



RAJESH PATHAK

Examiner
DISC Type : cs

Associate Vice President-HR at Newgen
Jaipur, Rajasthan, India

Overview

Rajesh Pathak is the Associate Vice President-HR at Newgen, where he has been for over a decade. An accomplished HR professional with a career spanning since 1995, he holds a postgraduate degree in Personnel Management and Industrial Relations from Utkal University, providing a strong foundation for his extensive experience.

He shows a keen interest in modern leadership principles, following organizations like the NeuroLeadership Institute. His professional interactions suggest he is an engaged and supportive colleague who actively celebrates the successes of his team and peers, particularly in areas like corporate social responsibility initiatives.

Unique fact: Before building a career in human resources, Rajesh earned a Bachelors degree in Zoology.

Personality Overview

Late Adopter **Unexpressive** **Process Oriented**

They do not like taking risks at all and go for proven options in the end. They are heavily focused on quality and prefer doing things the right way, even if it takes time. Being observant comes to them naturally.

Topics They Care About

- HR Leadership**
As AVP-HR with a career starting in 1995, he has extensive experience leading human resource functions and strategy.
- Corporate Social Responsibility**
He has shown support and appreciation for his company's CSR initiatives, indicating it's an area he values.
- NeuroLeadership Principles**
His interest in the NeuroLeadership Institute suggests a focus on applying modern, brain-based science to leadership and management.

Talent Management

[Predicted] Given his senior HR role and long tenure at Newgen, he is likely focused on developing and retaining key talent.

Industrial Relations

His postgraduate degree in Personnel Management and Industrial Relations forms the academic basis of his long-standing HR career.



Media Appearances

Rajesh has no verified media appearances

Work History

• 1-2008

Associate Vice President-HR at Newgen

Education

Rajesh has no verified education history

More Information

Social Presence :



Prographics :

Exp : 17 Location : **Jaipur, Rajasthan, India** Job Level : **N/A** Designation : **Associate Vice President-HR at Newgen**

Insights For Selling To Rajesh

👉 During A Call Or A Meeting

DO's

- Be firm in your communication and stay in control
- Ask them which other stakeholders would be important for this purchase decision
- Spend time addressing concerns around risk and change, they will have them even if they don't express them

DONT's

- Don't use phrases like 'do not worry', 'i promise' etc.
- Don't rely on relationship building even if they act pleasantly
- Avoid getting into storytelling mode, especially when they ask specific questions

👉 When Cold Calling

Insights

Pattern Interrupt: Speaking in a slightly hesitant manner, and seeking their permission at the start through a negation can get you a chance.

Pace: Speak slightly fast, especially if you tend to be calm and confident. Sound like a 'knows their domain' person.

Tone: Keep your tone slightly apprehensive, as if you are a little unsure about calling them.

Tactics To Win: Use of negations, giving full information

Mistakes To Avoid: Use of superlatives, overusing social proof

Making The Ask: Use negations, it is extra effective with them. It gives them a chance to say no, they like doing that.

Subconscious Driver: They believe they know a lot, so it needs to make sense as well as make them curious. They need to think that it is something worth investigation.

Script

Greeting: Hi Rajesh, this is [user_fname] at [user_companynamewordstwowords].

Opener: You probably don't want to be on this cold call, would it be a problem if I asked for 30 seconds of your time?

Introduction: My company has leveraged 30+ years of research to build an AI that can predict anyone's personality, behavior and decision-making style before you even spend a minute with them.

Ask: Companies like [abc], [xyz] have been able to move [KPI1] by X% and [KPI2] by Y%. Would it be too much to put 15 minutes on your calendar to share why this could be high ROI for you?

Close: Can I suggest [time1] on [date1]? Or would you prefer any other slots? And [prospect_email] would be the right email ID for you?

👉 When Writing An Email

Subject: Precise

Example: Measurable results', '6.2% more sales' etc.

Salutation: Yes (Something formal)

Example: Use 'Hi' (along with the first name)

Greeting: Yes (Say something formal/usual)

Example: Use standard lines, like 'I hope that you are doing well' etc.

Emojis/GIFs:

Bullet Points: Recommended

Closing Line: Logically summarize/ask

Example: Something like 'If these points make it clear, shall we speak tomorrow at 11am?'

Complimentary Close: Formal

Example: Something simple like 'Thanks', 'Regards' etc.

Tone of Words: Objective, informational

Overall Messaging: Focused on removing doubts

Length of Mail: Medium

Example: Ideally upto 120-130 words

👉 While Negotiating & Closing

The secret to closing fast with Rajesh is

- *Proof of usage by others in the industry, case studies showing ROI are likely to work the best with them.*

Will you ever get a clear answer from Rajesh

- *They are unlikely to say no, it's better to stop yourself once you have exhausted all the options.*

Insights For Deal Planning

How Fast (Or Slow) Will Rajesh Move?

- *They are some of the slowest movers and take their time reaching decisions.*

Can Rajesh Take Some Risk Or Not?

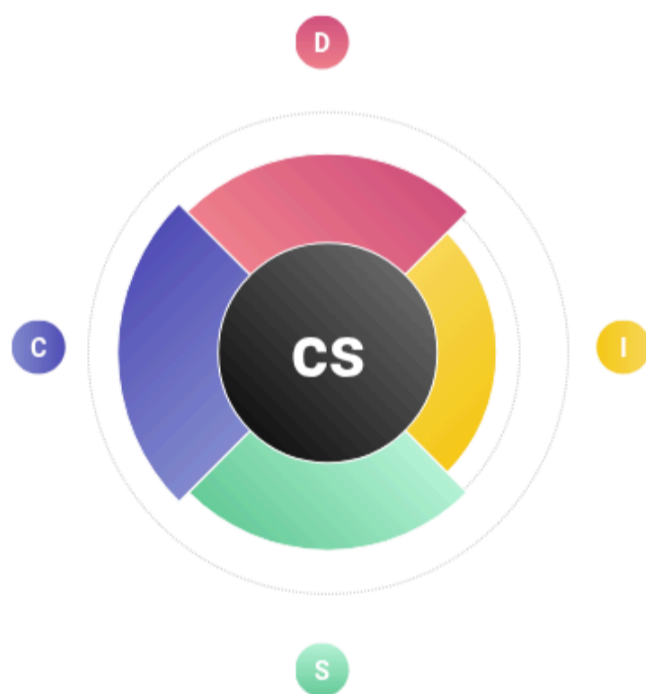
- *They have very low acceptance of risk even if they do not say it directly.*

You And Rajesh

Personality Compatibility

Not enough data to show compatibility comparison

DISC Profile : Rajesh's Key Traits



CALCULATIVENESS

Calculativeness(C) reflects the degree to which a person is likely to be cautious, systematic and analytical. Those scoring high tend to emphasise quality and accuracy, enjoy showing off their expertise or challenging assumptions but can sometimes overanalyze things and be overcritical.

STEADINESS

Steadiness(S) reflects the degree to which a person is likely to focus on cooperation, support and taking everyone along. Those scoring high tend to be consistent and calm, are excited about the opportunity to collaborate and partner and could sometimes be indecisive or overly accommodating.