The Women’s Issue

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DO YOU LEAD WITH YOUR HEART?

INFLUENCE. According to John Maxwell, leadership is influence, and everything rises and falls on leadership. As I reflect about life and on some of the people who have influenced me the most, my thoughts are drawn to my mother. Born into a poor family, she had very little money. Money was a luxury, and education became a necessity, as the very quickly realised that it was probably the only way to beat poverty. Forged in the fire of adversity and unending struggles, she became increasingly resilient, determined, and influential.

The person that I am and the values that I embody today are all due to her deep devotion and diligence in raising me. Even when she was spending endless nights chasing deadlines and wrapping up production sets with the creative agency, she still found time to spend with the family. I learnt a very critical lesson: no matter how busy we are, time must always be made for the most important people, especially family members and our loved ones. It is due to her resilience and never-say-die mentality that she held firm the family together, even in very tough and trying times.

As International Women’s Day is observed this March 8, we celebrate women all over the world and pay tribute to them. For this week’s edition, the team has pulled together a number of inspiring and thought-provoking pieces. In Try This, some advice shared by great women in leadership and senior leadership include: be resilient, be authentic, and focus on the strengths. Harnessed together, these qualities can pull most teams through the toughest of times, creating an unbreakable bond formed in the midst of adversity.

Top 10 looks at some of the traits of confident female leaders, beginning with a memorable quote by Coco Chanel. Some of the traits that stood out for me were: they don’t take anything personally; they trust their instincts, and they don’t lead to be liked. In fact, these are core areas that not only women should pay careful attention to, but men as well. Modern-day management has taken a very big data-centric approach, where most things are endlessly analysed, and whole management teams stagnate due to inquisitiveness. It is refreshing to see that instinct still has a part to play in leadership. Flip through the pages to find out more.

The heart of leadership; no one embodied it better than the late Mother Teresa. She wielded influence and impact on the community and the world at large. With her passing, we mourn the loss of one of the greatest leaders we have ever had, and with that, I’d like to end with a quote from her:

“Not all of us can do great things. But we can do small things with great love.”

May the pages ahead be as insightful, engaging and purposeful to you, as they have been for me. Have a wonderful weekend with great love.

Ian Lee, Editor

HOW TO BE A POWERFUL WOMAN, MINUS THE CAT FIGHTS!

By TAMARA JAYNE						tamarajayne@leaderonomics.com

We may have often heard many women say this throughout our lives: “I can’t stand other women!”

In the midst of all the animosity we might have developed towards the women around us, it can often make us unaware of the influence women have in today’s society.

After doing some research, I found some advice by great women in leadership and managerial positions on how to be a powerful woman.

BE RESILIENT

Sometimes it is not just about talent that helps you achieve your goals, but the ability to bounce back up when you are pushed down.

Many women in leadership positions said that they used negative criticism to motivate them to work harder rather than let it tear them down.

“The life doesn’t get easier or more forgiving, we get stronger and more resilient.” —Steve Maraboli, author of Life, the Truth, and Being Free

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BE AUTHENTIC

Kanya King, founder and chief executive officer of MOBO awards, said that her sisters used to tell her that in order for her to be taken seriously, she needed to wear her hair in a bun, wear no make-up, and speak in a more aggressive tone. “But that just wasn’t me,” she continued.

So often, we are afraid to be authentic because we might feel that it will allow others to attack our flaws. But by being authentic, we create a place for people to be vulnerable with us, especially when they can see that we are comfortable with being open with others.

FOCUS ON THE STRENGTHS

In a world where perceptions on femininity have been viewed as incompetent, it is understandable why women started the feminist movement in order to gain respect and equality. As important as it is, it is easy to lose ourselves and forget the strengths we have as a woman.

After the announcement mistake of the winner during the crowning of Miss Universe 2015, Miss Philippines and Vanessa Tevi Kumares was the first to congratulate Philippine on stage while everyone else was busy comforting Miss Columbia. Many viewers, especially from the Philippines, expressed their approval by thanking both Miss Malaysia and Miss Bulgaria for being such good sports.

When women focus on each other’s strengths instead of backbiting one another, they can become a powerful force and a great example to be reckoned with.
By ELISA DASS AVIN
editor@leaderonomics.com

Once wrote an article, Dilemma of Working Mothers in Corporate Malaysia, where I encouraged working mothers to play a role in nudging employers to adopt family-friendly policies and facilities. A few women responded by sending in some encouraging notes to share their thoughts on this as well.

