The text on the page reads:

**RIGHT MINDSET**
Empathy, collaboration and empowerment are important in the home.

**FAST ENOUGH?**
Your perception of time and success may not be right. It’s time to reflect.

**TALENT MAGNET**
Are you making yourself visible enough to attract the right talent?

**WORKING PARENTS**
Try to achieve a balance - but keep in mind what matters to you most.

**WE’RE ALL IN IT TOGETHER**
Expats helping our nation to thrive pages 6-7.
I don’t know about you but, of the (thankfully few) funerals I have attended, I have never heard the sentence uttered: “He was a good man – he never once fell behind on his to-do-list, and was always the first to arrive to work and the last one to leave.” There is a continuing debate about whether there can be such a thing as a work-life balance. I would argue that there can be, but I am being slightly hypocritical: I’m currently writing this article on a Sunday afternoon, and have promised my wife I will “unplug” on Merdeka Monday.

As I write, I find I’m being offered some real pause for reflection. I work from Monday through Friday and write on Saturdays. I make it a rule to switch off on Sundays and spend time with family, do some meditation, read, and simply be present, thankful for the life that I have and my loved ones around me.

In an article that flew around the internet and national newspapers, palliative nurse Bronnie Ware wrote about the five most common regrets of the dying. It’s worth looking for, if you have yet to read it. Under the regret of “I wish I hadn’t worked so much”, she writes: “This came from every male patient that I nursed. They missed their children’s youth and their partner’s companionship. Women also spoke of this regret, but as most were from an older generation, many of the female patients had not been breadwinners. All of the men I nursed deeply regretted spending so much of their lives on the treadmill of a work existence.” Work commitments are important. We need to contribute in some way. The modern world has become more connected, and it’s hard to imagine a world without work. But it should not come at the expense of our most valuable asset – our humanity.

In the same study by Manpower Group, opening such a doorway can prove invaluable, as new minds from outside the organisation can provide a fresh insight. There are many graduates who, rather than being hired on the strength of their degree, are hired on the basis of skills cultivated within their time of study. In many cases, successful careers are established despite graduates being employed outside their area of interest, providing that skills and attitude prevail over grades and qualifications.

When given autonomy, people with a passion are able best to adapt and adjust to the ever-changing environment. It is the species that succeeds, not the strongest, nor the fastest; it is not the strongest that survives; it is not the species that survives; it is the one that is able best to adapt and adjust to the future, but cultivating skills that are proven to lead to success is the most important. Doing the things you do is important? Doing what you love or caring for what you love to know your thoughts. Please email us at editor@leaderonomics.com

We are committed to providing content that engages and inspires our readers. If you would like to suggest a specific theme or topic on leadership for us to explore, contact us by email at 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.

For more great leadership insights, including those by Marshall Goldsmith, visit www.leaderonomics.com. And if you missed any of our past issues, go to http://leaderonomics.com/publications and download for FREE!
WORKING PARENTS: GETTING THE BALANCE RIGHT

IT’S TIME TO LOOK AFTER THE RELATIONSHIPS THAT MATTER MOST TO US

By JOSEPH TAN
joseph.tan@leaderonomics.com

In this day and age, we are struck with the desire to do it all, to have it all and to enjoy it all. We work hard, work smart and work tough so that, at the end of the day, hopefully it will all work out.

The image we have is that of a juggler attempting to balance as many balls as possible – keeping them all up in the air and making sure that nothing falls. The hustle and bustle of life feels like one continuous cycle.

We want to be an excellent employee and an excellent parent and an excellent community leader and an excellent golfer… the list goes on.

Life was much simpler when I was a free-spirited student, but it got more demanding when:

- I got a job.
- Then, I have a job, and I got a wife.
- Then, with the job and the wife, we got a child.
- Then, with the job, the wife, the child, we got another child.
- Then, with the job, the wife, the child, and another child, I got a new business.
- Now, with the job, the wife, the child, another child, a new business, I am getting...

Life has become more complicated and the challenge then is to make it all work, but is this a plausible proposition?

