

BEST-IN-INDUSTRY EXPERTISE IN ALL SORTS OF LEGAL REQUIREMENTS

"Success is not final, failure is not fatal: it is the courage to continue that counts"

RITIK JHA • REVOPRENEUR

When it comes to getting legal aid, we always try to get the assistance of best law firms with tried and tested seasoned expertise. Half your case is won the moment you approach a top-notch lawyer or law firm. Today we are going to talk about a law firm which consists of best-in-industry expertise in all sorts of legal requirements. We are talking about none other than S. Dutt & Co, Solicitor & Advocates. This Kolkata based firm was incorporated as a primary litigation practice by Mr. S. Dutt, Solicitor & Advocate way back in 1976. His son Saptarshi Dutt, Advocate was inducted into this law firm in 2010. Mr. Saptarshi Dutt had played his role in expansion of the law firm in the field of immigration, arbitration, foreign investments, real estate matters and cyber cases. Today, this law firm is one of the leading law firms in Kolkata.

It offers comprehensive counsel on a range of legal services including Mergers & Acquisitions, Private Equity, Real Estate, Education, Intellectual Property, Employment and Labour, Licensing and Registrations, Taxation (Direct & Indirect), business setup (globally), thus catering to every legal need from across the globe. Its services extend through diverse sectors of industry including assistance to facilitate foreign direct investments and business setup in India. Its



SAPTARSHI DUTT
PARTNER | S. DUTT & CO, SOLICITOR & ADVOCATES

clientele includes an array of domestic and international individuals and companies

S. Dutt & Co. has been recognized for its expertise in addressing an array of legal issues especially those relating to arbitration matters, real estate matters, mergers, corporate compliance and domestic governance

as well as advisory support to the booming start-up ecosystem. "Since our diversification, the firm has assisted and continues to assist clients from various diversifications in various jurisdictions. S. Dutt & Co. takes pride in being amongst the most sought-after qualitative legal service in Kolkata", Mr Dutt asserts. With an aim



S. DUTT
SR. PARTNER | S. DUTT & CO, SOLICITOR & ADVOCATES

to provide valued, practical and strategic legal solutions to help clients achieve their goals, S. Dutt & Co., Solicitor & Advocates combines the highest global standards with local expertise.

Accurate, reliable, timely and cost-effective advice across a range of industry groups and sectors

S. Dutt & Co. Solicitor & Advocates has adopted an approach that demands the highest levels of understanding in each of the practice areas, technical skills and service delivery by thriving to provide accurate, reliable, timely and cost-effective advice across a range of industry groups and sectors. The cases are assessed keeping in mind the originality of the case, the positive and negative aspects of the case, the merit of the case, the pros and cons associated with the claim, and last but

not the least, the claim of the clients. It tries to give an exhaustive report to its client before taking up any matter. It discloses the merit of case and share its thoughts about the timeline and approximate expenses.

The firm has adapted with the changing times and requirements. With the advent of technology and advancement of social media, there has been a massive change in the mindset of clients. Today's clients are far more dynamic, expressive and understand their legal rights. However, everything has not been hunky dory for Mr Saptarshi Dutt. He faced some challenges during his decades long stint at his firm. "During the course of my employment at this firm, I had to deal with complex cases – I call it an opportunity to express myself. The nature of our profession is such we have to deal with uncertainty and unpredictability every now and then", says Mr S. Dutt.

As a partner of the firm, Saptarshi has to deal with business challenges so that no adverse result comes in. As a leader, he has to devise strategies so that it helps the business run efficiently. At times, he is entrusted with the responsibility to reshape the ideas so that the business reaches new heights.

With expertise, temperament and professionalism, these issues require being resolved. "At times we have to deal with unexpectedness or an eventuality, which was not expected to happen. I take pride in saying our staffs and team management try to stand united when the time gets tough", he adds further.