I have personally put in requests in my previous employments, and had the opportunity to hear the heart of the employers concerning flexible time arrangement and company day care, among other issues.

The good news is, most employers can empathise with working mothers. However, the transition into this new culture comes with a lot of financial, business and human resource (HR) implications.

Globally, some companies are also making an effort to ensure gender diversity in their workforce, especially in the senior management level.

According to a McKinsey’s Women Matter 2010 report titled Woman Matter: An Asian Perspective, they identified 41 initiatives categorised under three main elements that should be present within a corporate ecosystem to support these initiatives. These elements are:

1. Management commitment
2. Women’s development programmes
3. A set of enablers (collective enabler)

To remain competitive, some of these forward-looking companies have started exploring different ways to attract, retain and develop working mothers.

For a start, as we pull our resources together to cordially create a more family-friendly workplace, let me share one initiative under the collective enabler category in the research that is practical and has relatively low impact on financial investments, operations and business risks: the nursing rooms (or the lactation rooms).

A COST-CUTTING FACILITY

The government and healthcare professionals encourage mothers to breastfeed their babies for at least six months, mainly to strengthen their immune system.

In most cases, healthier babies translate to lesser resources spent on sick babies—from mothers taking days off from work to care for their child, to medical and insurance claims for the child. Not to mention the focus and productivity of the working mothers.

CIGNA, a global health service company, launched a corporate lactation programme, Working Well Moms, many years ago and saw a total savings of US$300,000 (RM1.26 bil) in annual healthcare expenses for breastfeeding mothers and children. The programme also reduced absenteeism among breastfeeding mothers.

LACKING AT OUR WORKPLACE

In my working experience, I have seen and heard stories of how mothers had to use their office room, covering the windows with blankets or paper for privacy, to pump breast milk.

Some mothers go through the inconvenience of using a colleague or superior’s room or a meeting room to do so, and only when it’s available. If planned well, these mothers will need to pump two to three times a day. Then comes the worry of storing the milk to ensure it doesn’t spoil.

My personal experience as a new mother saw many of the shortcomings in this area too—from almost having to use a washroom cubicle to express milk, to avoiding storing them in the cafeteria fridge with uncooked meat.

I am so thankful for a kind colleague in another department who offered her meeting room for my use whenever it is unoccupied.

ONLY BARE NECESSITIES NEEDED

For a basic nursing room, Massachusetts Institute of Technology recommends a minimum room size of four feet by five feet equipped with a door that locks from the inside.

The room should also have an electrical outlet for plugging in a breast pump, good lighting and ventilation, a comfortable chair, a small table, an “occupied” sign for the door, a wastepaper basket, a sink (in the room or nearby), a refrigerator and a coordinator for room usage.

For larger multi-user rooms, partitions are included as part of the amenities. Such a setup can be used over the years by new or returning mothers. Talk about return of investment!

This space can be an infrequently-used room, storage area, pantry or vacant office.

SETTING UP A TASK FORCE

The National Business Group of Health shared in its Investing in Workplace Breastfeeding Programmes and Policies and recommended a list of company stakeholders who can potentially contribute in a task force setting up a nursing room(s).

The list includes:

● HR specialist
● Facility manager
● Current and previous breastfeeding employee(s)
● Representative staff from a variety of departments
● Pregnant employee(s)
● Finance department staff
● Public relations staff
● A senior leader who can provide insight on merging business needs with employee concerns

Among the few things this task force can look into includes examining company’s existing policies regarding support services for breastfeeding employees, if any.

The team can then proceed to identify the number of employed women of childbearing age, number of pregnancies among employees annually, breastfeeding rates of employees (if known), current turnover rate among women who take maternity leave and current rates of absenteeism among new mothers and fathers. Following that, they can look into policies for milk expression break, construction of nursing room and gaining buy-in from other employees.

In the long run, HR should be able to review company absenteeism and turnover rates periodically to track the potential impact of the programme.

CONCLUDING THOUGHTS

With positive results from the tracking and evaluation, it will be a great platform to gain management support and commitment to be a family-friendly company.

