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THE DIGITAL REVOLUTION IS HERE
**GOING VIRAL**

By LOUISA DEVADASON
editor@leaderonomics.com

THE World Wide Web is a vast, otherwise wildly in place where things feel like another dimension. There we find knowledge, awareness, entertainment and also distraction. It has become both empowering and malevolent to many. The Internet is most positively viewed as a medium for education, personal relationships and the economy. These are areas every leader needs to have and understand if they want to make a mark in the world.

Author John Green and his brother Hank, as well as Salman “Sat” Khan have made learning and education accessible to everyone via YouTube with their learning channels, Crash Course and The Khan Academy respectively. You can learn so many things online with just a click of a button.

And knowledge empowers leaders. These men are leaders of education. There are many other ways one can become a leader online.

Online leadership is about leveraging digital platforms such as blogs, YouTube, Twitter, LinkedIn, Facebook and other networks to build a base of ardent followers who are eager to learn and grow from all these experiences and ideas.

For business owners or budding entrepreneurs, these platforms make you visible, and help to increase your prospects and sales. Online platforms are full of like-minded individuals; they are a great way to connect with others.

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It is no easy feat to gain momentum online but the first step is to try and be bold.

**SWIM AGAINST THE CURRENT**

Leaders have a vision to do something great; to create a ripple effect. This often means entering unchartered waters and challenging the way things sail while sharing the journey with others.

Entrepreneur and author Tim Ferriss did this when he wrote the 4-Hour Workweek, a book that challenges the traditional notions of long working hours and taking a few vacation breaks. The book reached No. 1 on the New York Times Bestseller list.

**DELIVER AND THEN DELIVER SOME MORE**

Your reputation is your most valuable asset and that’s why it’s vital to go above and beyond. Challenging yourself to exceed expectations by committing to making something of quality will give your visitors, subscribers and customers reason to support you and refer you to others.

Think of the times when you’ve ordered something and it came before the estimated delivery date. How did you feel? Were you excited?

**SHARE THE STAGE**

“You can have everything in life you want, if you will just help other people get what they want.” —Zig Ziglar

Do unto others as you would have them do unto you. Do more than re-tweet an article link or say “Check this out” on your Facebook wall. Share your thoughts and highlight what you’re supporting. Show your followers you are attentive and respect their time.

Are you a hashtag-worthy leader? Tell us if you are some of these leaders and why (for all you know, they can be tagged for all the wrong reasons). Article first published on www.leaderonomics.com. To learn how to leverage social media for your organisation, e-mail us at training@leaderonomics.com.

The opinions expressed in this leadership guide are those of the writers or the people they quoted and not necessarily those of Leaderonomics.
WHAT IS THE BEST WAY TO LEAD?

INTENTIONALLY INFLUENCE OTHERS

By JOSEPH GRENNY
editor@leaderonomics.com

I find it ironic that when I ask leaders—even good ones—what constitutes leadership, I often get vague, disparate, and rapid responses. You’d think this educated and successful population could offer crisp and concrete definitions of their own crucial work. Instead, you hear a dozen tangents of real leadership like energising, visioning, pathfinding, and modelling.

Fortunately, not all leaders are missing the mark. I recently met a leader who has a concrete expression of leadership on the tip of his tongue. Timothy Tassopoulos, executive vice president of operations for Chick-fil-A, says it this way: “Leadership is intentional influence. I couldn’t agree more.

For 30 years, my colleagues and I have helped leaders increase their capacity for influencing change. But it came as a surprise that prior to helping them learn how to influence, we had to draw their attention to it as their core work.

Tassopoulos, on the other hand, understands that success comes down to whether one of his 50,000 front-line associates with a few discretionary minutes decides to lean against a wall or clean tables.

Tassopoulos’s success or failure as a leader does not come down to whether he is charismatic, visionary, or inspirational, but to whether people behave in ways that improve results. Period.

