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Saturday 2 April 2016
ARE YOU AN INFLUENCER?

INFLUENCE. As John C. Maxwell has so perfectly summed it up, leadership is influence; nothing more, nothing less. This is an area that most of us take for granted. Often, we think of leadership as a person who wields power and authority. A crack of the whip and it will instantaneously result in everyone toeing the line—even more instant than Maggi instant noodles. Perhaps, that would have worked in the days gone by. But not today. With the rise of the self, individuals have grown to be highly sophisticated, constantly questioning everything that is happening and being implemented. Information is dispersed quicker than the speed of light, with multiple stakeholders being involved most of the time.

Questions are asked not for the sake of merely asking, but to seek for clarity of thought and purpose. Hence, the better of the time.

Being implemented. Information is dispersed quicker than the rise of the self, individuals have grown to be highly sophisticated, and not one individual is the same as another. The peer coach and student are deeply unique individuals, and strategies deployed to influence are different, at times, even at polar opposites. This is a crucial insight that I have gained even in the midst of pursuing my postgraduate degree in the area of psychology and coaching.

I have come yet again to the end of my note. May the pages:

www.leaderonomics.com

IAN LEE
Editor
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WHAT IS THE CONNECTION BETWEEN INFLUENCE AND POSITION?

By ROHINI RAJARATNAM
editor@leaderonomics.com

INFLUENCE is the capacity to have an effect on the character, development, or the behaviour of someone or something. This shouldn’t be confused with authority, as authority is closer to control than leading.

When in a position and having the power of influence, you have a choice to either be a positive or negative influence. What you may have realised is once you authentically choose to be a positive leader, your relationship with your surroundings dramatically changes.

When someone truly believes in something, it affects their mien and he just bursts with confidence when he talks about it.

This is something people easily pick up on, and the mere burst of confidence tend to encourage others to believe in their vision too. Most people will eventually mirror the confidence their leaders have.

The self-concept and identity theory of influence works by casting a certain identity on a person whereby the person is influenced by it and turns that identity into a reality.

As soon as the person hears this statement—especially if it’s coming from someone in a leadership position and is well-respected—this ability is a crucial skill that should be learnt and mastered to encourage others to believe in their vision too. Most people will eventually mirror the confidence their leaders have.

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Influence takes time to nurture and build. For some, it comes naturally. Others, not as much. For the individual who aspires to be an effective leader, learning how to influence will be both time-consuming and requires a deep level of commitment and resilience. Being able to inspire and move others to action is not just a domain for the leader—it is also for every one of us. Unless our home is a cave and human interaction is a distant memory, this ability is a crucial skill that should be learnt and mastered to the best of our ability.

Beyond the need to inspire and move others to action would be the often forgotten area of self-mastery. The most influential person has mastered the self, knowing what works for them individually, and what doesn’t; for every person is an individual, and not one individual is the same as another. The peer coach and student are deeply unique individuals, and strategies deployed to influence are different, at times, even at polar opposites of each other. This is a crucial insight that I have gained even in the midst of pursuing my postgraduate degree in the area of psychology and coaching.

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ENTREPRENEURS have brought about some truly astonishing changes, helping to create paradigm-shifting trends that have significantly shaped the modern world.

Without leaving Silicon Valley, we have the likes of Mark Zuckerberg, Steve Jobs, Bill Gates and Larry Page to thank for being able to access information at lightning speeds on intricate devices that are as incredible as they are expensive.

Entrepreneurs are fearless, bombastic types who possess the kind of attitude that would have them figuring out ways to build a parachute after jumping out of the aeroplane. In short, entrepreneurs are fantastically smart people who aren’t afraid to throw caution to the wind. I know personally smart people who aren’t afraid to fly out ways to build a parachute after jumping out of the aeroplane.

However, many others feel uncomfortable at the thought of being an entrepreneur: not everyone with a great idea has the desire to take what can be a giant leap of faith.

Thankfully, it’s not necessary to ditch the day job or jump out of the plane without a parachute. While being an entrepreneur isn’t for everyone, a less daunting path to consider is that of the intrapreneur: someone who works within a company to develop an innovative product or service, and can also execute the relevant public relations and marketing.

