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YLDP Session VII Article (Mr. Pankaj Malani)

In his book “ Authentic Leadership: Rediscovering the Secrets of Creating Lasting Values”, Bill George describes that it means to be an authentic leader. An authentic leader shows passion for their work as well as their team. They are able to lead with their charismatic abilities as well as their logistical minds. They establish meaningful relationships with those they work with and are disciplined in their craft. Ultimately, they know themselves and their inner strengths and weaknesses.

Mr. Pankaj Malani is an excellent example of an authentic leader. When Malani first started at Unique Industrial Products, he had lots of pressure placed on him as he was the son of the CEO of the company. Nevertheless, his self discipline allowed him to start from the “ground level” and rise to the top. He initially had to learn the workings of the entire company as he had to lead a large number of employees with a wide array of skill sets and qualifications. Unique industrial products worked with multiple countries such as China, Canada, India, and South Africa in order to make sure the customer gets the best experience possible.

Furthermore, Dankaj is a risk taker. His company started selling drilling supplies in 2015 and started a hanger supplier called elite components. Dankaj took the initiative and sold four of his distribution companies while still maintaining 40% ownership of his companies. In order for Dankaj and his company to be successful, they must be adaptable. He has to see the changes in direction of the logistic and supplies industry

and adapt that role for whatever the company needs. Unique industrial products are also able to oversee a large and complex vendor management system in order to get the product to the customer as efficiently as possible.

Overall, a good leader needs to be disciplined, adaptable, and opportunistic. In order to be authentic, they must learn from their own mistakes as well as the experiences of those around them so that they are better prepared for the future of their company.