



TEN
TENETS OF
INSTITUTIONAL
LEADERSHIP
CAPITAL
BUILDING

INTRODUCTION



“In the 1980s, we would take complete ownership of various roles. I am working very hard to return to that culture. When you do this, what you’ve done is that you’ve broken silos.

Let’s get back to this founder culture. Let us get into small teams. Let’s think end-to-end.

The strength of Reliance is that all of us will know how to zoom in by knowing the business at the back of their mind and zoom out by knowing what will happen in the next decade.”

Mukesh D. Ambani
Chairman & Managing Director, Reliance Industries Limited



INTRODUCTION



“We have collectively succeeded in growing Reliance from strength to greater strength only because each one of us in the Leadership Team has internalized the Founder's Mindset.”

Mukesh D. Ambani
Chairman & Managing Director, RIL



INTRODUCTION



Our Chairman outlined the philosophy of the **Founder Mindset** through **10 Tenets**

 Integrity Capital	 CUSTOMER VALUE	 Empathy Capital	 Achievement Capital	 Technology & Innovation Capital
 EXCELLENCE	 Technology & Innovation Capital	 Community Engagement Capital	 Capability Capital	 OWNERSHIP MINDSET
 Cooperation Capital	 Achievement Capital	 Relationship Capital	 ONE TEAM	 Cooperation Capital
 INTEGRITY	 Community Engagement Capital	 Trust Capital	 Integrity Capital	 Relationship Capital
 Cooperation Capital	 Relationship Capital	 People Capital	 RESPECT	 Empathy Capital



WHAT ARE THE 10 TENETS?

The 10 Tenets are practical guideposts that outline our **PURPOSE.**

They answer the “What” and “How”:

- “**What** should I do?”
- “**How** should I behave?”



AUDIENCE INTERACTION



What is the purpose of doing business?



WE CARE



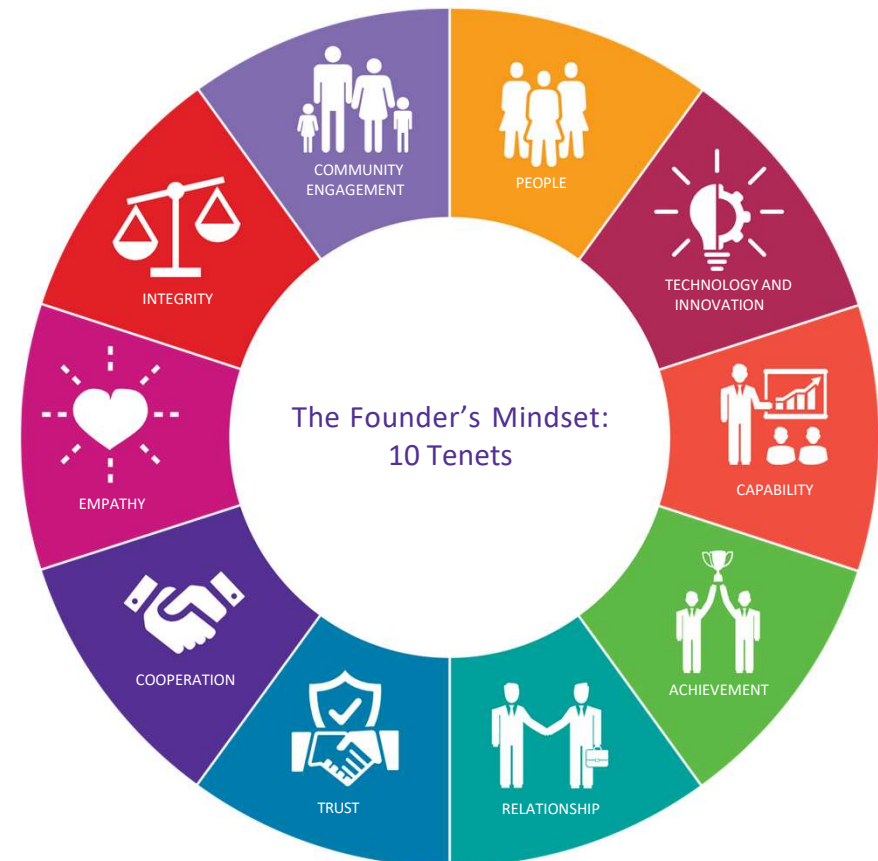
WE CARE

“Reliance was founded as a Corporate that Cares.”

THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL



1. People
2. Technology and Innovation
3. Capability
4. Achievement
5. Relationship
6. Trust
7. Cooperation
8. Empathy
9. Integrity
10. Community Engagement



THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL



“

*“Between my past, the present and the future, there is one common factor. **Relationship and trust.**”*

*“I learnt that money, influence and power alone cannot achieve anything in life, big or small, without a certain **soft, delicate, sensitive, understanding human touch in all one’s deeds and words.**”*

”

Shri Dhirubhai Ambani

These principles are inspired by Founder-Chairman Shri Dhirubhai Ambani’s own personal leadership style.

