THE LACKLUSTRE HAMMER

LAST week, we shared some insights from a recent strategy & study, which looked at how CEOs have evolved over the past century. One of the key points was that the long term strategic plan might be a thing of the past – and that leaders have to be more agile and adaptable in a business environment quite different from 1914.

That said, the ability to develop and execute a strategy – though condensed in time – are skills we still need to develop. Studies have indicated that “94% of CEOs have entered a new sector, or consid- ered it, in the past three years” (PwC). In this issue, we look at:

1. How CEOs can take their companies towards rapid growth and diversification?
2. How strategic human resources (HR) partners can work alongside their CEOs to prepare the existing workforce and to attract new talent to fuel the growth?

To start, we look at a strategy some might shy away from. The art of saying “sorry”. Roshan Thiran talks about the power of an apology, the lasting consequences of not offering one, and its impact on business relationships.

So often heard of unmalleable individuals, John Baybay underlines the importance of letting go of that “Golden Hammer” and for managers to move from being masters of the functional domain to that of a strategic one. Sandy Clarke is back, and this time with lessons learnt from CEOs who have grown their businesses while working alongside their HR teams to make it happen. He also shares 10 key points that HR managers of SMEs (small and medium enterprises) should know as their businesses grow.

Putting the evolving role of HR under a microscope, Daniel Russel identifies the gaps that need to be addressed when transforming HR to be strategic partners and change agents. In the upskilling of HR professionals, he also stresses the critical starting points.

Then there’s Zoe Rai, former central banker who decided to change his strategy at a very personal level, to embrace quite a different career – it certainly took courage to go from currency to culinary!

Marcus Lim, quite generously, shares the misadventures of his winning team of RSA x Genovasi Malaysia Awards in the “Encouraging Social Enterprise” category. Mandy Choong talks about design thinking, as well as her aspirations to contribute to building a better world.

In Movie Wisdom, Caroline shares the inspiring story of a young woman who struggled with personal loss, sunk to the depths of despair, and then decided one day that she really needed to make a change – and that she did.

Have a fabulous week!

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OPRAH WINFREY – PROOF THAT BIG DREAMERS CAN MAKE IT

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Oprah Winfrey is without a doubt, one of the most influential people of our time. Of course, she would not be who she is today if not for her past struggles.

People are bound to face failure at least once in their lives. Winfrey is an ambitious, driven individual who continues to not only maintain the name she has made for herself, but also uses her power to give back to society.

She faced many obstacles on her road to achieving her dreams, but was able to overcome them and succeed.

OVERCOMING OBSTACLES

One of her biggest achievements to this day definitely has to be her world-renowned daytime talk show, The Oprah Winfrey Show, which aired for nearly 25 years.

Although, at the time of its conception, a talk show hosted by an African American woman was almost unheard of. Winfrey’s hard-hitting, attention-grabbing topics brought in millions of viewers every week.

Her determination to succeed despite being a minority on television shows us that she did not let that apparent obstacle stop her from being the best TV journalist she could be.

She continued to follow her passion despite being fired from her previous job as a newscaster for appearing too “different” from her white counterparts on the network.

DO NOT STAGNATE

Yes, Winfrey did rise to fame because of her talk show, but that is not all she is known for.

To this day, she continues to work not only as a journalist, producer, and chief executive officer of her own TV network, but also as a philanthropist.

She continues to help young, unfortunate children the world over. One highly notable example of this was when she founded and opened the Oprah Winfrey Leadership Academy for Girls in South Africa.

She aims to help impoverished, bright young girls by giving them educational opportunities that would otherwise be out of their reach due to their socioeconomic status.

Her continuous involvement in her work after the end of the talk show that defined her career shows that Winfrey has the determination to always dream of bigger and better things.

Now that she has done her part raising awareness of social, political, economic, and medical issues through her show, she works to help resolve those issues.

CONCLUSION

Winfrey never fails to inspire millions of individuals in the world with all the work she has done. It goes to show that as long as you are capable of overcoming your obstacles and continuously working for a cause you believe in, you too can turn your big dreams into reality.

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

“If you do what you’ve always done, you’ll get what you’ve always gotten.”
– Tony Robbins

“If things seem under control, you are just not going fast enough.”
– Mario Andretti

“The universe has no restrictions. You place restrictions on the universe with your expectations.”
– Deepak Chopra

“If you don’t build your dream, someone else will hire you to help them build theirs.”
– Dhirubhai Ambani