Let’s take a deeper look specifically at the proposition of being a successful professional and also a successful parent. Is it possible to have equal success at work and at home?

THE FUNDAMENTAL PRIORITY

The test of leadership is not in whether you can have it all, but whether you can arrange your resources so that important needs are met.

Think about it – why would you need a leader when you can have it all? There would be no need for leadership if everybody could have everything without any consideration for budget and resources.

As a parent, your leadership at home also requires you to choose. If there is no need to make wise choices, then there is no need for the application of leadership.

What makes choices for parents even more difficult is this – the time when your career is flying is also the time when your child needs you the most. To most of us, this phase hits us when we are in our 30s.

The boss may be impressed by you, and yet your three-year-old at home is wanting to impress you as well. Bringing everything together is no mean feat, because it requires a partnership approach.

Here is the key: the strength of your marriage is the foundation by which all other priorities are set. Yes, here is the hard truth – your relationship with your spouse is more important than your relationship with your boss.

If you don’t believe me, compare your wedding vows with your job description – I have no doubt that your commitment to your spouse is on a higher level. Yet, do we live accordingly?

The sad observation is that there are couples today who live as if the only document guiding their lives is the one related to their competencies and not about their commitment to each other.

From a point of leadership unity within your marriage, you will both have to consider the following:

1. What is your plan for building the character of your child?

   - There is no quality time without quantity. Leaving the child with a third party may not necessarily shape their character and values to your standards.
   - Academic tutoring can be outsourced, but character building and discipline requires direct involvement from the ones who love the child the most – you and your spouse.

2. What is your plan for defining your career growth?

   - Contrary to popular thinking, your career growth does not depend only on your conversation with the boss. From my observation, any significant career growth must involve a joint understanding between the husband and the wife.
   - The one commodity which you ought to treasure is not how much salary both of you can earn together, rather it is about how to best invest this non-refundable resource called time.
   - The fact of the matter is this: we spend time on what we value.

THE FOUNDATIONAL PRINCIPLE

The pragmatic mindset (let’s do what works) is one of the major factors causing stress to couples nowadays.

While it is important to make practical choices with regard to the daily routine of parenting, there are certain family decisions that can only be made if a foundation of decided principles is in place.

The subtle danger of modernity is this: there are so many activities that can occupy our family lives that we as parents do not commit to the hard work of deciding on what our core values are in the first place.

We become so busy that we are no longer purposeful.

Here are three practical steps to get back to the basics:

- Spend a weekly dating time with your spouse (and do not talk just about work!)
- Establish a mentoring relationship with an older couple and learn from their ups and downs.
- Since the company you work for has a vision/mission statement, why not create one for your family?

Principles are set not during the hustle and bustle of our professional and parenting lives, they must be created beforehand. Before the stress comes, you owe it to your family to get your house in order – in fact leadership is about getting one’s own house in order.

Whether it is the living room or the board room, it really doesn’t matter. What is important is that the priorities are first set, then the rest will fall into place much easier.

CONCLUSION – IT IS NOT ABOUT PARENTING

Parenting is not an end in itself, rather it is the outcome of a life of leadership. If you and your spouse do not regularly practise the art of united leadership, then your followers (i.e. your children) will not be motivated to follow you in obedience and respect.

The expectations imposed upon working parents today is not diminishing – at home or at work.

Yet, we must be careful not to be so balanced that we neglect the priorities of what is really important in life (not just work).

Our relationship with our bosses lasts for a season, but the relationships at home last for a lifetime.

Keep this perspective in mind and parenting will no longer be a balancing act, it will be a joyful adventure.

Joseph Tan is CEO of Leaderonomics. Good Monday. His passion is to work with performance-focused leaders to capture the hearts and minds of their employees through a strengths-based and accountability-driven approach. Together with his wife, he has a passion for working with parents to exercise the art of leadership at home. If you would like to enhance the engagement level of your organisation (or your family), email joseph.tan@leaderonomics.com for more details.
ARE YOUR HIGH POTENTIALS ACCELERATING OR STUCK IN GEAR?

