ceases to exist when there is love and love ceases to exist when there is fear”.

3. Society stigmatizes the things that you do. What should be your reaction?

Society will always stigmatize the things that you do. Hence, you should look for people who will accept you, only if you wish to. It is entirely up to you, to do what you want to. But, do not take stress, because leadership requires a lot of effort.

A student of PGDM Marketing (Batch of 1992-94) from XIMB, Ms. Sunita Raut has previously worked for Oriflame, IKEA, and Shunya Spaces.

She focuses particularly on Water, Women, and Education for Children. With 25 years of experience in HR, OD, and Training and Development, Ms. Raut facilitates stand-alone workshops and designs thematic learning circles. Dancing with the Angels is one such circle, working with Women for their Sexual Empowerment.



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