A 20 square feet nursing room is a simple low-cost and low-risk support from the employer that can go a long way in creating company loyalty, saving costs, branding as an employer of choice for women talent and, most importantly, playing your role in building a family-friendly corporate Malaysia!
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10 TRAITS OF CONFIDENT FEMALE LEADERS

By SONIA MCDONALD
editor@leaderonomics.com

WE all know confident women and confident female leaders. They light up the room when they arrive and they always leave a positive impression. They seem to have an indefinable “something” that makes them special, and perhaps even inspiring. Very little stands in the way of emulating the confidence of those female leaders who inspire you. And it’s unlikely they were born so confident. Very little stands in the way of emulating the confident female leaders. They have an indefinable “something” that makes them special, and perhaps even inspiring.

1. They use their words wisely, with respect and consideration.

2. They don’t take anything personally.

Women who lead confidently know that the only people they can control is themselves, and they are not responsible for anyone else’s emotions or behaviours. You cannot control what others do, only how you respond.

3. They use their power for good instead of evil.

They know their strengths and capabilities, and seek opportunities to make the world around them just a little better. Whether they do so by mentoring another woman in their team and helping her achieve her own goals, or fighting for human rights, they are selfless and share their talents with others.

4. They give credit where it is due.

Confident female leaders won’t take credit for another’s success. They have more respect for themselves and others. They also celebrate the achievements of others, and the satisfaction of having assisted others along the journey is more than enough. They support women and don’t compete with them.

5. They trust their instincts.

They are thorough and decisive, and when they have made a decision, they stick to it. They don’t hesitate or second guess, and this in turn instils confidence and motivates the team they lead.

6. They don’t lead to be liked.

Confident leaders are not afraid to make tough decisions even though they may not be popular. They can handle opposition and will deal with it rationally and fairly, with the conviction to stand by any decision. Those they lead respect them for their ability to follow through and be consistent.

7. They believe in balance and reward.

Bumps on the road do not knock confident female leaders off course. They do not expect perfection from themselves or others, and know that with success, comes responsibility, risk, and sometimes failure. The ability to get up and get on with it after a setback keeps them moving forward and inspires others.

8. They don’t waste time on worry.

“What-ifs” and “should-have-beens” don’t exist for women who are confident in their leadership. Worry changes nothing and is a waste of energy. They stay focused to move forward.

9. They are authentic.

Understanding their own motivations and being clear in their belief systems, confident leadership in women who inspire and motivate is effective, credible and consistent. Insincerity is obvious and unacceptable to those they lead, even if they can’t quite identify what’s not right. Authenticity is central to female leaders with confidence.

10. They are irreplaceable.

“An irreplaceable one must always be different.” — Coco Chanel

PARTING THOUGHTS

If you are unsure of yourself, people won’t listen. If you don’t believe in the course you set, then others won’t be motivated and inspired to follow you.

Perhaps, you’re almost ready to become a confident female leader by unlocking your unique leadership potential. You can do it. You’ve got this.
TO WOMEN OF SUBSTANCE

MANY ACHIEVEMENTS HAVE BEEN MADE THROUGHOUT HISTORY BY STRONG, CHARISMATIC AND WONDERFUL WOMEN, IN CONJUNCTION WITH INTERNATIONAL WOMEN’S DAY 2016 THEMED PLEDGE FOR LEADERSHIP. FEMALE LEADERS TAKE A LOOK AT SOME OF THESE AMAZING PERSONALITIES.

3 SUCCESS HABITS I LEARNED IN 3 DAYS FROM 3 POWERFUL WOMEN

BY PAUL C. BRUNSON

Women leaders are skilled at being comfortable in uncomfortable situations. They know how to adjust to difficult situations and can handle difficult conversations with ease. They are able to stay calm under pressure and can make decisions quickly and confidently. Women leaders are also good at listening and understanding the perspectives of others. They are able to communicate clearly and effectively, which helps them to build strong relationships with others. To learn from these powerful women, I have compiled three success habits that I learned in just 3 days from three powerful women: Titi Branch, Malini Agarwal, and Malal Yousafzai.

1. Stay Hungry

Titi Branch is a successful businesswoman who has accomplished a great deal in her lifetime. She has been a role model for many women who are trying to achieve their goals. Titi Branch is known for her determination and her ability to stay focused on her goals. She has never given up on her dreams, no matter how difficult they may seem. Titi Branch has always been able to stay hungry for success, and this has helped her to achieve great things.

