WHAT IS PERSEVERANCE?

DON'T JUST SURVIVE, THRIVE!
PAGES 6–7

A timely factor

Sometimes, you need to step back and let time take its course.

Pg 03

DO IT NOW! AND HOW!
Fight off procrastination with these 10 tips.

Pg 04

SINKING IN
Feeling lost at the impending job loss?

Pg 09

TRUE CALLING
Are you dragging your feet as you head to work?

Pg 11
KAREN SAYS

WHAT IS PERSEVERANCE?

Is persevering merely “not giving up” or is it the euphemism for being stubborn and worse, inflexible? My take on it is that we shouldn’t just survive, but thrive!

We have, in the past, learnt from leaders who have endured hardship, crises and injustices, as well as those who have set their minds on their personal goals and worked towards them with unwavering fervour.

We also explored the parallels between high-performing athletes and “corporate athletes”. On the relativity of time and how good things come to those who wait, Mitch Ditkoff recounts a story where a promising project came to fruition only after a long wait – not for the lack of trying on his part of course. Lim Lay Hsuan, with her very sense of humour, decides to focus on procrastination – which of course is the poison to perseverance. She gives us her top 10 ways to combat procrastination (my favourite being “to be mindfully present”).

What is one of the essential ingredients for success? In the context of perseverance, John Walter Baybay also introduces us to the “Law of Consistency” and how it applies in our quests for success. The effervescent Freda Liu shares her story of how she overcame hardship, crises and injustices, as well as those who have set their minds on their personal goals and worked towards them with unwavering fervour.

Last, but certainly not least (because we love receiving feeds from our readers — feel free to write in) we share two great messages from readers in response to a recent article by Jasmine back from our readers – feel free to write in) we share two great messages from readers in response to a recent article by Jasmine back from our readers – feel free to write in) we share two great messages from readers in response to a recent article by Jasmine back from our readers – feel free to write in) we share two great messages from readers in response to a recent article by Jasmine back from our readers – feel free to write in).

Try This!

Do you have an opinion you’d like to share with us? Visit leaderonomics.com or write to us at editor@leaderonomics.com. Please provide your full name, occupation (designation and employer) and telephone number.

MORE THAN JUST WORKING HARD

By JASMINE CHUAH
editor@leaderonomics.com

I have always related perseverance to “Math”. To me, Math is repeatedly doing equations, until it becomes autopilot: hard work.

Math enthusiasts tell me differently – it’s about the beauty of the equations, that process of coming to the answer and moment of hard-won wonder.

Personally, my moments mostly comprised relief that one problem was solved. Thus, I grew up disliking perseverance for what I assumed it was: nature non-stop work.

I found out later in university that I was wrong. Perseverance, like math, is not just “hard work”. The equation goes as such:

1

DESIRE (20%) You must want something desperately and passionately. You must desire it. Desiring something that much moves you to calculate the possibilities of achieving your goals and you begin to think of the costs. Do you want it that much?

2

DECISION (10%) In evaluating your desires, you enter into the process of prioritisation. If it ranks high, you are then forced to decide whether or not to pursue it, upon which you will then decide how much you would be willing to give. How much will you pay to get what you want?

3

Determination (20%) Making a decision to carry on. If it’s an important decision, you become determined to go through with it.

4

HARD WORK (50%) At the end of the day, perseverance also requires grit; you remembering your desire, paying homage to that moment of decision, determining to carry on and working towards it.

Conclusion

Many times, it is so easy to forget the other 50% and “just do it”. Perseverance then becomes reduced to half its meaning.

The end goal follows suit whereby the original reason for pursuit is forgotten. That is when perseverance seems like the hardest thing in the world, when it becomes easier to just give up.

In the end, just like Math, true perseverance is more than just hard work. It is passion and determination culminated in decisions that are made with sweat, blood and tears, again and again. So, have you done the Math of perseverance? Or are you only doing 50%? Maybe it’s time to recalibrate.

Want more content sent directly to your email? Subscribe to our Leader’s Digest by emailing editor@leaderonomics.com

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

THEORY OF RELATIVITY

I ME is relative," explained Albert Einstein. "When you touch a hot stove for a second, it feels like eternity. When you sit with a pretty woman for an hour, it feels like a second."

In modern day business, time is not only relative, it's also hard to find. No one has any. Like America's vanishing manufacturing sector, it seems to have gone overseas. Speed is now the name of the game—speed to market, cutting cycle time, and otherwise looking for a thousand caffeinated ways to get things done faster.

Whereas some early inhabitants of North America—the Hopi Indians—assessed the value of their actions by the impact they'd have seven generations out, the rest of us are watching the atomic clock. We live in the realm of next quarter, next week, or—this just in—next nanosecond.

As a provider of innovation services for the chronographically challenged, I found myself caught up in this phenomenon early in my career—much like a good friend of mine who confessed to me that no matter how early he woke up in the morning he always felt late.

Then I met Joe Belinsky.

MEET JOE BELINSKY
Joe, a wonderfully bald professional development manager from Goodyear Tire and Rubber, had attended a creative thinking training I conducted and was so pumped by his experience that he sought me out afterwards to shake my hand and wax poetic about the value he received.

"I want to bring you guys into Goodyear," he exclaimed. "We really need to get out of the box." An excellent idea, Joe, I replied, visions of cash flow dancing in my head. "How would you like to proceed?"

"I'll call when things clarify," he replied. And he did—one year later.

"Joe Belinsky on Line Two," Nancy tells me. "The guy from Goodyear." Cool, I think to myself. Finally! A prospect who already knows the value we provide.

Joe, as I remembered him to be, was delightful—buoyant, buzzy, and mid-Westernly beatific. After the predictable niceties, he explained "the time wasn't quite right—there were changes going on at Goodyear and the powers-that-be weren't ready to pull the trigger."

"No problem," I tell Joe. "Call us when the dust settles."

Another year passes.


Joe, once again, was the perfect gentleman, catching me up on everything he cared about—his wife, his kids, the Cleveland Cavaliers, and how he was still using the techniques I had taught him just two years ago. But...um...you see...there had just been this reorg in his department and...well...the time wasn't quite right.

"Completely understandable," I tell Joe, doing a quick calculation of all the money we were not about to invoice.

TIME...IT'S ALL RELATIVE
Another year passes. Then another. And another. Then two more after that. Seven years altogether—a bibliocyclical cycle of sorts. Not locusts. Not frogs. Not Egyptians chasing Hebrews. Just seven years of Joe Belinsky calling on Line 2 and explaining why it still wasn't the right time for Goodyear to sign a long-term contract. After the third year of this now fairly predictable phenomenon, Joe became something of a celebrity in our office.