SUCCESSFUL INTRAPRENEUR STORIES

Paul Buchheit is probably somewhere near Narinder Singh Kapany on the list of household names, but most people with access to the internet will know of Buchheit’s innovation: Gmail. He created the now ubiquitous e-mail service thanks to Google’s policy, giving employees the chance to pursue a personal project—perhaps not worthy for organisations striving to drive in-house innovation.

Gmail allowed users to store all their e-mails, alleviating the pesky need to delete important correspondence in order to remain within the storage limit. It’s estimated that around 900 million people have a Gmail account.

Another successful intrapreneur—and possibly my favourite—is a guy called Dave Myers who, in the 1990s, discovered that a coating for push-pull cables used by his company W.L. Gore could be utilised to coat guitar strings to make for more comfortable use.

While the comfort value increased only slightly, strings that were coated with ETFE (polytetrafluoroethylene: a type of polymer that is now trade-marked Gore-Tex) were found to hold their tone much longer than conventional guitar strings.

Guitar players will be ever thankful to Myers, whose discovery was put to work by W.L. Gore under the brand name ELIXIR—one of the top-selling brands of acoustic guitar strings. Just like Buchheit, Myers was able to help bring about the extended joy of guitar players everywhere by taking advantage of W.L. Gore’s ‘dabble time’ policy, giving employees the chance to use 10% of their time for creative pursuits.

WHY BECOME AN INTRAPRENEUR?

Becoming an intrapreneur has the double bonus of allowing you to pursue an idea that could benefit your company and its customers greatly, within the safety of your day job which removes the worry of wondering what might happen to you should your idea fail.

On top of this double bonus, intrapreneurs are able to add to or build on their existing skill set by introducing ideas to their bosses and colleagues. Depending on the idea being presented, intrapreneurs can develop their pitching, communication, marketing and finance skills, to name just a few areas of potential improvement.

And, of course, the company benefits too, providing the kind of environment that inspires creativity while benefitting from the resulting productivity alongside the innovator. There’s also the added benefit of employees honing their professional and interpersonal skills as their idea blossoms. In the end, intrapreneurship seems like the perfect “win-win” scenario for all involved—what’s not to love?

Sandy believes that intrapreneurship is the key to help organisations keep their edge over the competition. While he dreams up ideas in abundance, he realises he needs to take his own advice and put them into practice! Find him on Twitter @RealSClarke. To find out the various business and leadership simulations offered by Leaderonomics, e-mail us at training@leaderonomics.com.

INTRAPRENEUR IS THE NEW ENTREPRENEUR

ACTUALISATION OF GREAT IDEAS CAN COME FROM WITHIN TOO

1. MOVE BEYOND THE IDEA

It’s impossible to know how many great ideas have remained just that—an idea. While it can be exciting to play host to an “aha” moment, it has to be accompanied by the motivation to move toward transforming your idea into a reality.

Yes, it can be a daunting prospect to take a leap, not knowing whether you’ll succeed or fail, but the great thing about being an intrapreneur is having the safety net of your day job ready to catch you if you fail.

Worst case scenario? You’ll learn a lot just by trying.

2. PUT A PLAN IN PLACE

Unlike traditional entrepreneurs, as an intrapreneur you’ll be building on an idea from within an established company—but that doesn’t mean you should treat your idea differently.

You’ll still need to project a timeline, know what resources will be required, have some idea of potential profits and savings, who you’ll need to drive the plan forward, and how you’ll adapt should you come up against any unexpected setbacks.

Planning brings substance to your idea—and, as a bonus, you’ll be likelier to follow through with a solid plan in place.

3. GET SUPPORT

Entrepreneurs—just like entrepreneurs—need the expertise, guidance and support from others to help get their idea off the ground. Find people who get behind what you’re trying to achieve and help drive progress forward.

Of course, keep in mind to be respectful of other people’s time and commitments before making your approach.

4. KEEP GOING—BUT KNOW WHEN TO CHANGE COURSE

It’s said that it takes 10,000 hours of practice (made popular by author Malcolm Gladwell in his book Outliers) to achieve mastery of any skill, which is misleading: you’ll not get very far even over 10,000 hours if your practice is off.