Your top employees have a burning desire to be high performers. Like a finely-tuned sports car engine, they crave an environment that allows them to really open up and show exactly what they can do.

A well-crafted development plan for your people ensures a clear road ahead for cultivating effective leadership in your organisation.

After all, with great leadership comes great success. When the time comes, are your top performers ready and able to take the wheel, and drive your organisation to the next level and beyond?

Our Talent Acceleration Programmes (TAP) help you create the right ecosystem that strengthens the growth of your people. We do this in four steps; Identify, Design, Engage and Assess.

I Identify Your Top Talent
Organisations thrive by hiring the best and brightest. But do you know who they are? We help you identify your key talents through a robust series of selection and qualifying criteria.

D Design the Programme
We provide customised TAPs that make use of dynamic techniques to refine skills and accelerate leadership among your top performers. Our Learning Experiences build on your talents’ character and competencies, enhancing them in ways that contribute great value for the organisation.

E Engage, Excite, Empower
Dynamic learning environments energise your talents. Our experiential approach utilises simulations, field trips, and live projects that involve industry leaders, mentors and subject matter experts to ensure your people learn from the best.

A Assess for Development
Pre-launch, on-site, and post-programme assessments provide crucial information to ascertain development progress. Our on-going evaluation provides valuable insight into each participant and aligns them with organisational growth.

Contact Dinesh at 012 985 6835 or dinesh.draj@leaderonomics.com to schedule a free consultation.

www.leaderonomics.org

MOF certified and HRDF claimable.
The launch of the Malaysia Expatriate Talent Service Centre (MYXpats Centre) represents continuous innovation in the delivery of immigration services for expatriates in Malaysia. Based in Surian Tower, Petaling Jaya, MYXpats Centre is a one-stop centre that will process and issue all Employment Pass (EP) applications and other EP-related passes for expatriates working in Malaysia. It is jointly managed by the Immigration Department of Malaysia and Talent Corporation Malaysia Berhad (TalentCorp).

In June 2014, Prime Minister Datuk Seri Mohd Najib Tun Abdul Razak committed to reducing the processing time of EP applications to only five working days. Under the leadership of Datuk Seri Dr Ahmad Zahid Hamidi, as Minister of Home Affairs, that commitment has been realised with the establishment of the MYXpats Centre as a partnership between the Immigration Department and TalentCorp and overseen by the Ministry of Home Affairs. Since MYXpats Centre started operations in June 2015, more than 80% of EP applications have been approved within the five-day client charter.

TalentCorp manages the day-to-day operations of the MYXpats Centre, supporting the Immigration Department with talent-specific inputs, and providing employers and applicants with services that are easy to use and access. MYXpats Centre will help support Malaysia’s aspirations to achieve high income status by 2020. By enhancing expatriate immigration services it will serve to enhance the ease of doing business in Malaysia for investors.

MYXpats Centre processes and issues the following expatriate passes: Employment Pass, Dependant Pass, Social Visit Pass (Long Term) and Visit Pass (Temporary Employment). The centre leverages on TalentCorp’s experience working with leading employers in key industry sectors such as electrical & electronics, oil and gas, financial services and business services among others.

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**Drilling Diversity, Sharing Strengths**

By SABRY CLARKE
sabry.clarke@leaderonomics.com

**W**

The significant benefits for companies and employees arising from the implementation of the Goods and Services Tax (GST) in Malaysia and the transition thanks to the one-time registration process, MYXpats Centre head Weina Ang says, is a recent example of how Deloitte is able to bring in talent from different countries and help Deloitte to expand its services.

Deloitte is a global employer services leader in Malaysia, being able to bring in talent from different countries and provide a one-time company registration that helps Deloitte to expand its services. The ability to quickly process visas and work permits is vital to the firm's growing success.

Deloitte, a multinational and regional footprint, provides audit, tax, consulting, enterprise risk and financial advisory services worldwide. Its diverse talent pool with global mindset and skills helps to better serve companies with diverse and complex needs. The implementation of goods and services tax permits is vital to the firm's growing success.