2. Demand Your Worth

Malini Agarwal is a successful actress who has achieved a great deal of success in her career. She is known for her dedication and her ability to demand the best for herself. Malini Agarwal has always been able to demand her worth, and this has helped her to achieve great things.

3. Know Your Accessibility Is Currency

Malal Yousafzai is a successful activist who has achieved a great deal of success in her career. She is known for her dedication and her ability to demand the best for herself. Malal Yousafzai has always been able to demand her worth, and this has helped her to achieve great things.
THE DAY THAT CHANGED MY LIFE

WHEN YOU'RE GIVEN A SECOND CHANCE IN LIFE, WHAT ARE YOU GOING TO DO ABOUT IT?

Kimbley Yap, a double SEA Games (Southeast Asian Games) gold medalist and national triathlete, was involved in an accident that nearly took her life. She shares her life-changing experience with our writer, Tamara Jayne, about the struggles she went through after the incident and how she overcame them.

Q: TELL US WHAT HAPPENED ON THE DAY OF THE ACCIDENT.
A: May 28, 2014 was the day that changed my life. I was out training on my bike for the upcoming SEA Games that was to be held in Singapore. There were eight of us on that bike ride and at the end of the training session, we all split to go home. I was about two kilometres from home in Sri Hartamas when out of nowhere, a Toyota Harrier hit me from the side. I flew seven feet up as I lay by the roadside in a pool of blood. The major injuries that had happened, there was a person who witnessed the entire incident. He saw how fast and reckless the young man was driving. He saw how the vehicle slammed into my body and hit me, as I flew seven feet up in the air.

I was given the most precious gift—a second chance in life—and I am going to make the best out of this one!

H: WHAT WERE THE DIFFICULTIES YOU HAD TO FACE IN REGARDS TO THE ACCIDENT, AND HOW DID YOU GET THROUGH THEM?
A: There were hurtful comments from people who did not know me. They would ask and say things such as, “Why was I cycling alone?” and “If she’s such a seasoned cyclist, she should have known better.” People should find out about the entire story before they judge. The witness who stayed with me the day of the accident and his story of how it happened, means more to me than those who had no idea of what happened.

H: HOW DOES YOUR LIFE CHANGED SINCE THE ACCIDENT?
A: This whole experience has taught me to not take things for granted. I’ve also noticed that I’m not so afraid of petty things such as flying cockroaches! What is the worst thing that could happen?
I’m more mindful about how and what I do in life. I’m more focused on engaging and ask, “Why me?”

PARTING THOUGHTS
My biggest piece of advice to everyone out there is if you change the way you look at things, the things you look at will change.
As the saying goes, “It never gets easier, you just get stronger.”
THE year 2015 was an exciting year for women in film. The 88th Academy Awards that just ended on Feb 28 marked a few firsts for women. Sara Bennet became the first woman visual effects supervisor to win in the Best Visual Effects category for Ex Machina, sharing the award with her all-male team. The film Spotlight is the first movie with two female producers to win Best Picture.

Overall, more women won individually or as a team this year in various categories that have long been dominated by men. Seeing women represented in most categories is encouraging to all young girls who want to venture outside the gilt and glamour of being a Hollywood starlet. It’s no longer a behind-the-scenes boys’ club. Women are empowered to create, direct and edit films too, and they allow voices that have never been heard before to resonate.

Films with female protagonists are rarely nominated for Best Picture but this year, three films with a female protagonist received nods: Mad Max: Fury Road, Room and Brooklyn. Films that were nominated showcased diverse women who were all powerful and strong leaders in their environment.

The women in these films exist in completely different settings—from a post-nuclear holocaust desert wasteland to a squashed shed—and time, the year 1952 in Brooklyn. Each of them, however, can teach us a thing or two about taking life into our own hands and not just surviving but thriving.

3 WOMEN, 3 LEADERS

IMPERATOR FURIOSA, MAD MAX: FURY ROAD

“Out here, everything hurts. You want to get through this? Do as I say. Now pick up what you can and run.” —Imperator Furiosa

Furiosa was kidnapped from a fertile land when she was very young. She became Immortan Joe’s finest warrior and earned the rank of Imperator. She was the only woman among the military ranks of Immortan Joe’s army and had lost an arm during her service. Grease-covered, shaved head and fitted with a mechanical arm, she is still maternal and nurturing in the most unique way.

