

 Collabera

Classic

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Takeaway

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ANAND

A LEADER BY EXAMPLE



"Leadership essence is all about empowering others to reach their full potential. It means creating a space where people feel valued, supported, and inspired to do their best.

This belief guides how I lead and motivate my sales team, ensuring everyone feels appreciated and encouraged to grow and succeed."

- Anand Upadhyay

ROLE AT COLLABERA

Anand Upadhyay is a proven leader known for his ability to motivate teams and drive exceptional sales results. In this edition, we delve into his journey, leadership philosophy, and strategies for achieving consistent sales success.

- Manager Sales



From Passion *to Progress*

ANAND'S ASCENT IN DIGITAL TALENT TRANSFORMATION



Growing into the Family

I joined Collabera with a passion for digital transformation. Starting as a team lead, I focused on understanding client needs and crafting tailored solutions.

My journey involved continuous learning and increasing responsibilities, leading larger teams and more complex projects.

Six years later, my experience has exceeded my expectations. Collabera's unwavering commitment to its vision is inspiring. It's fulfilling to empower individuals with the skills they need to thrive in this dynamic field. Today, as a manager, I continue to drive our mission of digital talent transformation in this fast-paced industry.

Becoming a Part of Collabera

What drew me to Collabera was its focus on digital talent transformation. The tech industry is constantly evolving, and I was excited to join a company at the forefront of helping businesses adapt.



Defining *Moments*

Early in my career, I encountered a hesitant client with specific needs. By patiently listening and engaging with their challenges, I crafted a tailored solution that exceeded their expectations. Their excitement and gratitude were defining moments for me, teaching me the importance of empathy and active listening.

A memorable challenge was when a new team member struggled to meet their quota. Instead of micromanaging, I provided targeted coaching and mentorship. Over time, her confidence grew, and she exceeded expectations. This experience taught me the importance of personalized support and the impact of thoughtful guidance.



Setting the Bar High & *Overcoming Hurdles*

Setting ambitious yet achievable goals involve collaboration. Involving stakeholders and team members in the goal-setting process helps align our goals with expectations.

We use SMART goals to provide clarity and focus, celebrating individual and team achievements to foster a culture of continuous improvement.

Specific ✨
Measurable
Achievable ✨
✨ *Relevant*
Time-bound



Adapting for *Excellence*

Initially focused on results, I noticed a shift when the team lacked excitement about exceeding expectations. I shifted focus to building a culture of continuous learning and growth.



*Teamwork
Makes the
Dream Work*

To foster seamless teamwork between sales, delivery, and operations, I prioritize regular cross-functional meetings. We discuss upcoming projects, identify potential roadblocks, and brainstorm solutions together.

This open communication builds trust and ensures alignment toward common goals.

Building Client Relationship ✨

MY GOLDEN RULES FOR FOSTERING TRUST AND
EXCEEDING CLIENT EXPECTATIONS

✦ *Transparency & Communication*

Keep clients informed throughout the process

✦ *Under-Promise & Over-Deliver*

Strive to exceed expectations

✦ *Building Trust*

Focus on creating long-term partnership

✨
A challenging client relationship involved a company skeptical about our ability to meet their needs. Open communication and consistently delivering high-quality candidates built their trust, turning them into one of our most loyal partners.



The Receptipe for *Success*

PASSION

Drives us to go the extra mile
for clients and candidates

CONTINUOUS

Learning

Staying updated
with industry
trends and honing
skills is crucial

Team

COLLABORATION

Fostering a supportive environment where
sharing best practices is the norm.

On a *Personal Note*

Fatherhood has been an incredibly rewarding journey. It has taught me patience, time management, and the importance of celebrating small wins. These lessons translate into my leadership approach, making me a more patient, efficient, and celebratory leader.

Maintaining a healthy work-life balance is crucial. For me, setting boundaries and prioritizing family time is key. I encourage my team to take regular breaks and maintain healthy habits.

MY ADVICE: CLEARLY DEFINE YOUR WORK HOURS
AND STICK TO THEM



Inspiring the *Next Generation*

Sales leadership is about empowering your team. Build trust, be their biggest cheerleader, and celebrate every win. Cultivate a passion for helping people, equip your team with the necessary skills and support, and you'll see true magic happen. Lead with heart, coach with purpose, and watch your team soar!

✧
"The 7 Habits of Highly Effective People" by Stephen Covey has greatly influenced my leadership approach.





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