

# PARUL KASHYAP

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## LEADERSHIP MANTRA

**Commitment is what transforms words into reality. Be it the commitment to yourself, your work or your dreams!**

### Seed of the Dream

**T**hroughout my career, I was fortunate to have received autonomy on steering my role, fairly early. I got opportunities that placed me out of my comfort zone and propelled me to take more responsibility which in turn allowed me to prove my merit to my clients and organisations. During the 14 years in various in-house and law firm roles, before starting my boutique law firm, SunLegal almost 3 years back, I was able to cut my teeth on very good quality work that included structuring and conceptualising big ticket infrastructure projects ranging from power plants, roads and highways, airports, hospitals, 24x7 water supply projects, renewable energy projects and much more. My association with a special vehicle created by IDFC to catalyse PPPs in India, when Public Private Partnership had just begun to be adopted by the government as a viable model for construction and maintenance of public assets, took me to far corners of India and gave me a robust brick and mortar experience of infrastructure development. While on the other hand my experience of working alongside a foreign law firm broadened my horizon on the global best practices on the business side of law. My work brought me in contact with all major stakeholders in the infrastructure sector who noticed the value that I brought to my work and chose to work with me on many occasions, later in life. The seed of my dream to fly solo stemmed from the vast network I had created that was pulsing with opportunities for me and the trust that I had managed to build up in my potential clients about my ability to deliver results.

### Signature Moves

Early days at SunLegal were a mixture of opportunities and setbacks, when on the one hand work flowed from unexpected sources and on the other a high value client going back on its words resulted in the projected work and cash-flow taking a hit. I learnt early in the game, the value of cash and the need to consolidate my clients and work for a lasting stability of the practice. After the initial hiccup, I kept my focus

and energy on the firm's marquee clients and deferred any other active business development and business acquisition activities for one and a half year, because I realised the importance of building impregnable trust in the clients' minds by offering bespoke services, being available when they needed, seeking active feedback on our services and going above and beyond the clients' expectations..

### Winning Traits

Finding out what I was passionate about and then working hard for it was the key. Being fearless when it came to my approach to work and my refusal to connect fear of failure to opportunities along with my innate courage to take appropriate risks, struck gold for me and helped me advance as a high-impact leader.

### Insider Tips

When your vocation, whatever it may be, ceases to excite and does not further your self-growth and learning, a voice inside guides you that it's time to reboot and risk the ordinary to go after the extra-ordinary. It is more important than ever for women to find their voice, to be unapologetic and fearless in being what you want, saying what you need to, and doing what you think is right for you. My tip for women who want to pursue a wild idea or take a bold decision would be to ensure that the downside is capped.

### Community Connect

I find great pleasure in mentoring talent and showing them the way. I was fortunate to have found good mentors along the way and I make sure that no matter how busy I may be I make time for my teammates and guide them whenever they need my counsel. From the coming financial year we are launching an initiative named Hustle wherein we will welcome women who have been on a career break, to start afresh while we offer them the desired flexibility to help them balance their work and family commitments.