Given that only a select few leaders can define leadership, it’s no surprise their performance is mediocre at best. We studied the successes and failures of more than 1,000 leaders from fifty global companies to influence strategically critical behaviour change in their companies.

We were stunned to discover that fewer than one in twenty had any evidence of success in spite of their belief that change was crucial. As we combed through the data, some key insights emerged that helped us understand why so few leaders either grasp or exert influence well.

1. LEADERS ACT AS IF IT’S NOT THEIR JOB TO ADDRESS ENTRENCHED HABITS

Most leaders put a great deal of time into crafting strategy, selecting winning products, and engaging with analysts, shareholders and major customers. But only few realise that the success or failure of their grand schemes lies in influencing the behaviour of the people who will have to execute on the big ideas—their employees.

By contrast, the most influential leaders—are the 5% who succeed at changing behaviour—spend as much as half of their time thinking about, and actively, influencing the behaviours they know will lead to top performance. The 95% who either and fail tend to delegate what they dismiss as “change management” to others.

2. LEADERS LACK A THEORY OF INFLUENCE

Very few leaders can even answer the question, “How do you change the behaviour of a large group of people?” And yet, what they’re ultimately paid to do is align people to execute on decisions. Imagine discovering, just as the anaesthesia is taking effect, that your heart surgeon—the one hovering over your chest with a scalpel—is working off a “gut hunch” about how to conduct a bypass. Unless leaders become articulate about a repeatable and effective way to influence behaviour—they’ll continue to rack up predictably high failure rates at leading change.

3. LEADERS CONFUSE TALKING WITH INFLUENCING

Many leaders think influence consists of little more than talking people into doing things. It’s no wonder most influence efforts start with PowerPoint presentations or rallies.

But profound, persistent, and overwhelming problems demand more than verbal persuasion. Anyone who has ever tried to “talk” a smoker into quitting knows there’s a lot more to behaviour change than words.

4. LEADERS BELIEVE IN SILVER BULLETS

When leaders actually attempt to influence new behaviour, they commonly fall into the trap of thinking that deeply ingrained bad habits can be changed with a single technique. They host star-studded retreats and hand out inspiring posters and think people will line up for change. Still, others believe it’s all about incentives and so they tinker with the performance management system or tie new behaviours to executive bonuses.

The research shows that when leaders rely on just one simple source of influence (like training or incentives or verbal persuasion) to drive change, they almost always fail.

LESSONS LEARNED

Over the past 30 years, my colleagues and I have sought out and studied a different kind of leader. We’ve tried to find those who had remarkable abilities to influence change—rapidly, profoundly, and sustainably.

We’ve studied the methods used by one remarkable influencer who, with no formal authority, changed behaviour in thousands of hospitals in the United States. We’ve looked first-hand at one influencer who saved five million lives from AIDS by influencing behaviour change in a country of 60 million.

We worked with a chief executive officer who, within 12 months, influenced deeply entrenched habits in employees with an average of 26 years tenure. What we’ve learnt is that when you know what you’re doing, change can happen relatively quickly.

And it all starts with gaining greater clarity about what leadership really means, then finding a way of thinking about the fundamental principles of influence.

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LEADERSHIP CAMPS FOR YOUTH

DIODE KIDS
Date: 8-9 June 2016
Where: Bangunan Bakri Siti Hasmah, TTDI
Time: 9am - 5pm
Age group: 8-10 years old

DIODE YOUTH LEADERSHIP CAMP (YLC)
Date: 30 May - 4 June 2016
Where: MonQ Land, Negeri Sembilan
Age group: 13-16 years old

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Building Relationships and Cultivating Capabilities

By SANDY CLARKE
editor@leaderonomics.com

AmGeneral Insurance Bhd’s head of broking and partnership, Stuart Chua, talks to Leaderonomics about the importance of strong relationships and trust within the insurance broker market.

Chua who heads broking and partnership at AmGeneral is working to ensure that brokers and corporate clients are aware of AmGeneral’s insurance offerings.