Similarly, just as doggedness is an admirable trait in business, it becomes a redundant trait if it fails to produce results or, worse, reverses any progress made.

It’s important to push ahead with what you’re trying to achieve, but successful intrapreneurs know when to stop and change direction when necessary, in order to reach the desired outcome.

STEPS TO INTRAPRENEURAL SUCCESS
Dear mums and dads,

With the mid-year school holidays around the corner, Leaderonomics is proud to announce that registration for our DIODE Camps starts today!

WHAT ARE DIODE CAMPS?
DIODE Camps are specially designed programmes for students between the ages of 8-19 who are keen to explore their potential and make a difference in the community.
The camps aim to build a solid foundation in leadership for youths through our specialised games, simulations, activities and heartfelt sessions.

We are super excited to invite you to a SPECIAL PREVIEW of our DIODE Camps happening this April.

Choose from any one of the 2-hour sessions in the following dates:
Date : 16th & 23rd April (Saturday)
Time : Morning session – 10am to 12pm
       Afternoon session – 2pm to 4pm
Venue : Suite 9.08 & 9.09, Block E, Phileo Damansara 1, 9 Jalan 16/11, 46350 PJ, Selangor, Malaysia.
Price : FREE!

*This free preview has limited spaces. Sign up now and come immerse yourself in the wonderful experience of the DIODE camps!

Looking forward to see you soon,

Leaderonomics Youth

For more information, log on to www.diodecamps.com.
For any other specific inquiries, send us an e-mail at diode@leaderonomics.com or call us at 03-79575809.

You are invited!

Leaderonomics
The Science of Building Leaders
**Creating Awareness About Autism in Malaysia**

**By JOCHEBED ISAACS**

**editor@leaderonomics.com**

It was towards the end of my degree in Australia that I embarked upon a summer job working with autistic children. I was assigned to work one-on-one with two different children with autism in their homes.

The first couple of weeks were really tough. As the children found it difficult to cooperate and they — because of a lack of communication — would hit me and pull my hair.

The training I had received was also insufficient. Looking back, I did not know the numerous strategies I could have used to prevent those situations and to help the children be more successful from the start.

However, after a couple of weeks of doing what I had been taught to do, one of the children started to respond to my efforts.

**Creating Autism Awareness**

That was when I first heard about Applied Behavioural Analysis (ABA). ABA is not just a treatment option, it is the answer.

Based on countless journal articles, ABA is established internationally as evidence-based treatment and has been found to increase skills in 90% of children with autism. Not only that, almost 50% of children will be able to catch up to their peers through this treatment.

This outstanding prognosis have resulted in over 43 states in the United States legalising funding for it, whether through state funding or health coverage.

ABA had, in fact, been practised on a consultation basis by Wisconsin Early Autism Project which is the parent company for Early Autism Project (EAP) Malaysia that started in 2006. I joined their team shortly after its inception in Malaysia.

Over the last 10 years, we have worked with over 300 children from 30 different countries and we have seen great success with all of our children’s developing skills, although at different paces.

Many of the children have learnt to speak and transition to school successfully. However, there is still a lot more we can do. Many people in Malaysia are not aware of the early signs of autism and are not aware of the appropriate diagnostic tools.

We see families receiving diagnosis of autism for their child, with no clear report or explanation of how the doctor came to that conclusion. We then see families being ambushed with numerous treatment options, resulting in them being exhausted emotionally, mentally and financially as they pursue different treatments.

We also see families struggling to find an appropriate school as many schools may not be willing to accept a child with autism because they do not have the training or other parents may complain.

**Bringing It All Together**

EAP celebrates its 10th anniversary this year and we hope that over the next 10 years, there will be a greater awareness as well as acceptance of autism across the nation.

Autism affects one out of 68 individuals, and very soon we will all know someone with autism or have a family member with autism.

Just because autism may not affect us at this present moment, it does not mean we should be apathetic about it. Instead, we should be well read on this matter and be supportive of other families affected, as Malaysia becomes a more conscientious nation.