Deloitte has over 1,700 staff and partners across eight offices in Malaysia alone. Its diverse talent pool with global mindset and skills helps to better serve companies with diverse and complex needs.

The positive steps taken by TalentCorp to improve business in Malaysia enormously, says Datuk Mustafa Ibrahim (left), Deloitte Tax Services Sdn Bhd National Practice Leader, Tax.

Moving forward, Ang says she would like to see the Professional Visit Pass process to be handled by MYXpats, given the success of the Employment Pass process.

The significant benefits for companies and employees arising from the implementation of the Goods and Services Tax (GST) in Malaysia and the transition thanks to the one-time registration process, says Ang, “But I’m delighted to see that we’re moving in the right direction, and very impressed, by the support and service we have received.”

Hence, moving forward, Ang says she would like to see the Professional Visit Pass process to be handled by MYXpats, given the success of the Employment Pass process.

**MYXPATS PROCESS OVERVIEW**

By SANDY CLARKE
sandy.clarke@leaderonomics.com

**MYXPATS DELIVERS ON CLIENT CHARTER**

EASIER EXPATRIATE FACILITATION IMPACTS COMPANIES FAVOURABLY

**EASY EXPATRIATE APPLICATION PROCESS**

**WHY SHOULD COMPANIES SIGN UP FOR MYXPATS?**

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The opening of MYXpats Centre introduces a new level of enhanced immigration services. Through our oversight of the secure, government-run system, we will ensure that applications are processed in the most efficient manner, allowing us to deliver on the planned enhancement of immigration services started by the launch of the Expatriate Services Division (ESD) last year.

“We are proud to collaborate with the Immigration Department to better facilitate leading investors and employers to access foreign skill sets needed through MYXpats Centre.”

Johan Mahmood Merican
TalentCorp chief executive officer

THE Government is committed to streamline and simplify expatriate services as an enabler to transform Malaysia into a preferred country for investment and top talent. Towards this end, the Ministry of Home Affairs, the Immigration Department and TalentCorp have joined hands to form a joint working committee to oversee expat-related policies and implementation. This tripartite collaboration resulted in moving the Immigration service delivery from a Product Centric to Customer Centric approach. As part of the change, MYXpats was established as a full fledged one-stop centre for all expatriate needs incorporating the following:

- Integrated Data Sharing platform
- Online services to submit expatriate applications
- Reliable decision support system

The MYXpats Centre’s integrated, streamlined data platform has resulted in more efficient processing of expatriate applications within the stated five-day timeframe. That is, however, not the end of the road. Companies can expect further improvements moving forward.

Looking ahead, the collaborative roles of the Ministry of Home Affairs, the Immigration Department and TalentCorp is set to grow in importance and relevance as we strive to meet the evolving foreign talent needs of employers in Malaysia.

To meet these new challenges, TalentCorp will be rolling out new services in order to achieve tighter integration of multiple government databases, such as the Companies Commission of Malaysia, Inland Revenue Board and those belonging to other approving agencies.

Through streamlined processing and the opening of additional centres in Johor and Penang, TalentCorp hopes to extend and expand the reach of MYXpats Centre’s services in the months and years to come.

To know more about the requirements for your sector, please refer to the ESD Online Guide Book at https://esd.imi.gov.my/portal/pdf/esdguidebook.pdf

MYXpats Centre complements other government approving agencies that process expatriate Employer Pass applications.