Mr. Saptarshi Dutt -- A force to reckon with

Running a law firm requires a whole lot of positive temperament, in-depth knowledge and leadership skills. When it comes to running the law firm, Mr Saptarshi Dutt has been a force to reckon with. He has led the firm like a true leader. According to him, the art of leadership is saying no, not yes. In the corporate world, leaders make all the difference. No matter how well equipped your workforce is, it is the job of a leader to steer the path for the subordinates and make the most out of their technical skills so that they may become the best versions of themselves as a professional and an individual.

As a leader, it is the duty of the leader to make the decisions for better growth of the company. "Decision making is an integral part of leadership and being the partner of the firm, it is my duty to ensure that the decision that I take do not suffer from indiscretion and irregularity. As a partner, it is my duty to make the right



decisions based on foresightedness and be ready to take responsibility for the consequences. As a decision maker of the firm, I try to motivate my team members in taking some decision so that they can develop essential decision-making skills required for effective leadership”, Mr Dutt articulates.

With the advent of technology and advancement of social media, we see there has been a massive change in the mindset of clients. Today's clients are far more dynamic, expressive and understand their legal rights. They are lot more proactive dealing with their solicitor houses. Young generations of today are more hardworking and organized in their case. Over the past ten years or so, I find the legal awareness in the mind of clients have increased significantly. Due diligence and public accountability have also increased over the past few years inasmuch as these days any legal firm are accountable to its clientele while discharging their duties.

We now live with a speed of change that the world has never seen.

Revolutions in digitalization, connectivity and information are generating trends such as the sharing economy, new marketing, the internet of things and big data that enable new modes of value-generation. Many fields such as neuroscience and biotechnology are gathering momentum and could produce changes with the help of science and technology. What inspires awe – both of fear and admiration – is that most of these trends are only at the beginning. They are still in their baby shoes. We don't know how or how much they will still change, only that they will change.

The ubiquitous connectivity will make changes volatile. Simple systems hardly exist anymore, and most everything has complex causality and what we do see is often ambiguous. The traditional system gradually diminishing, new software tools have started creeping in. To accept these unprecedented changes demands out of box thinking, flexibility in the approach, new working pattern, constant up-gradation and unity in

team structure. It takes a special kind of leadership to maintain our bearings in these situations and to choose actions without knowing in advance if they will work. It requires a certain combination of skills and mindsets to lead the creation of value without having a rulebook to follow. Call it creative leadership. It bears resemblance to an artist's way of thinking: being very alive and aware and willing to fail many times to discover what does really work.

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He ensures to maintain an air of clarity within the team. A leader has to ensure all the tasks are completed in due time. When the subordinates are feeling ambiguous, they will not perform properly. As a leader of the firm, he takes the initiative to set a direction for the others with the confidence to ensure that there are no two teams within a team.

Saptarshi as a partner tries to inculcate the values of creative leadership. Creative leadership drives productivity and fosters success in an organisation. Creativity is one of the most important qualities of a modern business leader. It also suggests strategies for leaders to improve and grow as creative leaders and help to foster those leadership qualities in others. Creative leadership is the ability to create and realize innovative

solutions especially in the face of structurally complex or changing situations. These are leaders who seek to navigate – and even benefit from – the unpredictability around them.

Every organization faces times of turmoil. There are times the leader has to choose between the right and the wrong or two wrongs. Such situations are called ethical dilemmas, and the leaders are required to choose the lesser of the two evils. All these years of running his firm, Saptarshi has balanced his role and taken decisions that are best for the firm. Talking about the team, a good team is not the one where there are no conflicts at all. A good team is the one that surpasses all such times and rises above the ashes to achieve organizational goals successfully.

Saptarshi has always been receptive of trying new things. As a thinker, he tries to give creativity new colours and dimensions. The colours of creativity are important in as much as each and every creativity has its own after-effects and consequences, which need to be dealt with afterwards. “The ability to deal with its after effects is also important and I try to teach them the art of responsibility”, he points out.

Post Covid times

As the pandemic unfolds, adopting these legal technology trends will be the factor that determines whether a legal organization thrives, survives, flourishes or dies. Beyond the strictly legal domain, law firms and legal departments are more likely to begin using technology in the same way the wider business world does – as a means of streamlining processes, increasing organization and differentiating themselves from the competition.