If somebody was on "Line Two" it had to be Joe Belinsky. If something was taking longer than expected, it had to do with Goodyear.

Having studied Indian cosmology in my early 20s, it was dawning on me that Joe may have been the harbinger of some kind of esoteric teaching about time. Time you see, in India, is not measured in the same way it's measured in the West. Indeed, there is a unit of time in India—the Yuga—that, once understood, completely changes one's perspective.

A Yuga is a span of 10,000 years—or, as the cosmically inclined Indian sages liked to say "a single in-breath of God." That's a lot of nanoseconds.

GOOD THINGS COME TO THOSE WHO WAIT
It was now seven years from the first time I met Joe Belinsky—seven years from the first time he declared his downhome interest in "bringing us in"—seven years from the first time, Nancy told me he was on Line Two.

"Hey Mitch, guess what?" he blurts. "Um...let me see. Goodyear has just been bought by Microsoft...headquarters burned down...the CEO was abducted by aliens." "Nope. It's time." "It's what?"

"It's time." Joe replies. "It's time to bring you guys into Goodyear. And it was. After the requisite due diligence, the contract was signed and we were off to the races, Joe leading the charge and eventually becoming a certified facilitator of a whole bunch of our stuff. Plus, I got to go bowling with Joe and the boys, not to mention watching The Mummy on their 57" flat screen TV after a home-cooked meal made by his delightful wife, Joan.

For the next two years, 40% of my company's business came from Goodyear. And I learned more about tyre treads than any seven generations of Hopi elders could ever hope to learn in a Yuga.

COMMENTARY: THE ZEN MONK AND THE MEANING OF TIME
There is a classic story in the Zen tradition about a monk who lived in a monastery for 20 years doing his best to achieve enlightenment. But no matter what he did—or didn't do—he much sought after enlightenment experience never came.

Disillusioned, he left the monastery and got a job as a sweeper at a local cemetery. One week into it, as he went about his mundane business, a brick he had swept to one side hit a tree and broke in half.

When it did, he also broke in half. Metaphorically, that is. Something opened in him. Something beyond time. The enlightenment came.

Not like a customer showing up for an appointment, but like a thief in the night. Not in a monastery surrounded by monks and begging bowls, but in a cemetery.

The result the monk was seeking was not a function of time. Indeed, looking back, it was his mechanistic interpretation of time that was at least partially responsible for his long delayed breakthrough.

And while one could easily conclude that his 20 years of monastic life had created the ripe conditions for his spontaneous awakening in the graveyard, the fact remains, he was never—for the entire 20 years of his monkhood—more than a second away from what he was seeking.

Mitch Ditkoff is the president of Idea Champions, an innovation consulting and training company and the author of the forthcoming Storytelling at Work. The above story is excerpted from the book. He is also the author of the very popular Heart of Innovation blog, the award winning business fable, Awake at the Wheel and is a regular contributor to the Huffington Post. He is a much sought after keynote speaker on a variety of innovation-themed topics. To connect with him, write to editor@leaderonomics.com. For more interesting articles of his, log on to www.leaderonomics.com
TOP 10 WAYS TO COMBAT PROcrastination

1. CREATE A (VISIBLE) TO-DO LIST

Write down the things you’ve been putting off doing in a to-do list. Go through them and prioritise them according to urgency and importance. With the variety of apps readily available to help you organise your thoughts, there shouldn’t be excuses not to use a to-do list. If you have the tendency to avoid checking your to-do list in your mobile devices, we strongly suggest you keep a notebook (containing your list) handy. Alternatively, paste your to-do list at strategic spots where you can be reminded (or haunted, if it has serious repercussions to your key performance indicators) on a daily basis.

2. BE MINDFULLY PRESENT

In the age of 24/7 Internet connectivity, there are gazillions of things out there seeking our attention. From real-time news to frequent updates on social media, our attention span has been greatly reduced. You must have had your share of experiences when you lose your train of thought while working because of incoming WhatsApp messages about random things. After reading or responding to it, it takes you some time to get back into the “groove”. One good advice is to put these potential distractors far away, so you can be mindfully present for what you initially planned to do. Put away that phone if you must!

3. DIVIDE AND CONQUER

We sometimes procrastinate because a task is just too complex and we don’t really know where or how to start. In computer science, the divide and conquer algorithm works by breaking down a problem into smaller sub-problems until these become simple enough to be solved. Likewise, “divide” the complex task into smaller achievable tasks before you “conquer” them little by little.

4. JUST DO IT!

It is often said that the first step is always the hardest. This includes your first public speaking engagement, your first facilitation for a training, your first article for a newspaper, etc. In this regard, reframe your mindset to live up to Nike’s “just do it” tag line. An effective way to start something you’ve been procrastinating is to allocate 10 minutes of full concentration on the task. Start small before you gradually increase the amount of time for focused work.

5. TWEAK YOUR ENVIRONMENT

Your workspace plays an important role in how you work towards starting (and completing) your long-odious tasks. It will either spur you on or demotivate you completely. Check whether your workspace is well ventilated, spacious, well lit and comfortable before making the necessary adjustments. For example, you often focus better and think more clearly in a clutter-free and tidy workspace. Imagine an ant-infested desk – surely you’ll not be able to work comfortably and peacefully!

6. SET A TIME FRAME

Do you find yourself “killing many birds with one stone”? Are you talking on your Cisco phone, sending a Telegram message on your smartphone and reading your Gmail simultaneously? A 2013 Stanford University study has found that multitasking greatly decreases performance at work, wastes time and is bad for your brain’s cognitive control in the long term. The fact remains that your brain can only focus on one thing at a time. So, stop multitasking.

7. MULTI-TASK NOT!

It takes a lot of discipline to combat procrastination on your own. It is then highly recommended that you look for a buddy to whom you will be answerable. This buddy will occasionally ask about your progress and add “pressure” on you if you slack in the tasks you set out to do. If your buddy has his or her own set of goals, you can work together to motivate each other.

8. FIND AN ACCOUNTABILITY BUDDY

If you are really uninspired while working on a task, take short breaks in between to refuel. Give yourself about 10 minutes to play Candy Crush on your phone, chill at the pantry area, listen to your favourite song or just talk to someone. And don’t even think about treating this privilege of taking short breaks as an excuse to procrastinate your work further, okay?