Innovation and Synergy

A TRIPARTITE COLLABORATION: DRIVING THE TRANSFORMATION

THE Government is committed to streamline and simplify expatriate services as an enabler to transform Malaysia into a preferred country for investment and top talent. Towards this end, the Ministry of Home Affairs, the Immigration Department and TalentCorp have joined hands to form a joint working committee to oversee expat-related policies and implementation. This tripartite collaboration resulted in moving the Immigration service delivery from a Product Centric to Customer Centric approach. As part of the change, MYXpats was established as a full fledged one-stop centre for all expatriate needs incorporating the following:

- Integrated Data Sharing platform
- Online services to submit expatriate applications
- Reliable decision support system

“The opening of MYXpats Centre introduces a new level of enhanced immigration services. Through our oversight of the secure, government-run system, we will ensure that applications are processed in the most efficient manner, allowing us to deliver on the planned enhancement of immigration services started by the launch of the Expatriate Services Division (ESD) last year.”

Datuk Mustafa Ibrahim
Director-general of Immigration Department of Malaysia

“We are proud to collaborate with the Immigration Department to better facilitate leading investors and employers to access foreign skill sets needed through MYXpats Centre.”

Johan Mahmood Merican
TalentCorp chief executive officer

Moving Forward

CUSTOMER CENTRIC APPROACH TO CONTINUE

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Enhancement delivered through the ESD system will be rolled out to all approving agencies beginning October 2015

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HOW TO BE A TALENT MAGNET

By KARIN HURT
editor@leaderonomics.com

Magnets have a powerful, yet invisible force of attraction. Talent magnets have a similar impact as they attract and retain “A” players, who then attract more talent.

Notice I didn’t entitle this article, How to Build a Talent Empire, which is much less subtle and far less effective.

I’ve built a career based on attracting people way smarter than me to do the things I couldn’t possibly do. Liz Wiseman calls this approach, being a talent magnet in her book Multipliers. I call it common sense, or perhaps heredity. My dad carries the same jump-into-things-you-know-nothing-about gene.

Wiseman’s research found four common practices among talent magnets.

1. Look for Talent Everywhere
   My favourite part of this context is ignore the boundaries. They’re less inclined to look for traditional qualifications than looking for the right cocktail of talents just right for that role.

2. Find People’s Native Genius
   Liz explains, “A native genius is something that people do, not only exceptionally well, but absolutely naturally. They do it easily, without extra effort and freely, without condition”. Tap into that.

3. Utilise People to Their Fullest
   This is all about connecting people to the right opportunities and shining the spotlight on them when it’s time.

4. Remove the Blockers
   ‘A’ players have a low tolerance for nonsense. Talent magnets get that, and do their best to move the unnecessary stuff out-of-the-way, so the native genius can get to work.

By KARIN HURT
editor@leaderonomics.com

Hello readers! On Aug 8 (our Youth issue), we ran a special competition, Re-Act, for kids aged 8–13. The grand prize was a sponsorship for a place at our DIODE camps and to be published in this pullout.

We wish to express our sincerest congratulations to Joyce Ng Kar Yee, 13, on winning the grand prize. Joyce, you get to go to DIODE Tweens Camp for FREE!

DIODE Tweens Leadership camp is specially designed to help kids moving from primary to secondary school to deal with life challenges that matter, such as those in relation to friends, identity and the future.

It covers topics like:

- ‘Who should I mix with?’
- ‘Who am I?’
- ‘How can I be a good leader at age 13?’
- ‘Goal-setting for five years.

Campers will be at Monq Land, and will be having fun from Nov 25–28, 2015.

3 Facts About This Person:

- His favourite pastime is computer programming.
- His ambition is to be a successful scientist.
- He has pure, leadership and self-discipline.

How I was inspired:

1. Value that I learnt was...

Responsibility. He’s a very responsible and disciplined prefect.

2. Action that I was inspired to was...

Never letting students who break the rules escape easily. When I saw him taking his best to block the naughty boys’ plan to go to the toilet after dinner, I helped him. Those boys soon returned to their classes. He thanked me. I felt lucky to have a seller like him. I wanted to be just like him—a good prefect.

Leaderonomics.com, Saturday 5 September 2015
DO YOU HAVE A DESIRE TO WORK?

5 PRACTICAL TIPS TO TAKE MAKE IT ENJOYABLE

By VICTOR S.L. TAN
training@leaderonomics.com

It has often been said that human resource (HR) is the greatest asset of an organisation. However, the truth is that HR is only an asset if the people working there have a positive attitude towards work.