We also hope that in the field of autism, Malaysia will become a nation that meets international standards of best practice, that we will establish the adequate governing structures and be on par with other developed nations in services provided, research and resource development.

April 2nd is World Autism Awareness Day and the Early Autism Project Malaysia will be hosting an Autism information Day at 9am. Show your support for autism and improve your awareness on autism, as the community learns to be a better society that supports these individuals and their families. Register today at www.autismmalaysia.com.
THE SCIENCE OF PERSUASION IN LEADERSHIP

By NG YIN LU

PERSUASION, the attempt to change one’s attitude via the use of different kinds of messages, occurs at all levels of society. This could be leaders influencing others; writing behaviour during election; top bosses trying to influence people across multiple stakeholders; an inner-diplomatic chemical, a group leader getting their members to listen to them, or a salesperson closing a deal at a price that is higher than the market price.

**1. LIKING**

People tend to listen and comply when they like or respect one another. Consistent with the similarity-attraction paradigm—individuals are more attracted to similar others—leaders tend to work from whom they feel comfortable. In an organisation, leaders tend to have more influence in the group they lead; followers perceive that individuals are more likely to possess the power to influence. Thus, followers perceive that leaders are more likely to respond positively to soft power bases.

**2. COMMITMENT AND CONSENSUS**

Individuals are more willing to comply with requests for actions that are consistent with their own action or position. Leaders are encouraged to build relationships with employees through formal or informal means. Leaders may also consider making their promises in a meeting evident with other employees (e.g. through handshake or facial expression), being articulate, and persisting throughout hardships or self-doubt moments consistently.

**3. SCARCITY**

People appreciate objects that are scarce. This could be why companies use limited editions, or leaders who have greater influence on their followers. Consistent with the scarcity principle, an employee who has a scarce resource is more likely to possess the power to influence.

**4. RECOLLECTION**

Individuals are obliged to return a favour to someone who has helped them. Leaders are thus encouraged to show respect and appreciation in order to expect the same from their subordinates. For instance, employees stay with an organisation because they feel that they should return the favour (e.g. trust and recognition by their leaders). Employees perceive that their departures are morally wrong if they have been given such good treatment. Hence, leaders’ leaders’ favour, the employees will feel good about themselves.

**5. AUTHORITY**

People are more willing to comply with requests by someone who has legitimate authority. Barack Obama’s impact on the presidential election made him more influential. People are more likely to be influenced by people who have legitimate authority. Hence, leaders who have more power bases are more likely to influence followers more than those who practice harsh power bases.

**6. SOCIAL VALIDATION**

People want to engage in the same actions or thinking as the similar others in order to feel correct. This is evident especially when dealing with a charismatic leader. In one of their published journal articles, Lee K. Conger and Ronald R. Kanungo explained, “Charismatic leader- ers differ from other leaders by their passion and belief in their vision, and by behaviours and actions that reflect their commitment that they and their mission are extraordinary.”

**3. SACRIFICE**

Middle managers and even entry-level executives should also learn how to influence their colleagues, customers and stakeholders in the organisation. To be persuasive, leaders should:

1. Show genuine concern to their employees to foster liking.
2. Be committed to their work and influence their employees through exemplary behaviours.

**5. SOCIAL COMMUNICATION**

Influence or persuasion may take place at various levels within an organisation. C-level and senior management should not be the only ones to exert influence and bolster the perception of themselves as charismatic leaders. Middle managers and even entry-level executives should also learn how to influence their colleagues, customers and stakeholders in the organisation.

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Isabel Tan with a couple of children during one of the sessions.

MUSIC AS MEDICINE

ARMED WITH AN EXTENDED DEGREE—A MAJOR IN PSYCHOLOGY AND A MINOR IN MUSIC—ISABEL TAN IS TOUCHING THE LIVES OF THOSE OFTEN FORGOTTEN. SHE IS CURRENTLY DOING A SIX-MONTH INTERNSHIP IN MALAYSIA FOR KIDS WITH DISABILITIES. TODAY, TAN SHARES WITH TAMARA JAYNE HOW HER LIFE, AND HOW MUSIC CAN HEAL PEOPLE AND HELP THEM GROW.