Furiosa, though hardened by her circumstances, still believes in giving hope to others and caring about a cause. She broke out of her designation to lead a greater cause. Her focus: the well-being of the Five Wives and the protection of their human rights.

She is a testament that leaders, while learning to be tough and thick-skinned, should never lose sight of what is truly ethical and good. She shows, through actions over words, that we can truly lead people to a better place.

JOY “MA” NEWSOME, ROOM

Jack: I want a different story! Ma: No, this is the story that you get!

Room follows the story of Joy Newsome and her five-year-old son Jack, held captive for seven years in an enclosed space. They finally gain freedom, allowing Jack to experience the outside world for the first time.

We see Joy through Jack’s eyes. Despite being kidnapped and sexually-abused repeatedly, she remains optimistic for her son, but we also see her despair and overwhelming depression interplay with courage and love.

She is the quintessential imperfect parent and this was reinforced throughout the movie. She did her best in her dire circumstances, but sometimes she didn’t. She is, after all, only human and suffering herself.

We see her create a routine for her child and some sense of normalcy in a room. For five years, she kept Jack’s spirit alive, allowing Jack to experience the outside world for the first time. They finally gain free-
dom, allowing Jack to experience the outside world for the first time.

We see her create a routine for her child and some sense of normalcy in a room. For five years, she kept Jack’s spirit alive, allowing Jack to experience the outside world for the first time.

Joy embodies this sentiment as she— with a brave face—leads her child and herself through the worst of times, making the best of what she has.

ELIS LACEY, BROOKLYN

“I’d imagined a different life for myself.” —Elis Lacey

Brooklyn is an interracial love story. It chronicles Lacey’s struggle with homesickness and how she tries to adjust to a new place and life.

Lacey moves to Brooklyn for a better life arranged by her sister and finds love with an Italian boy. They keep their love secret, even quietly registering their marriage.

Tragedy brings her back to Ireland, where she is encouraged to stay. She was even set up with a potential suitor. She is faced with having to challenge old habits and her small-town mentality in order to be happy and live a fulfilling life.

Lacey is a romantic with a warm heart and a bright mind. In the most understated way, Lacey accepts that while the world blesses us, it can also be a sad place and she makes bold, determined steps to purposefully move forward.

She leads her life with grace. Women are often at an advantage as early years of socialisation focus on nurture and one’s identity through relationships with other people.

Men, too, can aspire to lead with grace as it means leading with respect, care and authenticity—creating teams and working environments that are quietly efficient and effective.

Leading like Lacey means treading gently and purposefully leaving a trail of love and not devastation.

A WRAP-UP

Different times call for different parts of ourselves. Either we can all charge like Furiosa, protect like Joy or choose like Lacey.

“Leadership is a series of behaviours rather than a role for heroes.” —Margaret Wheatley, writer.

—Louisa Devadas

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Mad Max: Fury Road, image courtesy: Warner Bros. Pictures

Room. Image courtesy: A24 Films

Brooklyn. Image courtesy: Fox Searchlight Pictures

By LOUISA DEVADASON
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BEAUTY IS NOT JUST SKIN-DEEP
REDEFINING WHAT MATTERS MOST TO YOU

"THE SEXIEST CURVE ON YOUR BODY IS YOUR SMILE. FLAUNT IT!" — ANONYMOUS

By KRISTAL CLARE
editor@leaderonomics.com

J ust like many young women, I love exploring different colours and styles. If I liked something on a mannequin, I’d be sure it would look good on me, and no one can tell me otherwise. I had a room full of clothes that I had never worn but I took pride that I had so many. Today, I no longer need quantity to feel and look good. I prefer to keep quality pieces, i.e. clothing that is of a good cut, and something that is truly my style.

REVIEW YOUR STYLE
It is important to review your wardrobe from time to time to ensure that what you have will serve you well. Identify the types of clothing that fit your current lifestyle, flatter your body shape and make you shine. There are six style personalities and they may change as we evolve. Imagine picking up a dress and saying, “This has my sister written all over it.” Each one of us has at least a combination of two style personalities which we identify with. These are:

1. Classic
2. Dramatic
3. Romantic
4. Intellectual
5. Creative
6. Natural

There is a common misconception that one has to follow trends in order to be stylish. I believe that being trendy shows that a person knows what to buy. But being stylish shows that a person knows what to keep. Choose clothing and accessories that are true to your style personality but don’t be afraid to experiment when things get boring at work or at play. Consider your appearance as your brand and the details of your appearance as your story.