Too often, organisations have very knowledgeable, well-educated, experienced and skillful people but their attitude is negative.

In my consulting work with organisations, I have found that the attitude of people has a significant impact on their productivity and quality of work.

In fact, the true value of leaders lies in their ability to incultate a positive attitude in their employees and this can be the organisation’s key competitive edge in the marketplace.

ABLE AND POSITIVE WORKFORCE

Developing an able workforce is no longer enough. Organisations need to develop a positive workforce that is motivated to achieve.

The great motivator, W. Clement Stone said it better: “There is little difference in people, but that little difference makes a big difference. The little difference is attitude. The big difference is whether it is positive or negative.”

Leaders can take very specific strategies to get people to develop a positive attitude towards work.

1. REVERSE WORK

If leaders want people to have a positive attitude towards work, they need to first respect the work they are assigning others. They must not treat work as if it is a chore to be dumped into someone’s ‘in’ tray and abdicate all responsibilities altogether.

Instead, they must treat work as an important assignment to develop and grow themselves. It must be reflected in their thinking, words and actions when they delegate work to others.

Work provides individuals with the opportunities to understand themselves and others better.

Doing our work well in organisations provides us with an intrinsic sense of fulfillment as well as extrinsic monetary rewards.

2. MAKE WORK FUN

Subordinates are more likely to look at work positively if leaders help create an environment where the work itself is fun. This means allowing others to come up with new ideas and encouraging people to do things differently.

Work should be treated like a game whereby players use their various talents to achieve the desired results in a fun and enthusiastic manner.

Warren Beatty, a man whose career has run from actor to producer to director and writer, said: “You’ve achieved success in your field when you don’t know whether what you are doing is work or play.”

The truth is, if we do what is required of us at work, we become slaves, but if we go beyond what is required in a fun manner, we are free.

3. PROVIDE MEANING IN WORK

Work should not just be about meeting organisational goals. It should provide meaning to individuals.

Work can help individuals develop their self-confidence; for example, a young sales executive who learns how to make a good presentation and close a sale will develop a new level of confidence.

Likewise, work can help one develop courage and self-belief. Work provides meaning not just from the tasks we do but to the value it adds to others and their lives.

Mother Theresa once said: “It is not how much we do, but how much love we put in the doing, it is not how much we give, but how much love we put in the giving.”

In his book, Man’s Search for Meaning by Viktor E. Frankl, first published in 1959, describes his experiences in Nazi concentration camps, where he noticed that those who survived were often those who had a reason to live.

Frankl wrote: “There is nothing in the world, I venture to say, that would so effectively help one to survive even the worst conditions, as the knowledge that there is a meaning in one’s life.”

He believed that human beings are not driven by power so much as by the need to find meaning in their lives. Leaders should therefore provide people with meaning at work and unleash this powerful positive productive force in the workplace.

4. MAKE WORK A TALENT EXPRESSION

No one ever achieves great success with talent alone. It is through work that one gets the chance to transform one’s talents into a spectacular outcome.

For example, someone with a great speaking ability will come to no avail unless one utilises it to excel through one’s work. Thus, a litigation lawyer can practise his/her great speaking ability to become an outstanding professional while in court. Work truly serves as a conduit for each one of us to express our talents and thus, achieve great things. Leaders must therefore encourage people to fully utilise their talents at work.

5. RECOGNISE OUTSTANDING WORK

People will be more positive towards work if it comes across as more desirable rather than obligatory.

Of course, if the work were motivation at all it, one would view work more positively. Then can we make work desirable rather than obligatory?

One effective way is to recognise outstanding work. Admit it or not, humans crave recognition. People become more motivated if they are recognised for their outstanding work.

Leaders can help people view work positively if they provide the necessary support and recognition to these achievers.

CONCLUDING THOUGHTS

Allow me in closing, to share a poem from my book, The Secret of Change:

MAKE WORK A PLAY

If you treat work like play.
You don’t work a single day.
It is like a holiday.
It is fun all the way.
If you treat work like clay.
You can mould it your way
In your own fortune
To express true joy: Hooray!