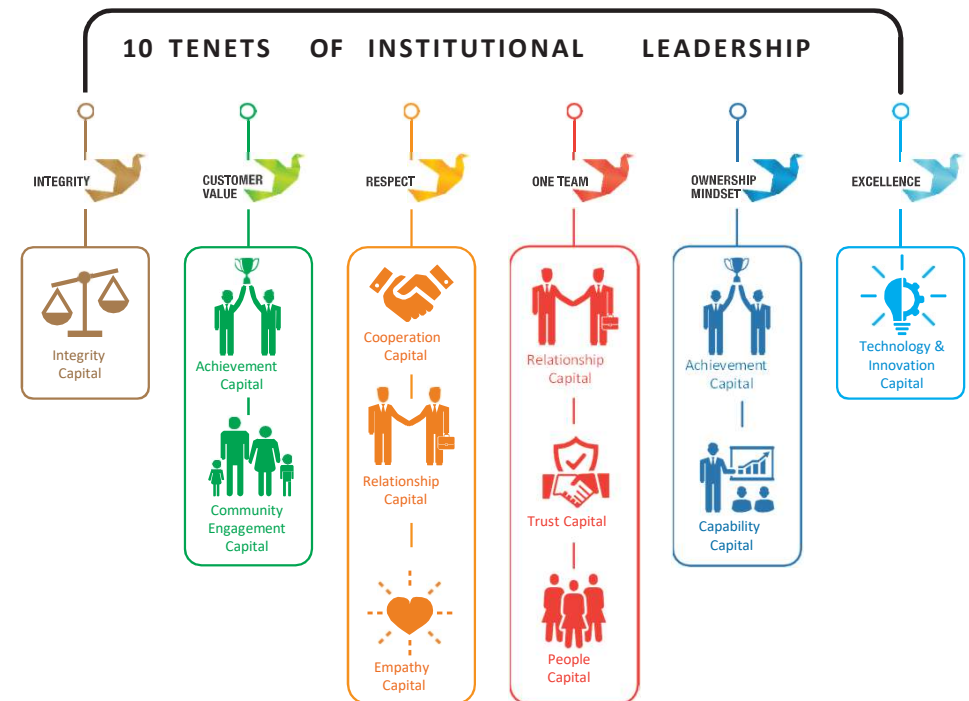


THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL

The 10 Tenets are an expanded articulation of how we can live out RIL's **Six Core Values & Behaviours**.

They demonstrate the **HOW** of our "We Care" philosophy.

Driven by our purpose of caring for people, planet, and shared inclusive prosperity, the 10 Tenets are **capitals that we must seek to achieve** in order to fully live up to our Core Values & Behaviours.





THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL



“Honesty and uprightness are non-negotiable principles at Reliance.”

INTEGRITY IS THE FOUNDATION OF ALL VALUES AND LEADERSHIP TENETS



&



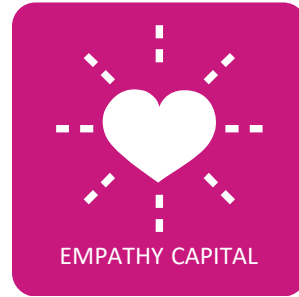
“Reliance's greatest strength is our human assets, not just our financial assets.

The greatest value creators are brains, not machines.”

THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL



Demonstrates “One Team”



- **Demonstrates RESPECT**
- **Expands Emotional Quotient**



&



By investing in skills and growth



Helps accelerate growth



Strengthens the Reliance Family



For society and country

THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL

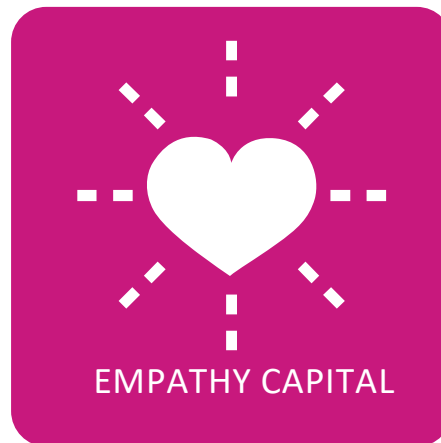


- Growth in skills, competence, capabilities
- More trust and respect from colleagues
- Achieve great things to our fullest potential

We are able to act decisively like leaders and take ownership of our work with pride.

This demonstrates **Ownership Mindset** and **Excellence** in work and outcomes.

RELIANCE INITIATIVES SHOWCASING SOME OF THE 10 TENETS



We created 1.7 lakh+ new jobs in FY 2024

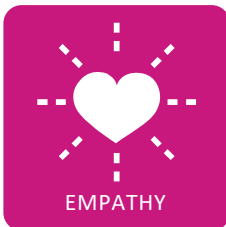


RELIANCE INITIATIVES SHOWCASING SOME OF THE 10 TENETS



We invest in our people through:

- o training programmes and proper feedback mechanisms,
- o career acceleration opportunities,
- o educational support in the form of financial aid,
- o mental health support through our EAP partner,
- o regular webinars with in-house experts,
- o fitness and emotional well-being activities.





RELIANCE INITIATIVES SHOWCASING SOME OF THE 10 TENETS



- **Manufacturing Excellence** with Naroda, Jamnagar, Patalganga, Hazira etc.
- **Jio** and India's digital revolution
- **New Commerce**: Enables merchants to thrive in digital age
- **New Energy**: Investing in the latest technologies to achieve net-zero carbon by 2035

RELIANCE INITIATIVES SHOWCASING SOME OF THE 10 TENETS



Reliance

- Touched **76 million+ lives** through Reliance Foundation
- Spent **Rs 1,592 crore** on developing communities

THE 10 TENETS OF BUILDING LEADERSHIP CAPITAL



Our work benefits our communities, our nation, and our planet,
demonstrating **Customer Value** and the promise of Reliance:

WE CARE



CONCLUSION – AUDIENCE ACTIVITY

How will you live out Reliance's promise of "We Care" through the 10 Tenets?



THANK YOU