Q: Tell us about what you do as a music therapist. I help people with different forms of disabilities using music as a tool to treat certain areas of need. For every client that I attend to, I will set different goals and objectives to be achieved at each session by using various kinds of methods that are related to music.

Q: What were some of the interesting highlights of your experiences so far? I have had some diverse and interesting experiences. Some of which include clients whom are primarily interested in numbers and music. Hence, a lot of them would request for certain music-related activities such as focusing on matching the numbers of fingering to the notes or write their own number and hit the drum as they count from one to the desired number.

Q: What are some of the hindrances you’ve faced or are currently facing with your clients? The biggest challenge I face with children with special needs is that they struggle to communicate what they are feeling or what they want, if they communicate at all. Hence, I have to read their body language and understand their unique dynamics in order to address what they need.

Q: What is the biggest challenge you have faced with kids? Every twelve sessions, as I evaluate their progress and objectives, I see signs of changes in behaviour and improvement in social skills such as following instructions, taking turns, verbalising short sentences, maintaining eye contact, maintaining good hand-eye coordination as well as cognitive skills such as learning to count and identify numbers, colours, directions and body parts. These signs of improvement are definitely rewarding and fulfilling to myself as a therapist, as well as the parents.

Q: Can you share some cases where you have, personally, seen the child or adult improve? There have been several similar cases of clients who would have resisted listening to instructions and would have sudden outbursts i.e. jumping towards you and would retaliate once he/she finds out that they are being taught. However, as sessions are being conducted every week, I see signs of openness through music. It helps to strengthen the bond between the client and myself. Every twelve sessions, as I evaluate each client, I would notice different changes in behaviour and improvement in social skills such as following instructions, taking turns, verbalising short sentences, maintaining eye contact, maintaining good hand-eye coordination as well as cognitive skills such as learning to count and identify numbers, colours, directions and body parts. These signs of improvement are definitely rewarding and fulfilling to myself as a therapist, as well as the parents.

Q: How do parents know if their child needs therapy or intervention? Parents normally seek therapy when they find out that their child cannot cope in school or has been reacting and presenting behavioural problems in their own homes. Their expectation is to allow their child to lead an independent life. For music, most parents would want their child to learn an instrument at the end of the day. Hence, if their child needs help—in any area or skill—and likes music, they can consider sending their child for music therapy. Most of the time, when the child is being diagnosed, the psychologist would then recommend certain types of treatment or therapy suitable for the child.

Q: Any parting thoughts or words of advice to anyone who might be interested to do music? Music is evidently an effective and powerful part of the human experience and can benefit everyone in different ways. Hence, being open to this type of therapy as well as other emerging therapies can be a non-invasive and excellent alternative intervention. Some therapies might work better for others but everyone loves music so why not make music a tool to help people utilise it as more than just a form of entertainment?
HABITS OF PROFONDLY
INFLUENTIAL
PEOPLE

BY TRAVIS BRADBERRY
editor@leaderonomics.com

Influential people have a profound impact on everyone they encounter. Yet, they achieve this only because they exert so much influence inside, on themselves. We see only their outside. We see them innovate, speak their mind, and propel themselves forward toward bigger and better things.
And yet, we’re missing the best part.
The confidence and wherewithal that make their influence possible are earned. It’s a labour of love that influential people pursue behind the scenes, every single day.
And while people are influenced by changes with the season, the unique habits of influential people remain constant.
Their focused pursuit of excellence is driven by nine habits that you can emulate and absorb until your influence expands:

1. **They Think For Themselves**
Influential people aren’t buffeted by the latest trend or by public opinion. They form their opinions carefully, based on the facts.
They’re more than willing to change their mind when the facts support it, but they aren’t influenced by what other people think, only by what they know.

2. **They Are Graciously Disruptive**
Influential people are never satisfied with the status quo. They’re the ones who constantly ask, “What if?” and “Why not?” They’re not afraid to challenge conventional wisdom, and they don’t disrupt things for the sake of being disruptive; they do it to make things better.

3. **They Inspire Conversation**
When influential people speak, conversations spread like ripples in a pond. And those ripples are multidirectional; influencers inspire everyone around them to explore new ideas and think differently about their environment.