Never say, because they underpay,
You are going to delay.
As a way to convey
Your demand for more pay.
With this, you go astray:
Your credibility, you betray.
Jeopardising your mainland.
There is always a better way.

Instead, enjoy your work everyday.
Like a dancer with his elegant sway.
Taking the workplace as a pathway.
Work wholeheartedly all the way.
To give yourself the headway.
And get yourself to “Broadway”.
Make your work, the best play.
Live life joyfully, everyday!

HOW TO?

Victor S.L. Tan is a panel of speaker for Leaderonomics. He’s also a recognised leader on change management and the author of 10 management books.

If you have a need on how to manage change in your organisation, email us at training@leaderonomics.com
WHY WE SHOULD ALTER OUR PERCEPTION OF TIME AND SUCCESS

By DANIEL LEE
daniel.lee@leaderonomics.com

We are living in a world of high-speed internet, medical breakthroughs, self-made millionaires and technological advancement in almost every field imaginable. Great advancements have allowed so many of us to achieve what we set our minds to. Just over a decade ago, before the existence of YouTube, many aspiring musicians had to go through conventional record labels to get a chance of being heard by the world. Now, YouTube stars are among the most influential personalities in the entertainment industry. With everything moving at a greater pace, we see a change of pace in our lives too. We want faster cars, faster internet speeds, faster computers, and so on. When we look at Forbes’ list of 30 under 30, we are inspired to achieve the success that they have achieved too – but we want to achieve success in a shorter time.

MAKE THE MOST OUT OF YOUR DIFFICULT YEARS

That being said, it does not mean that we can only achieve success after decades of trying, or that achieving success at a young age is any less meaningful. It just means that all of us need to go through a period of preparation, learning, growth and overcoming challenges before we can actually achieve our goals and this can sometimes take years. These periods of time are what some call the “difficult years.” All successful people, young and old, go through these difficult years. It is an inevitable part of achieving any goal.

Even when things were not going so well for da Vinci and he wasn’t getting the big gigs as an artist, he kept on drawing, sketching, studying, and prototyping. He kept improving himself even though he had all the reasons to give up. In our journey to success, we are bound to meet setbacks and challenges. Some of these setbacks can demotivate us from doing anything, while some challenges simply do not allow us to move forward. We must realise, however, that we can make the most out of our difficult years. Take each setback as feedback to improve, and every challenge and opportunity to grow. When things don’t go as planned, keep making the most out of your time and these things can add up to the very reasons for your success.

SET YOUR OWN PACE

“It’s easy to get caught up with meeting the standards of people and society around us, to the point we miss out on the most important things in life. In the fast-paced world we are living in, it’s very important to take time to pause, breathe, and set your own pace. Just like marathon runners, some people move at a faster pace while others keep steady at a more comfortable pace. Many marathoners run to compete, but many more run marathons with the goal of going the distance. Achieving success in life is very much like running marathon, such that the goal is to achieve what you set your mind to. In order to achieve that, we need to do the necessary preparations and go through the challenges that will eventually lead us to success.

So, the next time you come across a success story, look beyond that person’s achievements. Find your inspiration instead in the journey that the person had to go through to get to where they are today.

SPARK LEADERSHIP PROGRAMME IS BACK!

If you are between 13–17 years of age, you are invited to join Leaderonomics Youth for a big adventure from December 13–19, 2015 at the state-of-the-art premises of Epsom College in Malaysia.

THIS IS YOUR FINAL CALL! Grab this chance to win a “Golden Ticket” to SPARK – sign up for auditions on September 19, 2015 at the Leaderonomics Office. For more details and to register, please go to leaderonomics.com/reg/spark today!