WEAR COLOURS THAT ARE FOR YOU
According to the 4x4 colour system (ByFERIAL), there are 36 seasons altogether. This system caters to all skin types. The objective of a colour analysis is to make sure that you are empowered to build your wardrobe around the colours that are harmonious with your hair and skin colour. Most importantly, the colour analysis helps to show your uniqueness. Having a colour analysis done at least twice in your lifetime is important to identify the colours that bring out your best features, flatter you and make you look stunning.

Once you have identified the colours that wash you out or make you look aged, avoid wearing them near your face. If it happens to be a colour that you love, invest in a handbag or a pair of shoes in that colour instead.

CONSTANTLY REDEFINE WHAT SUCCESS IS TO YOU
As an entrepreneur, I have to constantly remind myself of what it truly means to be successful. It is easy to get caught up in society’s expectations, thinking that meeting those expectations will make us happy. Sadly, we often measure our success by seeking approval from family and friends. Align your success to your strategy and goals. Be committed to enjoying the journey instead of the destination.

Sometimes, we get knocked down to rise up above all odds to be bigger and better than before. As humans, it is normal to compare ourselves to others. However, it is imperative that we stop doing that. Stop weaning a web of negative thoughts that has no end. That energy will be better spent on our self-development instead of creating more negative energy. Focus on creating positivity for your journey and positivity will then create a powerful you.

In the words of Augustine “Og” Mandino: Always do your best. What you plant now, you will harvest later.

KEEP A POSITIVE MINDSET
We read books on how to be positive and how to stay motivated. Positive messages can be found on Instagram, Facebook and every other social media. These messages are everywhere but most importantly, positivity has to start from us.

Most of the time, we tend to reflect more about what went wrong rather than what went right. Negativity bias is something we must get rid of. If it’s a norm to be self-critical, it’s time to create a new norm. Take a step back and realise that the criticisms are in our head. When they creep into your subconscious, remind yourself that they are non-existent.

A happy woman is one who attracts the right crowd — people of the same personality and energy — to her.

WOULD YOU DO THIS?
This is not one of those articles where I cheer you on in your effort to eat clean or work out three times a week.

What I ask of you is to love your body unconditionally right at this moment, not when you weigh 10kg lighter, not when those scars fade away, or when the post-baby belly disappears.

Be kind to yourself especially when no one else can be and when every greeting seems to be a comment about your size and weight. Most importantly, forgive those people for they do not know what they say may hurt a lot.

Change is inevitable. Be liberated to feel gratitude for the one thing that is yours — your body. Say your body is a home, a shell, a temple, whatever you perceive it to be.

Peel away the self-criticism, the hate, that little voice in your mind and make this home, shell and temple a place that is filled with love and gratitude.

FINAL THOUGHTS
As an image consultant and colour expert, my goal is to help clients look and feel good so that they can walk away with renewed confidence.

While looking good and feeling great are vital, having a healthy mindset completes the package.

I wish you constant self-development so you may flaunt that smile and exude positive energy. Happy International Women’s day!

By KRISTAL CLARE
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Krstal Clare is a certified image consultant who draws experience from her background in fashion, branding and customer service to help her clients create a personal brand presence. For training in corporate grooming and consultancy, get in touch at training@leaderonomics.com. Article first published on www.leaderonomics.com.
When we think of leadership, we usually imagine a charismatic, powerful, and pragmatic individual who uses his influence to rally people towards a common cause.

In our DIODE Leadership Camps, we often ask participants who they would think of as great leaders. It’s not unusual to hear names like Barack Obama, Martin Luther King Jr. or Tunku Abdul Rahman.

There were also times where Adolf Hitler would come up and those instances gave us opportunities to explore what we think of leadership and the characteristics great leaders possess.

Mother Teresa, also known as “Blessed Teresa of Calcutta,” founded the Missionaries of Charity where she focused on helping those who were poor, homeless, needy and sick.