9. TAKE SHORT BREAKS

Scott Friedman, chief celebration officer at Friedman & Associates and a faculty trainer with Leaderonomics said that we sometimes don’t celebrate enough. In his own words, “celebrate” means to acknowledge the good work of a person and the milestones achieved along the way. For every procrastinated task completed, why not treat yourself (and your accountability buddy) to a nice meal or a movie, to keep you motivated to take on the next task?

10. CELEBRATE LITTLE SUCCESSES

What other Top 10-related topics would you like us to feature? Engage with us at editor@leaderonomics.com. For more Top 10s, visit http://leaderonomics.com/tag/top-10

By LIM LAY HSUAN
layhsuan@leaderonomics.com

WHAT do Malaysians have in common, besides the love for nasi lemak, football and durians (well, almost)?

Hint: We tend to wait until the last minute before filing our taxes, paying our summonses, submitting our work reports (and claims), RSVP-ing a wedding invitation, etc. Generally, we all have a tendency to procrastinate until the 11th hour.

To be fair, it’s not just confined to our country. The culture of procrastination is actually quite a universal human behaviour. Joseph Ferrari, a pioneer of modern research on procrastination, found in 2013 that 20% of the population identify themselves as chronic procrastinators. For other interesting statistics on procrastination, go to http://tinyurl.com/mnz5pq.

How do you combat procrastination? Here are our top 10 ways.
CHIPPING AWAY AT SUCCESS

IT TAKES PERSEVERANCE

By JOHN WALTER BAYBAY
editor@leaderonomics.com

1. Do you ever feel like your life is going nowhere? Do you ever feel like you’re just going around in circles without making any progress in your life?

2. Perhaps the problem is that we tend to see ourselves in extreme generalities living with a clouded illusion that we’ll reach that “one day” where we’ll sail away into the Mediterranean sunset with a cold drink in one hand, and the love of our life in another.

3. If this sounds like a dream, then perhaps it is and nothing more than that unless we “work at it”.

4. I’m not saying that all dreams are impossible.

5. I’m just saying that we usually don’t wake up to find that we are successful.

6. It takes a lot of perseverance and the general condition of success comprises the numerous goals achieved.

7. A month ago, I found myself in my client’s car. He wanted to make a huge withdrawal that almost closed the bank.

8. He was going on a tour of Europe, leaving me in charge of a project while he was away.

9. We were accompanied by his brother who proceeded to talk about wanting to buy a Ferrari just to start a conversation.

10. We were accompanied by his brother who proceeded to talk about wanting to buy a Ferrari just to start a conversation.

11. He turned to me and asked, “John, don’t you have a dream?”

12. I simply said, “Of course I do! I mean, of course having a Ferrari would be nice but don’t you also think that having a tree is better than having its fruit?”

13. I’m working on planting that tree right now!”

ENJOYING WORK

Many people tend to have a flawed perception of success or work for that matter. The TGIF (Thank God It’s Friday) culture espouses the belief that we need to get away from work to enjoy ourselves. I personally think that this shouldn’t be the case.

Work is a blessing and an opportunity to live out our life’s purpose; which should be, at most times, greater than ourselves.

Even on a busy Monday, people want to find an escape, sometimes resorting to social media for some virtual interaction.

Work is not a prison. However, if breaking out of work is your idea of success, then you should look no further than the Prison Break TV series.

In these stories, you’ll be amazed to find that most of the great escapes are done by digging tunnels underground, sometimes with nothing more than improvised spoons.

The point here is, even if your goal is simply to break out of prison, it still requires a lot of work and patience.

LAW OF CONSISTENCY

Recently, my wife and I were blessed to have been given free tickets to a John Maxwell leadership seminar.

In his lecture, he explained one of the laws of leadership called the “Law of Consistency”.

He gave an illustration of how this law works by giving an analogy.

Maxwell says that success is like taking an axe, swinging the same axe five times at the same point, stopping and repeating the same process every day.

You will not chop down that tree in one day; but if you keep taking five swings at it every day without quitting, then the tree will eventually fall.

Maxwell caps the Law of Consistency by explaining: “Small disciplines repeated with consistency every day lead to great achievements gained slowly over time.”

Barack Obama, president of the US (United States), in one of his speeches on revival of the American dream said: “It doesn’t matter if you’re black or white, Asian or Hispanic, etc, as long as you’re willing to work hard, you can make it.”

So apparently success (ironically for some) takes a lot of “work”.

SUCCESS TAKES TIME

Another question about life and success is whether it’s a sprint or a marathon.

While I tend to work in a series of sprints, you’d one day realise that putting all these sprints together could make up a full marathon.

Incidentally, a full work week is equated to 40 hours and a full marathon is roughly 42km. It is impossible for us to work for 42 hours straight effectively without sleep but it’s certainly more tractable to put in our eight hours over five days.

The same goes in preparing for a marathon. We usually need to put in a series of sprint distances of 10km to prepare for a “Full Marathon”.

Running sprint distances in the world of endurance sports is fondly referred to as “The Possible Dream”, but once we’ve had a taste of this accomplishment, we tend to get hooked on achieving a bigger goal.

The important thing about running in sprints is that it needs to be connected towards a bigger goal rather than the sprint itself. Can’t we say the same about work? Have patience.

PRESS ON

One thing I need to emphasise is there is no quick formula to success. Meaning, you can’t sprint your way to your goal. I remember getting stuck in filling out a 250-word essay about success in the ninth grade.

I said that school was a step towards success and that my whole time of being in school, as much as I hated it, was about taking these small but important steps.

Mercado who was my English teacher seemed so proud of that essay that she told my dad about it at a dinner party.

Looking back, it took me an hour to write 250 words. That seems pretty pathetic by today’s standard where I write about 5,000 in an hour and a half.

That was almost 30 years ago and I’ve kept on writing since then. I once wrote a short story in 48 hours which got me an A+ in college. Here I am today still typing away.

If my goal was to write a book some day, then I had a head start 30 years ago.

Thank you Mrs. Mercado!

IN CONCLUSION

The Philippines’ Iron-woman and athlete who balances her time between business coaching, family and working with communities. He is a competitive athlete who balances his time between business coaching, family and working with communities. He is a competitive athlete who balances his time between business coaching, family and working with communities. He is a competitive athlete who balances his time between business coaching, family and working with communities. He is a competitive athlete who balances his time between business coaching, family and working with communities. He is a competitive athlete who balances his time between business coaching, family and working with communities.