“You manage things, you lead people. This is what I learnt as one of the participants from Sabah at the 2014 Spark Leadership Programme, together with other representatives aged 13 to 17 from all over Malaysia. We had the opportunity to learn and practice leadership and discover our true leadership potential. During camp, we completed projects, went on field trips, experienced game-based learning, participated in sporting activities and had so much fun. One project that made a huge impact on me was the Lead Challenge Project. It gave us hands-on experience – we visited an orphanage and spent valuable time with the children there. Thereafter, we were asked to make a presentation about that particular project. It sure did give us butterflies and more interestingly, we were evaluated by successful Malaysian leaders. How fantastic is that? Through all that hard work and anxiety, having a splendid time on Spark Night was the best thing ever. It was where I discovered how very talented Malaysian youths are. It was a night to remember.”

In summary, it was the best camp I have ever been to. The people who I met and made friends with came from all over Malaysia of different religion and races. I will never forget them. This camp has enlightened me and made me think deeply about leadership and the importance of it for our community in the future.

– Aldrin Peter Aloysius, 16, SPARK 2014
YOUTH MINDSET: COLLABORATION BEATS COMPETITION

By MARCUS LIM
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THERE’S a growing trend that states, “Collaboration wins over competition”. Organisational leaders begin to realise that even their best individual efforts cannot stack up against new, complex and interconnected problems. Simply put, the number of issues are increasing. A recent article by Laura Montinis on Inc.com revealed that a collaborative mindset has the potential to generate the following benefits:

- 15% increase in successful innovation
- 20% reduction in time to market
- 35% increase in greater innovation and creativity
- 50% improvement in communication

How does this translate to our youth of today? Seeing that they will be the future leaders of tomorrow, are we developing them in the right environment with the right mindset?

The right age to begin is said to be between ages 7–12 years old, when children begin to explore and do things for themselves. Hence, the Leaderonomics DIODE Kids Leadership Programme focuses on three key elements to build a collaborative mindset.

Let’s look at some of the ways in which the leadership programme helps to develop kids:

EMPATHY AT HOME
Parents can demonstrate empathy at home, by turning off the television when their children are studying, or even volunteering to work with them.

While they do their homework, parents can also do their work at the same table. The next stage is to have them extend that empathy to themselves and others.

EMPOWERMENT AT DIODE KIDS
At DIODE Kids, we run a simulation called ‘The Origami Effect’, where kids are split into different groups and are taught to fold a specific type of origami.

The objective is for them to teach different techniques to each other. The kids learn to see that they can make an impact in others, and they find joy in successfully helping or teaching their peers to fold new origami styles.

EMPOWERMENT AT HOME
Give your kids a chance to teach you or their siblings something. Start off by teaching your child, then get your child to teach your spouse or their siblings.

Imagine your child teaching your spouse primary school mathematics; this would give your child the empowerment he needs to build confidence.

COLLABORATION AT DIODE KIDS
Once empathy and empowerment have set in, the kids feel like they can help and have awareness of others’ welfare in mind. The final challenge, called ‘Wonders of the World’ gives each group a piece of the Taj Mahal to build.

They are tasked to build different parts of the building, and collaborate to ensure the uniformity in the scale of the building. This involves respect and accountability for each of their roles and responsibilities within the group.

COLLABORATION AT HOME
Collaboration at home is simple. Getting them to help out with household chores, baking and even counting the bills can be empowering and builds a sense of collaboration.

The idea is to help them understand that since we all live in the same house, we are all responsible for maintaining it.

CONCLUDING THOUGHTS
Putting it all together, you will realise that you are not only instilling a collaborative mindset, but you are also teaching your child essential life skills. Basic skills such as working together, being responsible for their own home, understanding of bills and basic nutrition – all of which they will have to learn anyway.

So why not start now? Begin empowering your child before it is too late.

Find out how you can nurture confidence and a collaborative mindset for your child to give them the necessary skills for their future!

The DIODE Leadership Camp Series is offering free previews. To secure your free space at the preview, please visit www.diodecamps.com

Also next week

- Where do you fit in your organisation?
- Right attire, right occasion for everything
- Efforts to retain top performers
- Yoga: Beyond the bends