

KAREN SAYS

"I AM CREDIBLE" AND OTHER MISGUIDED ACTIONS OF WANNABE LEADERS

FOR all that leaders plan and strategise, the effectiveness of a leader depends on several traits and competencies – Eric Lau focuses on the essentials of integrity and credibility.

In the same vein, we feature the book *Credibility – How Leaders Gain and Lose It, Why People Demand It*.

How often have we seen leaders demand respect and loyalty, whilst knowing in our hearts that leaders must work hard to earn respect, loyalty and credibility?

My belief is that deep down, these leaders also know that demanding and enforcing respect is a hollow victory.

On a very personal level, Mitch Ditkoff shares his own struggles and internal conflicts on being honest to himself and to everyone he engages with – and the moment it dawned on him that he can make a difference in this world, only if he can speak to all with love and respect. Rather than just plodding along on survival mode, he urges us all to "speak the truth to elevate the conversation".

Not too far away from the corporate jungle, we take a look at *Aesop's Fables*, stories that may have opened our minds and eyes as young readers – as we took our tentative first steps into the world of complex human relationships.

Going from a myriad of four-legged, two-legged (and at times no-legged!) protagonists, we take a moment to dwell on Iggy the Iguana – who made a great impact on the life and personal development journey of our Lim Lay Hsuan.

Dinesh Dorai Raj asks the question "What makes a credible leader?" and walks us through five ways a leader might fall from grace. But do leaders only exist in the corporate sphere? While some may try to don more than one hat at a time, Joshua Yee does remind us that we are leaders at work, in families, in our communities – and offers some great insights on how to be effective leaders.

On the topic of leaders (as we most frequently are!), this week we bring you an instalment of *The Leaderonomics Show* – this time with Datuk Charon Wardini Mokhzani, managing director of Khazanah Research Institute.

Last, but certainly not least, Stephanie Ling stresses the importance of soft skills in our Starting Young column – why and how we should go beyond paper qualifications to be leaders in the making.

As we will not be having an issue next Saturday, all of us at Leaderonomics would like to take this opportunity to wish our Muslim friends *Selamat Berpuasa* for the remaining days of Ramadhan, and *Selamat Hari Raya*.

Best wishes from our homes to yours – enjoy cherished moments with family and friends and safe travels!

Onwards, upwards!

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START THEM YOUNG

By SARA YEE
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CREDIBILITY is a principle that should be harnessed from an early age; teaching a person that holding up specific values – honesty, integrity and timeliness will ensure that one will go far in life.

No matter where you go or what you do, regardless if you are bound to an organisation or are a freelancer, having this quality in your life will get you far because you will be known to have strong principles that you abide by.

By being credible, not only will people respect you, you will be given more freedom in job execution and possibly an even better pay!

1 BE TIMELY

Remember when your parents drilled into you to never be late to school? It applies to the working world as well.

Being late gives the impression to people that you are not serious about the job and if you miss it completely, that you do not care about the job at all unless you have a valid reason and physical proof.

You should always strive to give yourself a buffer period in case something unexpected happens.

If you are late, apologise. Most people are accommodating of one or two instances but too many times and they may come under the assumption that you do not take your job seriously.

2 HAVE A TRANSPARENT WORK ETHIC

Having a transparent work ethic is important. It shows that you have nothing to hide and people can keep track of what you're doing.

You should have a calendar or a Google Document that can keep track of what you're doing so that people know as to how far the assignments they have given you have progressed.

Not only that, make sure you stick to these, and if you think you are going to forget, set a reminder (or more) so that it gets done on time.

3 BE FLEXIBLE AND ADAPTABLE

Having the above qualities ensure that you are able to tackle just about any situation. Do not compromise on your values and still be flexible enough to adapt to the situation.

Learn to try out new things; head out of your comfort zone – that is what flexibility can get you to do and oftentimes it does.

So try all sorts of things; experimentation is key because for some problems the solution may lie out of what is considered normal.

Do. Try. If you don't, you'll never know.

CONCLUSION

Credibility is something that is of utmost importance to every person. It is one of the more important things in work that may help you go far.

With these principles listed above, remember to use good judgment in tandem with the above skills.



The opinions expressed in this career guide are those of the writers or the people they quoted and not necessarily those of Leaderonomics.



- 01 "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."
– Maya Angelou
- 02 "Few things can help an individual more than to place responsibility on him, and to let him know that you trust him."
– Booker T. Washington
- 03 "Every action or perceived inaction shapes credibility."
– Mindy Hall
- 04 "The best way to find out if you can trust somebody is to trust them."
– Ernest Hemingway
- 05 "To have faith is to trust yourself to the water. When you swim you don't grab hold of the water, because if you do you will sink and drown. Instead you relax, and float."
– Alan W. Watts