To engage him for your organisation or to connect with him, write to training@leaderonomics.com
PERSEVERANCE: NOT JUST NOT GIVING UP

By KAREN NEOH
kareneoh@leaderonomics.com

THE past year has looked at perseverance from several angles – learning from those who have embodied leadership, crises and reversals – to those who have set their minds on their general goals and worked towards them with unwavering fervour. We should also bear in mind the parallels between high-performing athletes and “corporate athletes” – for the people leading large organisations – many of whom have cited perseverance as a critical component for their own journeys, and also to youth who have decided that if no one is going to stand up for them, they should step up and do a different themselves.

BE... STUBBORN?

Is perseverance merely “not giving up”? It’s the euphemism for being stubborn and warm, inflexible. The answer would be “it all depends” – but where is the line in that? The more messianic answer has really crystallised in the lyrics of the George Strait song “The Road Less Travelled”.

The Road Less Travelled
There are many paths that you can never find
Half of those dreams seemed at every bend
Gone in a flash and taken away
And all that love
Can never be repaid
When you are far away
Hope to stay
To be in your arms
Hope to stay
All that love
Can never be repaid
When you are far away

The Road Less Travelled

1 READ THE PEOPLE AROUND YOU

As much as try to master the ability to read everyone present (since I can’t always get a help from my experience, being sincere and maintaining my own integrity are essential ingredients for staying credible and a worthy partner; client, adequate (advice is vital to others)

Being sincere and consistent in what I am about has worn down the most vehement deviations

When placed into a leadership role, I’ve been surrounded by others several years ago, and in a newly hired role function that in itself had supposed, I was pleasantly surprised to note that the most senior (backgrounds) colleagues eventually became aligned and a great supporter of the efforts

Perhaps due to the consistency of a message of what needed to be done and how we eventually had shared goals at the individual and organisation levels, he came round and started advancing the activities further

Or perhaps it was my invincible charm? Just go ahead and laugh out loud – I did!

3 LEARN AND SHARE

As far as you’re wearing people down with share and sell if you’ll estate another way to convey

the essence of your sincerity and commitment to your shared goals, is first, having the willingness to continuously learn and prepare for the task at hand, second, to also share knowledge and believe in the effort

Too often, we have seen waves of “big” leaders who hang in a social media or chance – and clearly because you know, the whole kung fu mastered has distilled to nothing. With everybody achieving nothing in the end

Things change. Our customers, the environment we operate in, our laws and people

To think that we wouldn’t change, wasn’t we surprised being the best of the best for a period of time

But if you’re a little tired of seeing a little story (a little story that a little story to see, no more)

Only if we have won votes for the, or the same way as how we do things – choosing to do different methods

Quite the contrary, perseverance has required a little patience in order to achieve the end

But perseverance is not always the same

It is the essence of perseverance

4 MAKE DECISIONS DECISIVELY

Confusion and decisions are irreversible

Relevant to the perseverance

What if there is willingness but just no decisions

Is it a time to make another

• Do all words have been uttered and no one’s

• No one makes a decision about what the future goals are, or how we are going to get there, but warning bells should ring if we start to try

• Or so far and we should try to once again describe our efforts

With that in place, the energy and ability to take necessary opportunities and correct the bits to get there even when roadblocks appear, will keep us on track.

A little caveat. Roadblocks and barriers in whatever shape or form, deserve some analysis so they could be a message for changing times and/or things we may not have seen or considered in the past

Starting of saying that the universe might be speaking to you, (believe me this is right and doing whatever is necessary to doggy owner stay from one path, could be the stuff of horror novels."

In a way, it truly doesn’t matter if everyone is able to agree on what the goal is, in the end, what counts is that we do something. But it is also important that at the end of the day, we are not the only ones who can be proud of what we did.

When placed into a leadership role, I’ve been surrounded by others several years ago, and in a newly hired role function that in itself had supposed, I was pleasantly surprised to note that the most senior (backgrounds) colleagues eventually became aligned and a great supporter of the efforts

Perhaps due to the consistency of a message of what needed to be done and how we eventually had shared goals at the individual and organisation levels, he came round and started advancing the activities further

Or perhaps it was my invincible charm? Just go ahead and laugh out loud – I did!

5 LEARN AND SHINE

As far as you’re wearing people down with share and sell if you’ll estate another way to convey

the essence of your sincerity and commitment to your shared goals, is first, having the willingness to continuously learn and prepare for the task at hand, second, to also share knowledge and believe in the effort

Too often, we have seen waves of “big” leaders who hang in a social media or chance – and clearly because you know, the whole kung fu mastered has distilled to nothing. With everybody achieving nothing in the end

Things change. Our customers, the environment we operate in, our laws and people

To think that we wouldn’t change, wasn’t we surprised being the best of the best for a period of time

But if you’re a little tired of seeing a little story (a little story to see, no more)

Only if we have won votes for the, or the same way as how we do things – choosing to do different methods

Quite the contrary, perseverance has required a little patience in order to achieve the end

But perseverance is not always the same

It is the essence of perseverance

So do smile during the toughtimes of things may be up in the sky, but when down in the clouds, when you know that the hard work can be there, but not
to rise as high as the sky

If nothing more can be done, there might come a time when we need to make difficult decisions

Are you doing all that is necessary for the greatest

If that is yourRoad we feel, what must you stop doing in order to persevere?

To my rescue come, I went

A day at Legoland, and watched that lovely animated story of the hero (several times

Generation after generation has made decisions that were difficult – like lying off workers when the economy absolutely necessary during the
downturn when the world was facing a financial crisis

For example, in this case, there may be a need to make
decisions that are necessary and at the same, it is difficult to

In our life, dealing with our difficult decisions in life

A complete overhaul if necessary

Definitely one of those things that is easier said than done, but an important option to consider when every step you take starts to take you further away from what you want to achieve. Having to lose in the lyrics of that famous song sung right here!

CONCLUSION

I am still learning and making adjustments. I try to be a man with perseverance. Caring and providing for his family, he was a man whose heart was afraid to be known. I still remember the day we learnt Brownian motion in Physics. Defined as “a random movement of the molecules of the surrounding medium” (Merriam-Webster)

I have had my share of disappointments, delusions and deviations. In the interest of sharing

And it all might come unraveled

One thing’s for certain nothing’s for sure

I’ve chosen a pathway I may not endure

For those who choose to play it safe and never

live to march to the beat of a different drummer

Full of curves lessons learned at every bend

The Road Less Traveled.