With almost 20 years of experience in the industry and having spent 15 years dealing with insurance brokers, Chua intends to bring the strong relationship and the trust that he has built within the insurance broking market to AmGeneral.

He said: “It’s all about providing what AmGeneral can offer to the brokers, especially in the non-motor sector, as brokers’ customers are mostly major corporations and small to medium-sized enterprises.”

Whether that’s covering the property aspects of the customer such as Fire or Industrial All Risk, customers’ cargo shipment from overseas, engineering risks such as Machinery Breakdown Insurance, or construction of a commercial building, AmGeneral intends to provide the right cover.

Insurance brokers are professionals and are appointed by customers to ensure that their risks are placed with an insurer who is trustworthy and reliable.

As such, with AmGeneral’s ambition of being the most trusted insurer in Malaysia, this fits well. Brokers represent their customers and will only place their customers’ insurance policies with an insurer that they can trust.

This is where AmGeneral will build the broking business through partnerships and deliver the best in terms of products and services to the brokers.

Customer relations is also a key focus for AmGeneral, and a big part of that involves addressing the needs of customers.

Chua explains, “If you look at what a typical corporate client faces, it’s everywhere, you have to cover your assets, your business, and you have to cover your people. And so we want to work closely with our corporate clients or intermediaries to look for solutions to cover their insurance requirements in view of risks faced due to the nature of their business.”

With the company’s shift of focus to non-motor, Chua has set an ambitious goal of making sure that almost half of the products provided by AmGeneral are non-motor products. For this, he is ensuring that the right people come together, in order to build the right capabilities and provide customers with what they need.

Chua added, “One of the reasons I joined AmGeneral is because it is relatively small in non-motor insurance, and so it becomes an exciting challenge for me to shift the perspective on what we can offer, especially for our brokers and corporate clients.”

AmGeneral Insurance Bhd’s head of product, pricing and underwriting, Christopher Robert Tandy, believes in investing in employees, as they are a key enabler of an organisation’s success.

To help bolster AmGeneral’s reputation, Tandy who heads product, pricing and underwriting, believes that placing a focus on and developing the team at AmGeneral will serve to strengthen relationships between the organisation, its brokers, intermediaries and clients.

His passion for ensuring personal professional development within his team and how AmGeneral present themselves to the market, he insists, will not only benefit his team members, but instil confidence in the licensed brokers and intermediaries that AmGeneral work with, and provide customers with the knowledge they need to ensure they have the best practices, methods and policies to meet their needs.

He explains: “Employees are the lifeblood of every organisation and investing in staff to build and develop new skills while trying new things in our organisation is a key enabler for us.”

Tandy explains, “For non-motor insurance, we have started to see some changes and we are seeing growth in our non-motor segments now. This is a collective effort across the entire AmGeneral business. For product, pricing and underwriting, we are building new pricing, new underwriting guidelines, and new ways to communicate and deliver this to our business partners and customers.”

“Our business partners are at the heart of AmGeneral as they are the ones who help our customers understand our products and services. Hence, our aim is to ensure that we serve our business partners well with clear, accurate and precise tools that make it easier for them and our customers to do business together.”

Addressing concerns surrounding challenges such as financial viability in liberalisation in other countries, Tandy is keen to stress that AmGeneral will look to implement changes that align to the needs of Malaysians.

AmGeneral aspires to be Malaysia’s most trusted insurer and according to Tandy, they can only do this if the company builds and delivers good insurance solutions at competitive prices and ensures delivery on the services are effective at the customer’s time of need.

He says, “We are very cognisant; we are not attempting to make Malaysia the same as another country. We seek learning and guidance and then we apply this in the context of the Malaysian market.

“Conversely, we are also able to share learning and insights developed in Malaysia now with other IAG (Insurance Australia Group) businesses in other countries, which to me, shows how far AmGeneral has already come along the road in preparation for liberalisation. Having said that, we will never stop trying to improve, develop and grow to help our business partners and customers.”