4. **They Leverage Their Networks**
Influential people know how to make lasting connections. Not only do they know a lot of people, but they get to know their connections’ connections.
More importantly, they add value to everyone in their network. They share advice and know-how, and they make connections between people who should get to know each other.

5. **They Focus Only On What Really Matters**
Influential people aren’t distracted by trivialities. They’re able to cut through the static and clutter, focus on what matters, and point it out to everyone else.
They speak only when they have something important to say, and they never bore people with idle banter.

6. **They Welcome Disagreement**
Influential people don’t react emotionally and defensively to dissenting opinions—they welcome them.
They’re humble enough to know that they don’t know everything and that someone else might see something they missed.
And if that person is right, they embrace the idea wholeheartedly because they care more about the end result than being right.

7. **They Are Proactive**
Influential people don’t wait for things like new ideas and new technologies to find them; they seek those things out. These early adopters always want to anticipate what’s next.
They’re influential because they see what’s coming, and they see what’s coming because they intentionally look for it. Then, they spread the word.

8. **They Respond Rather Than React**
If someone criticises an influential person for making a mistake, or if someone else makes a critical mistake, influential people don’t react immediately and emotionally. They wait. They think. And then they deliver an appropriate response.
Influential people know how important relationships are, and they won’t let an emotional overreaction harm theirs. They also know that emotions are contagious, and overreacting has a negative influence on everyone around them.

9. **They Believe**
Influential people always expect the best. They believe in their own power to achieve their dreams, and they believe others share that same power.
They believe that nothing is out of reach, and that belief inspires those around them to stretch for their own goals. They firmly believe that one person can change the world.

**Bringing It All Together**
To increase your influence, you need to freely share your skills and insights, and you must be passionate in your pursuit of a greater future. What other qualities make people influential?
10 THINGS YOU MUST STOP DOING TODAY TO BELIEVE IN YOURSELF

By PAUL C. BRUNSON
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Reflecting on the January 18 commemoration of Martin Luther King Jr’s achievements, it’s important to consider the one thing that made it possible for him (and many others) to indelibly impact the world: belief in yourself first.

King’s “dream” is often noted and recited. Still, it’s important to remember that in order to express and ultimately realise your own dreams, you have to believe in yourself.

Everything we have in life comes because of our belief that they are possible.

Yet, believing, especially in yourself, is much easier said than done. I know this first-hand, because for the majority of my adult life, I suffered from one of the most debilitating diseases known to man—a disbeliever in myself.

It started for me in high school. My teachers (while giving inspiration to other students) lowered their expectations for me and attempted to narrow my vision. Although this didn’t break me, it didn’t make me stronger. I carried with me, for years, a poison of self-doubt. Even during early career “successes,” my exterior image projected fearlessness; yet, inside I fought low self-esteem, even worse, I felt like a phony.

Over years of pain (which is a great teacher), I taught myself how to cultivate self-belief, and I want to share with you what I have found to work. Believing in ourselves and our plan is not easy. If you want to believe in your greater purpose, there are 10 things you must stop doing:

1. NOT GUARDING YOUR HEART
   Your heart is the most important tool you have. It is not your experience, knowledge, or skill set. It is your heart that matters most of all. Don’t allow just anyone to have access to it. Guard your heart with all your might because everything you create comes from it. If we lose our heart, we have lost everything.

2. ALLOWING GARBAGE INTO YOUR MIND
   In this day and age, more content (blogs, Facebook posts, etc.) gets published than at any point in the history of the world. Whatever we want to consume is accessible. The issue is what often lands on our plate is filled with negativity—from gossip posts to pure brainless themes like cat memes.

3. NOT KNOWING WHAT YOU LIVE FOR
   “What’s my purpose?” This was a question I asked myself a few years ago. Answering it changed my life instantly. It’s hard to know where you’re going unless you know who you are—your truth. To create a roadmap for your life, first identify and prioritise your values. Doing so will give clarity of what you need in life as opposed to what you simply want.

4. NOT TRAINING YOUR BELIEF SYSTEM
   The first step to training your belief system is to use affirmations. Affirmations like, “Why am I so confident? Why do I believe in myself?” are empowering questions that focus your mind on why you are, in fact, confident.