...but where is the fun in that?

Karen.neoh@leaderonomics.com

PERSEVERANCE: A CRITICAL COMPONENT FOR THEIR OWN JOURNEYS, AND HIGH-PERFORMING ATHLETES AND “CORPORATE ATHLETES” – FOR THE PEOPLE LEADING LARGE ORGANISATIONS – MANY OF WHOM HAVE CITED PERSEVERANCE AS A CRITICAL COMPONENT FOR THEIR OWN JOURNEYS, AND ALSO TO YOUTH WHO HAVE DECIDED THAT IF NO ONE IS GOING TO STAND UP FOR THEM, THEY SHOULD STEP UP AND DO A DIFFERENT...
By FREDALIU
editor@leaderonomics.com

EARLY this month, I undertook one of the most difficult tasks in my life: running a marathon. I wasn’t sure if I had trained enough. I was uncertain if I was mentally ready. And I am sure you are wondering why I inflicted this on myself in the first place!

IN THE BEGINNING
Let me take you back to late 2009. I was going through some tough challenges and lost the belief in myself in one particular area. And we know one thing can snowball to another, as things magnified and affected other areas of my life.

It was time to put into practice all the personal development books I had read. We all know that exercise releases endorphins and I needed those by the buckets. I started with bootcamp, which is an outdoor exercise session which stoked my stamina. The aches, pains and broken nails made me feel oddly alive again.

Three months into it, I decided to do something that I absolutely hated and had no confidence in embarking on – a 10km run and I had three months to prepare for it. I needed to get my mojo back.

THE JOURNEY SO FAR
Over the years, I have taken part in close to 50 runs, mostly in the 10km range and sometimes the half-marathon. There was a year where I hardly ran because I injured myself and the interest waned a little. I have seen the beauty of running in the cool morning when it was still dark and S

LESSONS LEARNED AND STILL LEARNING
So is it about the journey or the destination?
Preparing for a marathon is insane. Apart from being away for one weekend, every Saturday and most Sunday mornings had been dedicated to running since March.

It was a lot easier to just turn to the sister side and enjoy the comforts of bed in the cool morning when it was still dark or worse (or shall I say “better still”), drizzling.

One of the biggest challenges for me was to increase the mileage. I had heard runners preparing for the same race tapering their runs, and we hadn’t even reached our peak yet.

Yes, it meant going the extra mile literally to improve our run and just being on our feet for longer hours. It meant being prepared just like the scouts. It meant getting the right shoes, buying the massage oils before and after, and visiting the osteopaths so that I was aligned just like a car.

I also did that so I could minimise injury. It also meant measuring myself every step of the way. Writing this article made me realise where I had fallen short and the only person you can cheat is yourself.

LAST LEG
Prior to preparing for this race, I read this book by Tara Mohr called Playing Big. In her blog, she explains a lesson she learnt from a Rabbi and how in Hebrew, there are two words for fear.

“Paschad” is “projected or imagined fear”, the “fear whose objects are imagined”.

That, in contemporary terms, is what we might think of as overreactive, irrational, “lizard brain” fear: the fear of horrible rejection that will destroy us or the fear that we will simply combust if we step out of our comfort zones.

There is a second Hebrew word for fear, “yirah”. “Yirah” is “the fear that overcomes us when we suddenly find ourselves in possession of considerably more energy than we are used to, inhabiting a larger space than we are used to inhabiting. It is also the feeling we feel when we are on sacred ground.

If you’ve felt a calling in your heart, or uncovered an authentic dream for your life, or felt a mysterious sense of inner inspiration around a project or idea, you would recognise this description.

Let this be my “yirah”. In the meantime, continue to send good vibes and prayers in my direction, won’t you?

PS. Freda would like to add that she indeed completed the marathon. She believes that requires another story.

Freda Liu
is a faculty trainer of Leaderonomics focusing on public relations and broadcasting. She is also a presenter/producer of Enterprise in your organisation, email training@leaderonomics.com
When there is job loss, whether one is fired due to poor performance or laid off due to the company’s poor performance, there is ensuing grief as grief is a natural consequence of all types of losses. This grief needs to be addressed. If the grief is bypassed or suppressed, one runs the risk of getting into depression or other mental health problems in later years.

**Emotional Impact of Job Loss**

Following job loss, grief can emerge in a number of ways. Over four decades ago, a psychiatrist named Elizabeth Kubler-Ross identified five stages of grief for terminal patients facing death in her hospital.

They are:
1. Denial
2. Anger
3. Bargaining
4. Depression
5. Acceptance.

Although losing one’s job is not the same as the prospect of losing one’s life, the same elements of these stages from denial to acceptance can still manifest in our emotions.

In the early stage, for example, an employee facing potential lay-off may tell herself as part of her initial denial that it will affect some of her colleagues but not herself.

As the reality sinks in that she is in fact laid off, she may be angry over her perceptions of “why me?” and other injustices.

Such anger can be directed at her past employers, those who are retained, oneself, family members or other convenient targets.

Bargaining can take the form of hope of subsequent re-employment within the same organisation or securing an alternative job within a short time.

Feelings of sadness and depression will soon set in as our daily job routines are disrupted and we are separated from our organisation or securing an alternative job within a short time.

As time passes, one begins to adjust emotionally to the job loss and comes to eventual acceptance of what has taken place to prepare oneself to face the challenges ahead.

Overall, losing a job affects different people in various ways as each person grieves in a unique manner despite the general patterns of human thought, feelings and behaviour.

Furthermore, we must also understand that the passage of grief is a process and the stages of grief may overlap, occur in any order or simultaneously, be of varying intensity and of unpredictable duration, and may disappear or reappear at random.

**Other Impacts of Job Loss Affecting Grief**

Economic concerns are often a natural consequence of job loss as one thinks of the monthly upkeep expenses and the bills and mortgage instalments to be paid.

Common worries include “how long can my savings last?” and when can one expect to receive new income.

At the same time, we are all social beings who need to relate to one another and losing a job will disconnect us from our former colleagues, resulting in feelings of loneliness and isolation.

Furthermore, if we identify ourselves by our jobs and derive meaning and purpose from our work, job loss can shatter our worldview and we can feel empty and directionless.

We also need to remember that our family unit is a system and job loss will affect the dynamics of the whole family. Everyone in the family needs to adapt to the change since all these factors will significantly impact the spousal and parental relationships.

These other impacts of job loss can separately or in combination add to the pain of grief within us.