Some of the M.A.D. projects done by our camp participants involved them executing a project in their schools and addressing key social issues. These projects would not be executed well if they do not love their schools or care about the people around them.

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PARTING THOUGHTS

Obama, King Jr., Tunku Abdul Rahman and Mother Teresa were leaders in their own rights and at different capacities and circumstances. The measure of great leaders is not in the ability to speak fluently, exude charisma or manage people, but in the values they uphold as they impact the world around them.

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By DANIEL LEE
editor@leaderonomics.com

HO comes to mind if you were asked to think of a great leader? How would that person look or sound like?

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Mother Teresa, also known as “Blessed Teresa of Calcutta,” founded the Missionaries of Charity where she focused on helping those who were poor, homeless, needy and sick.

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PARTING THOUGHTS

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By DANIEL LEE
editor@leaderonomics.com

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GOING UP THE MAIN ALLEY

PAINFUL LESSONS FROM A MACHIAVELLI IN RED SPANDEX

By NINA TI
editor@leaderonomics.com

SOMEday, sociologists will divide the human population of Earth into those who have watched this movie and those who have not.

Reviewers are already suggesting that Deadpool will become this generation’s cult movie—a defining point in youth culture that will shape the expectations of future generations of filmgoers.

Banned in some countries, this movie has hit our shores with an R-rating. However revolting or sexy you think Deadpool is, this movie is important because it was not supposed to be shown here, and represents a new benchmark in how far certain boundaries have moved with Malaysian censors.

WHY DID THEY ALLOW IT?

Despite being a Marvel comic book character, Deadpool is not children-friendly. Every scene involving this wise-cracking, profanity-spewing, middle-aged degenerate is bad for children.

One film critic writes on Quora, “Deadpool is not (even) a good role model for adults, aliens, animals, robots, or anything else.”

The character in the comics is, to put it delicately, a foul-mouthed mercenary anti-hero.

The F-bombs, graphic violence, sex, and debauchery certainly “break the fourth wall,” but the film succeeds because Deadpool addresses the audience like he is aware of the fact that he is simply a comic book character in the comic book world.

Here are some unusual leadership insights you might not have been aware of. Maybe the censors knew what they were doing.

1 REIMAGINING BOUNDARIES

Deadpool/Wade Wilson is a big shocker because he is an anti-hero, and he does unexpected things with great results.

When he is caught and cuffed, he saws off his hand because it is quite rightly the last thing Colossus expects him to do, and possibly the grossest and quickest way to get free.

How many times have you watched a movie that the main character in the end (against all odds) wins his fight with the mad man because he is prepared to be the most disgusting and horrible?

Deadpool makes people suffer horribly, but he delivers the fatal blow to them alive. His own near-death torture horribly, but he delivers the fatal blow to his enemies in a blink (unless he wants them alive).

How to focus on outcomes.

In my opinion, the character is remarkably close to Friedrich Nietzsche’s theory of the extraordinary human. About 100 years ago, Nietzsche theorised the emergence of a new human he called Ubermensch, a better human with qualities far beyond the ordinary person.

As described in his writings, this higher, advanced person was a self-created person who was emotionally “harder” than the average person because of hardships endured, much like the survivor of a terrible trauma. Deadpool makes people suffer horribly, but he delivers the fatal blow to the hands of the mad scientist, Ajax/Francis Freeman, however, is prolonged, repeated and takes days to finish.

Yet, there is no revenge. He goes after Ajax with the blind hope of having his powers reversed. A lesser person would have focused solely on hurting back.

We can all be this Ubermensch, by exercising a talent of focusing on key outcomes. If you have an adversary in life or work, under no circumstance should you focus on what you’re up against. Instead, focus on your goals and try to ignore the rest.

IN CONCLUSION

Despite the gratuitous violence, sweary dialogue and moral ambiguity, this film is the funniest thing your broad-minded self will ever hope to see this year.

Your tolerance for creative scripting will surely be helped by the knowledge that Deadpool is also a neatly redemptive story about a man who suffers greatly so he can marry and live with the woman of his dreams (yes, wet ones).

A great truth is a truth whose opposite is also a truth. Deadpool is a quirky character who speaks with an honesty that is too blunt for a lot of people.

And yet the one human whom he speaks to all the time in this film is you. He deadpans to the camera and he never treats you like you are stupid. Maybe this is the way all movies should be made.