   Next, force yourself into creating a habit of belief. Some people are born with an innate self-confidence, but most of us are not so lucky. It’s a good thing if we can teach ourselves new habits.

   Most experts agree that it only takes 30 days to change our behaviour. Just like a good exercise programme, use the suggestions in this post to map out what you will do daily to boost your “belief muscle” over the next 30 days.

5. THINKING YOU’RE THE “ONLY ONE”
   Do a quick read of this biography (fill in the blank with the most inspirational person you know), and you’ll see how they also faced self-doubt at certain points in their life. If you are human, you have struggled with belief.

   I often find myself returning to Steve Jobs’ Stanford commencement address as a source of inspiration and guidance on how one of the most innovative men of our time dealt with self-doubt. This video is a different kind of soul food!

6. ALLOWING THE WORD “NO” TO IMPACT YOU
   No one ever succeeds without being rejected (many times). Expect to hear the word “no” time after time, and you’ll be ready to overcome, time after time. As best-selling author, Karen Quinones, so eloquently said: “When someone tells me ‘no,’ it doesn’t mean I can’t do it, it simply means I can’t do it with them.”

7. NOT ACCEPTING COMPLIMENTS
   This is critical towards building your self-esteem, which is an important part of believing you can step into your purpose. Next time someone gives you a compliment, resist the urge to dismiss it, or question its authenticity. Instead, imagine that it is true and you might just find that it is.

8. GOING AT IT ALONE
   I write frequently about the importance of surrounding yourself with as many good people as possible. But, let’s face it, sometimes the well of good friends is dry. That said, I don’t believe we were put on earth to be alone with our ideas. You must find your one supporter!

   When I decided to become a matchmaker, everyone told me I was crazy, but I was able to find support from my wife. All you need is one person to have your back and it makes your belief infinitely easier.

9. NOT "FACING IT UNTIL YOU MAKE IT"
   This begins with simply speaking confidently and assertively (even if you’re not). I’ve seen first-hand that by simply speaking in a strong manner, people will believe what you have to say. Therefore, it gives you greater control over your ability to influence, and it helps to drive your actual confidence.

10. NOT SURRENDERING
    From working with and observing some very successful people in my life, I have noticed a common theme that I have adopted for myself.

    a) Work your butt off.
    b) Identify what you can control.
    c) Identify what you can’t control.
    d) Surrender to a higher power. It’s important to realise that no one has ever fallen while stepping out on faith. And understand that, in the eternal words of King, “Faith is taking the first step even when you don’t see the whole staircase.”

   I think about this single point daily.

PARTING THOUGHTS
Self-doubt is crippling and will cause you to live beneath your privileges. To believe in yourself is no easy feat. Yet, it’s essential to living a fulfilling life. If you’re doing any of these ten things to yourself today, stop so that you can start believing in yourself tomorrow.

What are some other things you have stopped doing to increase your self-belief?

Paul C. Brunson is an expert on self-actualisation and entrepreneurship. Follow him on Twitter @PaulCBrunson. This article is copyrighted material that belongs to Paul C. Brunson, 2013 and all rights are reserved. It was originally published at www.paulcbrunson.com. For personal development training, e-mail us at training@leaderonomics.com.
CELEBRATE Family Month WITH US  APRIL 2016

DID YOU KNOW?

THE WHY
Family month is meant to create awareness and promote the importance of a healthy, well-balanced family.

THE WHAT
This campaign is meant to encourage families to increase their connection with each other. So, look out for tips and articles every Saturday this month!

THE WHEN
The whole month of April.

“The don't choose your family, they are God’s gift to you as you are to them.”
Desmond Tutu

FUN FACTS

In 1994, the United Nations declared May 15 as The International Day of Families.

85% of Malaysian parents believe good academic results would lead to a prosperous career.

The nuclear family, consisting of two parents and at least one unmarried child, remains the predominant family arrangement in Malaysia.

9/10 parents want their child to study overseas.