**Coping with Job Loss**

Job loss usually presents major coping challenges in managing our grief and other impacts. Many people will ignore their grief to concentrate on their financings and search for a new job.

However, the emotional distress can negatively impact our ability to function effectively by disrupting our concentration and impairing our judgment.

The following coping guidelines may be helpful:

1. **Confronting the Grief**

   Grief is often experienced as an entangled ball of emotions that are distressing and debilitating.

   Grief needs to be processed and ventilated through:
   - **Telling the Loss**: Talking about the loss with someone who understands what we are going through and can empathise with us can be comforting. A grief shared is a grief halved.
   - **Resolving Issues**: Many of our emotional issues arise out of wrong perceptions and our unconscious desire to hold convenient targets of blame for our sufferings.
   - **Finding New Meaning**: As we question our assumptions about how the world works, like our belief that diligent work will be recognised and rewarded, we need someone to encourage and guide us to re-examine and reconstruct a new worldview that can accommodate our job loss experience.
   - **Establish an Active Routine**: Put routine back into your day and make a daily job search plan. Wake up at regular times and get out of the house if necessary.
   - **Maintain Helpful Relationships**: Don’t isolate yourself but maintain contact with people who may be able to help you in your job search.
   - **Learn from Experience**: Rejection is a common experience during a job search.
   - **Find a way to learn from the experience**: Find out why you are not selected as an avenue for self-improvement.

2. **Organising and Getting Going**

   The job loss leaves a big void within us and we need to organise ourselves to fill it up. Inactivity will soon breed helplessness that pushes us deeper into our grief.

   Addressing our grief due to job loss requires that we not only attend to the emotional pain but also maintain a positive problem-solving attitude and a proactive approach such as below:
   - **Act on What’s in Your Control**: Don’t look too far ahead but just do what you can each day, focus on your present resources and strengths to make whatever adjustments that are necessary and start finding a new job.
   - Keep away from negative people who only complain and take no action.

   - **Establish an Active Routine**: Put routine back into your day and make a daily job search plan. Wake up at regular times and get out of the house if necessary.
   - **Maintain Helpful Relationships**: Don’t isolate yourself but maintain contact with people who may be able to help you in your job search.
   - **Learn from Experience**: Rejection is a common experience during a job search.
   - **Find a way to learn from the experience**: Find out why you are not selected as an avenue for self-improvement.

   **In Conclusion**

   It is difficult seasons like these that give us the opportunity to re-orientate the priorities in life.

   You did not ask for such a season but while you are stuck in it, you might as well make the best of the time in a most productive way to seek the deeper meaning of life and emerge a better person.
BUBBLING WITH EXCITEMENT
THE JOURNEY SO FAR FOR CHATIME MALAYSIA FOUNDER BRYAN LOO

By CINDY YAP
editor@leaderonomics.com

The name ‘Chatime’ would ring a bell to Malaysians as a brand used generically to describe ‘bubble tea’. All thanks to Bryan Loo, CEO of Chatime Malaysia. This young man is responsible for the entrance and the massive expansion of the Taiwanese tea brand in Malaysia.

Loo’s hard work paid off when he earned the accolades of “Best Master Franchisee 2013” and “Ernst and Young Emerging Entrepreneur of The Year 2013". The trendy 30-year-old speaks to The Leaderonomics Show about his struggles, failures and how perseverance helped him overcome all challenges, as he built Chatime from an unknown brand into a premier lifestyle tea chain with 145 stores throughout Malaysia.

YOUNG, VIBRANT WORKFORCE

His current team comprises 60 back office staff and 850 frontliners, with the average age of 25 years for the back office team and 23 for the frontliners. Admitting to facing plenty of challenges in managing a young workforce, Loo’s strategy is not to take things too hard.

“When we switch our paradigm thinking and waking up daily with a mindset that these challenges are a daily routine, we take things better,” he muses.

He points out that the biggest issue faced is manpower turnover, but he is grateful that eventually, the turnover has been kept to a minimal level.

Loo says: “Over the years, we have shaped a very sustainable organisation culture for our workforce which serves the Chatime brand with pride.

“Most of them are aligned with the vision of the company and generally, do not focus solely on the remuneration. Instead, they have absolute ownership and want to be part of the journey of the brand.”

He beams that today, he has 15 childhood friends in key positions of the company. In terms of human resources, the company prefers locals and it aims to reduce foreign employment, which used to be 40%, to a target of 15% by the end of this year.

BUSINESS IN HIS BLOOD

Growing up in Perlis, the smallest state in Malaysia, his humble roots contributed significantly to who he is today.

“I lived on the top floor of a three-storey shop lot, where my parents had a business selling air conditioning on the ground floor,” he shares.

Loo’s road to Chatime success was a long one. A degree holder in biotechnology from Monash University, Melbourne, he returned to Malaysia after about four years and joined a stem cell company for more than two years where he was doing sales.

Back then, the biotechnology industry was so raw and prospects in that field were very dim.

“My duty was very simple. I visited the gynaecology departments in hospitals daily to attend to pregnant ladies,” he quips.

He jokes that the rejection rate is 110%, as in he couldn’t even walk near the patients, as they would reject him using hand gestures, “shoo-ing” him away the moment he approached them.

In retrospect, he felt that although it was tough, the experience helped him gain a lot of self-confidence and social skills.

DESTINY CALLED

His entrepreneurial venture came one fine day when at 24, he made a life-changing phone call to his parents, informing them of his intention to venture out on his own.

“Dad advised me to hang onto my job for a month, as he researched into exhibitions we could attend to gain some insights on what could I do next,” he adds.

Loo quit his job and for the next 3½ months travelled to four countries with his supportive father to attend exhibitions and subsequently made his first major decision to venture into the tea business.

He enthuses, “Exploring the Taiwan market was a complete eye-opener, as you get spoilt for choices with so many tea brands and outlets at every nook and corner.”

Nonetheless, his enthusiasm was met with rejection along the way, when the top 10 tea brands in Taiwan were all not ready to enter the South-East Asian market.

Facing a deadend, he flew back to Malaysia after four months.

Loo’s big break came one day, when his cousin proposed having dinner with a Taiwanese friend who was in Malaysia.

“The brand Chatime, which wasn’t even a top 50 brand in Taiwan, came up as a topic of discussion during dinner. They were different, as they have a global mindset that believed in global expansion,” he says.

Despite the previous rejections faced, he remained motivated and persevered in his interest by contacting the principal’s office the very next day.