In MALAYSIA, in the 1970’s, the average number of children per household was 4. However, in 2014, an average of 2.6 babies was born to a Bumiputera woman and an average of 1.4 for the Chinese and Indian women.

Malaysians consider family as the centre of the social structure. There is a great emphasis on unity, loyalty and respect for the elderly.

SEND US YOUR STORY

As a parent, what leadership quality have you shown to your family? In 250 words, share your story.

HOW TO SUBMIT?
E-mail your story to jean.selvam@leaderonomics.com
OR send us a message on our Facebook page - Leaderonomics Youth.
Deadline: 20th April 2016

The winning entry will receive a SPECIAL 50% DISCOUNT on our Leadership camps!

JUNE CAMP
Youth Leadership Camp
Ages: 13-16 years old
Date: May 30-Jun 4, 2016

DECEMBER CAMP
Youth Leadership Camp
Ages: 13-16 years old
Dates: Nov 28-Dec 3, 2016
Dec 5-10, 2016

School Leavers Camp
Ages: 17-18 years old
Date: Dec 5-10, 2016

DIODE is our brand of Leadership Camps that is meant to help youths discover their leadership potential, encourage them to build healthy relationships with other youths, and empower them to make a difference in the community. For more information, please go to www.diodecamps.com
The newly-released Batman v Superman: Dawn of Justice has been a much-buzzed-about film. Everyone was anxious to see Ben Affleck embody the dark knight and Henry Cavill return as Clark Kent aka Kal-El aka Superman.

The film is visually stunning and offers all the things we love about Batman—gadgets, Batmobile, Alfred and a dark, brooding Bruce Wayne—and Superman—the do-gooder with ridiculously fast reflexes, bulletproof body, and a coy Clark Kent.

**THE DARK KNIGHT VS THE MAN OF STEEL**

Both characters, one nearly immortal and one completely human, are heroes in their respective cities—Metropolis and Gotham—but do not see each other that way. In fact, it often seems like they disapprove of each other for the same reasons. In essence, they are picking at the splinter in each other’s eye while ignoring the log in their own.

Batman feels that Superman is a threat to humankind because he personally witnessed the devastation Superman’s extraterrestrial enemies can leave on Earth and how Superman has the capability to incinerate anything with his eyes. Superman, however, believes Batman is a vigilante who puts people at risk more than the people he saves.

At the core of both men is a bleeding heart—a heart that wants to rid everything when leading change. Though your methods might vary, you understand but they see who you are and what you do.”—Martha Kent (played by Diane Lane)

This lesson extends to the follow-ers and unbelievers of each hero. The opinions of the citizens of Gotham and Metropolis are polarising. While many worship Batman and Superman as heroes among men or demigods, others have such intense hatred against them that they resort to violence.

We see this in real life too, whether it’s the demonstration against Barack Obama’s healthcare reform or sugar taxes or even the cynicism that some of Bill Gates’ philanthropic efforts are met with.

People often rise up against things they do not understand without asking the right questions. Conversely, leaders have to be able to communicate the “why” and the “how” of what they are doing to their followers and with each other. My personal opinion: Both Superman and Batman could have solved their differences a lot sooner if they had talked more and punched less.

“People hate what they don’t understand but they see who you are and what you do.”—Martha Kent (played by Diane Lane)

**PARTING THOUGHTS**

Power needs to flow two ways. It definitely needs to trickle down and empower people. Citizens of Gotham and Metropolis experience other worldly violence and mad men on a regular basis. They see leaders fight amongst themselves and leave them in the dark, seemingly forgotten. There is no dialogue between the people running the city and the citizens who are affected by the choices made by their leaders.

We see in the movie, how disillusioned this can make followers. Leaders should always be mindful of why they’re there. Because people trust them and people put their hope in them. So, communicate with your followers and don’t let them down.

“IT IS NEVER WHAT IT SEEMS”

How often have you judged people so superficially? How often have you glanced over what it “looks” like and not dug deeper?

Knowing the intentions and values behind someone’s actions can mean everything when leading change. Though your methods might vary you might still find that you can lean on a person who ultimately has a similar vision as you.

“People hate what they don’t understand but they see who you are and what you do.”—Martha Kent (played by Diane Lane)