“Within the 15-minute conversation, I conveyed to the CEO that there were two huge gaps in the tea market, i.e. South-East Asia being a haven for cold beverages and the lack of players in the tea market in Malaysia. Chatime could be the pioneer to fill in the gap,” he raves.

Within the next 24 hours, Chatime’s CEO flew to Malaysia. “That’s when I realised I met a very genuine, sincere and supportive principal,” he reminisces. The rest, as they say, is history.

OUTBIDDING COMPETITION

Nine months since establishing its footprint in Malaysia in 2010, competition in the form of 48 other tea brands from Taiwan flooded the market.

“If something is good, everyone will flood the snow to do the same thing,” he adds.

The challenge was how to outbid each other to become the market leader, Loo remarks.

Along the way, he learned ways to get himself ready for competition, which he prides himself to have done successfully.

After four and a half years, only four modern tea brands survived.

When asked what advice he would give to his 2010 self, his reply was to start his business earlier in order to achieve his vision, i.e. to cultivate a modern tea culture.

He opines that working under employment is as important, as he believes that entrepreneurship is a true calling and is driven by passion, as opposed to simply jumping on the bandwagon because “you think entrepreneurship is a lifestyle and is something cool.”

“When you are following your true calling, you get the real meaning of doing things and it becomes more sustainable,” he says.

His advice to aspiring entrepreneurs is to always thrive for a sustainable business mindset or business model which eventually does good for the society or community.

“Be an important cultural builder for the country and make a difference for our nation,” he concludes.

For more interesting interviews with diverse leaders on The Leaderonomics Show, visit https://www.youtube.com/user/leaderonomicsmedia. For The Leaderonomics Show articles, visit www.leaderonomics.com

Here are Loo’s replies in the Thinkonomics segment:

Is technology a tool or a burden? “Tool. It can increase operational excellence and make the business faster than you would ever envision. With technology, we can achieve excellence at the shortest period of time and businesses can hit the critical mass faster. We should embrace and unleash its potential.

Are you more worried of doing things right or doing the right things? Doing the right things. I always share with my team that we have to constantly identify the right seat and get the right people to do the right things.

This is important because at our stage, we hire people who are smarter than us, who are completely the right fit for the role and who are able to eventually perform much quicker than us.”
DO YOU DRAG YOURSELF TO WORK EVERY MORNING?

FIND MEANING IN WHAT YOU DO. HERE’S HOW!

By JEAN SELVAM
jean.selvam@leaderonomics.com

DOES this sound familiar to you? “I hate my job! I am dragging my feet to work every morning and I don’t really care about anybody at work!”

This expression or ones similar to this is often preceded by feelings of dissatisfaction, frustration, boredom, and many other negative emotions.

I have often heard this expression among friends especially when they hear about my excitement regarding my job and how I find meaning in what I do. They regard my situation as “lucky” because I enjoy work. However, instead of “being lucky”, I was determined and patient to find work in a field that I could be passionate about.

In reality, it was not an easy journey but I knew that I needed to work in an environment that would be meaningful to me.

My passion was working with children and youth, and my interest was in the field of counselling.

So instead of waiting around for the “perfect job” to come, I began working in jobs that were closely related to my passion.

I started off by teaching young children, moved on to a centre providing therapy for adults and finally ended up in a job that allowed me to work with children and youths as well as provide therapy on a part-time basis.

At this point, I would consider this as my “perfect” job because it encompassed my passion and interest.

I believe that when you are passionate about your job and excited by it, many other positive things will follow.

You would start to think of creative ways to not only do your job, but also make the working environment a fun and comfortable “second home”.

One person’s joy and positivity could be contagious! Your co-workers could become close friends or even be considered family.

By having this bond with the people you work with, there would be a lot more understanding and cooperation in the working environment, which would eventually create a meaningful workplace.

It sounds so blissful, doesn’t it? But, getting to a position where one can find meaning in doing what he or she does at the workplace is a journey.

Personally, I think it helps when the person already knows what he or she enjoys or is passionate about.

It could be anything from working with a specific population or community of people, working with animals, working in a Fortune 500 company or even working in the civil service.

If we can identify our passions and interests early on in our careers, it would be easy to guide us in our choices or even motivate us to work towards having the “job of our dreams”.

NURTURING THE JOY OF BEING AT WORK

But why is it important to find meaning in what you do? I believe that finding meaning means figuring out your passions, your interests and something that stirs up excitement in your everyday life.

What better place is there to exercise these interests than at work where we typically spend eight hours a day. This does not include travel time!

Imagine spending ¾ hours in traffic only to arrive at a location that makes you feel depressed and demotivated, and having to do that five days a week. To me, that is a miserable idea.

I believe that when you are passionate about your job and excited by it, many other positive things will follow.

You would start to think of creative ways to not only do your job, but also make the working environment a fun and comfortable “second home”.

One person’s joy and positivity could be contagious! Your co-workers could become close friends or even be considered family.

By having this bond with the people you work with, there would be a lot more understanding and cooperation in the working environment, which would eventually create a meaningful workplace.

It sounds so blissful, doesn’t it? But, getting to a position where one can find meaning in doing what he or she does at the workplace is a journey.

Personally, I think it helps when the person already knows what he or she enjoys or is passionate about.

It could be anything from working with a specific population or community of people, working with animals, working in a Fortune 500 company or even working in the civil service.

If we can identify our passions and interests early on in our careers, it would be easy to guide us in our choices or even motivate us to work towards having the “job of our dreams”.

NURTURING THE JOY OF BEING AT WORK

But why is it important to find meaning in what you do? I believe that finding meaning means figuring out your passions, your interests and something that stirs up excitement in your everyday life.

What better place is there to exercise these interests than at work where we typically spend eight hours a day. This does not include travel time!

Imagine spending ¾ hours in traffic only to arrive at a location that makes you feel depressed and demotivated, and having to do that five days a week. To me, that is a miserable idea.

I believe that when you are passionate about your job and excited by it, many other positive things will follow.

You would start to think of creative ways to not only do your job, but also make the working environment a fun and comfortable “second home”.

One person’s joy and positivity could be contagious! Your co-workers could become close friends or even be considered family.

By having this bond with the people you work with, there would be a lot more understanding and cooperation in the working environment, which would eventually create a meaningful workplace.

It sounds so blissful, doesn’t it? But, getting to a position where one can find meaning in doing what he or she does at the workplace is a journey.

Personally, I think it helps when the person already knows what he or she enjoys or is passionate about.

It could be anything from working with a specific population or community of people, working with animals, working in a Fortune 500 company or even working in the civil service.

If we can identify our passions and interests early on in our careers, it would be easy to guide us in our choices or even motivate us to work towards having the “job of our dreams”.

IMBUING YOUR PASSION INTO WORK

However, if you are already in the workforce, you can still take time to reflect on your interests and passions.

Find out where your talents lie and check to see if your abilities can be used in your job. Once you have uncovered these, you can try to align your work with your passion and make a difference in your working life.

For example, if you find that your passion is in giving back to the community, you could find out if your company does any community work and contribute in that department.

However, if your interests or passions are not available in your company and if looking for a different job is not an option, volunteering is always a possibility.

There is a huge number of non-profit organisations that would value your contributions. In this way you could still feel a sense of fulfillment by doing something that is meaningful to you.

PERSEVERANCE HAS ITS REWARD

Earlier in the article I mentioned that I was considered “lucky” for finding a meaningful job that goes hand-in-hand with my passion.

In reality, it was a long process, which included months of frustration and exasperation.

I knew my passion was working with children and youth, and my interest was in the field of counselling.

But, I was still lost in job-hunting and was pressured to find a steady job in order to live a comfortable lifestyle. Many people thought I was being picky but I knew that I needed to work in an environment that would be meaningful to me.

So instead of waiting around for the “perfect job” to come, I began working in jobs that were closely related to my passion.

I started off by teaching young children, moved on to a centre providing therapy for adults and finally ended up in a job that allowed me to work with children and youths as well as provide therapy on a part-time basis.

At this point, I would consider this as my “perfect” job because it encompassed my passion and interest.

It was not an easy journey but I have found meaning in what I do and that creates an excitement within me.

So don’t be afraid to take time to reflect on the things that would help you jumpstart your day.

There is always a way to find value in what you do, although it may not always be an easy path to take.

There may be moments of wanting to give up and feeling demotivated, but the joy and peace that you will achieve in doing what you do is truly worth the hardship.

So instead of saying “I hate my job,” won’t it feel nice to say “I’m working for my passion”?

Jean has a background in marriage and family therapy and has worked with a variety of people. She has a special passion for working with children and teens because she finds joy in being able to connect with them and seeing the world through their eyes. She believes that everyone has strengths and can be empowered to lead a life filled with positivity and true happiness. To connect with Jean, email her at editor@leaderonomics.com
READERS SAY!

NOM NOM NOM
I quite enjoy the article written by Jasmine Chua, titled “Everyone Can Lead Here’s How” (July 4). The article was the one I find interesting. The “steps” presented in the article actually helps to point me to the flaws in my own leadership style. As a leader, if they would like to step into the “kitchen” and “start cooking.”

Her first point mentions a particular “cooking style,” i.e. a particular leadership style. After reading that particular point, I took a good look at myself and wondered, what sort of “chef” would I be? It took me a good few days to figure out roughly what I was like; it seemed that I liked to oscillate between different leadership styles as and when I felt like it. This is bad, as I have no consistency whatsoever. Not only that, I was basically throwing ingredients into the pot and when I felt like it, hoping that it would turn out edible.

I will admit that plans are not my forte; so again, my “recipe” was simply “throw in what I feel like throwing in and hope that it works.”

Now, I am working towards a better plan to managing my ingredients and testing my recipe so that I don’t end up burning the food or making something unpalatable. Lastly, I would like to thank the author for the wonderful insight. Oh, and I like Ratatouille as well.

JULIE NG
Selangor

PASSION... BUT WITH REASON
Imagine our surprise when we received a haphazard reader in response to “Elements of Passion” (June 13). We hope you enjoy it as much as we did.

“Elements of Passion” Sara Yet titled her haphazard reader in to find a verse
Composed by leaderonomics.com personnel

The power of ability is the passion to make things happen. It’s a dicum I long composed to feel my soul.
No, not with passion of the unbridled kind, but one with reason.

Passion, though an element or only a particle it may be
I see it as “God’s Particle”
Spelt with a capital “P” found in you and me

Passion – a much desired disposition
The Particle that makes you whole
In your vision, mission and eventual transformation

Passion lies deep within your soul
When appropriately fired and realized
It mingles and merges your inner being to mould

Passion lends you wings
Stirring your heart and mind
Peace and joy to your inner being it brings
And then your life with purpose rings!

LUCILLE DASS
Pening

WRITE TO US
Feedback to the editor is welcome, must include the writer’s full name and town of residence. It may be edited for clarity and length, and should be emailed to editor@leaderonomics.com. Please do not send attachments. More feedback is available at www.leaderonomics.com/tag/reader_feedback

THIS MAY BE FOR YOU!
MEGA CARRERS & STUDY FAIR @ KLCC
August 22–23, 2015
11am–6pm
Halls 1 & 2, KLCC

WITH hundreds of graduate employers all in one place, the Mega Careers & Study Fair @ KLCC is the best place for young jobseekers to meet and impress real recruiters. Being the only three-in-one fair of its kind, the event comprises Malaysia’s 100 Careers Fair, CareerBuilder Fair as well as Postgraduate Studies Fair under one roof.

Adding to the overall excitement is the “Social Media Hub” event, the talk of the town where leading online personas share their tips on getting noticed by companies.

This year, the fair will also be graced by Jonathan Toubt, season one winner of The Apprentice Asia, who will spend his time speaking to the crowd about his secrets to success as well as signing copies of his book, From Grt To Great.

Of course, the Mega Careers & Study Fair @ KLCC is never complete without plenty of goodies and giveaways – find out more at www.careersandstudy.com or facebook.com/MegaCareersAndStudyFair

ACCOUNTING, FINANCE AND BANKING BOOTCAMP
August 1–3, 2015
Klang Valley

Here is another amazing programme from TalentCorp for you! Designed to give students a clear understanding of the current forces in the market today, this bootcamp will give you a taste of the realities in accounting, finance, banking and consulting.

This programme is for YOU if you are a penultimate/final year Malaysian student, regardless of your discipline of study. Any background will do – don’t miss this chance to hear and learn from experts in the field.

To register or find out more, go to www.facebook.com/StudentsMY

Also next week

> It’s a Snape, Snape world

> Image vs Authenticity: Who are you really?

> Chill out with an ice hockey player

> Study hard cos-play even harder

This Career Guide is Powered By Leaderonomics

The Science of Building Leaders