As Aristotle, the influential Greek philosopher once said: “We are what we repeatedly do. Excellence, then, is not an act, but a habit.”

For more information about AmGeneral, visit www.amgeneralinsurance.com.
WHAT TYPE OF LEARNER ARE YOU?

By LIM KWAN-LYN

Do you know what modern learning means? Learning is the process of acquiring new knowledge, skills, and abilities. A new study by Deloitte – Most streamlines the entire experience of today's employees as people who are transformational, driven and intent. Flexibility, in terms of how and when they learn, is becoming increasingly important. They want to learn from their peers and professionals just as much as, if not more so, from their peers. And they’re taking more control over their own development. The fast pace of change today means employees need to be constant learners. More and more people are looking for options on their own because they aren’t getting what they need from their employers.

So, what are some approaches of learning? Choosing the right one is already engaged in some of them!

1. SEARCHING ONLINE

Turning to the World Wide Web is fast becoming the go-to guru for many learners. With the right technology and tools, learners can find a selection of resources—from support websites to online content, learners will be able to find an indication of different forums, as well as step-by-step videos.

2. SOCIAL MEDIA

When technology and human interaction collide, the result is one very powerful tool. A global report by Global Web Index in 2015 revealed that the average person spends around 2 hours and 42 minutes on social media per day, making up 22% of the total time spent online. Groups can be created within organisations to allow a space for collaboration. This could help develop transparency and make users aware of what is going on within the organisation and document all steps that can become synergistic.

3. GAME-BASED LEARNING

Imagine this: You arrive at a learning centre only to split into teams of four. Not knowing what before you, you and your team are led through the dark into a room, only to be told a story of crime and mystery, and left to solve a puzzle of clues in order to escape. Equipped with only the puzzle clues, you have to share knowledge with each other, and work together to solve the mystery. Sounds familiar? It is actually the game escape room, which is becoming increasingly popular among organisations.

4. E-LEARNING

With the restrictions we have these days due to the pandemic, this means many organisations are having to opt for virtual learning. E-learning courses are usually made up of a series of modules that have already been compiled, running on the learning platform that is present in organisations. These courses are able to be shared with other like-minded people all over the globe, thereby providing a learning platform that is fast, easy, and extremely accessible.

The opportunities for learning from others are many, as there are learning platforms created by geographic location, gender, and social class all broken down. Groups can be created within organisations to allow a space for collaboration. This could help develop transparency and make users aware of what is going on within the organisation and document all steps that can become synergistic.

COMMON MYTHS

You should do better in school if you use games. Learning that is to do with games is boring and it’s best to use your mind to learn. However, if you’re trying to learn something you need to use your mind to learn.

PARTING THOUGHTS

The key is to do both: learn in real life. If a content is developed without the learner in mind, then it’s not going to benefit you. However, content that is tailored to the learner's needs, and provides valuable and relevant information, has proven to receive positive reactions.

At the end of the day, learning is personal and it’s up to you to take control of your own learning. Keeping yourself up-to-date with the latest news and happenings will help you improve and ensure you are making the most of the time you spend into learning.

THE FUTURE OF IOT IN MALAYSIA

The Internet of Things (IoT) is a technology that it is all about it being “smart”. And like its name, the capabilities this term hold are at least as significant as the time it took to create the Internet. So, if you ask yourself the question “Should I ever have a room in my house that automatically maintains itself?”, the answer is yes! Let us consider a room like this. First, data is captured by a bunch of sensors in various locations. Then, this data is sent to another machine. This then results in a human making smarter choices that other than saving time, money or life in other words, it is intelligent for us to act upon.

The Internet of Things: A Constant Buzz all over the World.

The Internet of Things (IoT) has gained the right amount of interest and media attention in recent years. As a result, it has enabled a new way of connecting with the physical world. This modern trend has already engaged in some of the most interesting and unique ways by turning the world on its head.

The fast pace of change today means employees need to be constant learners. More and more people are looking for options on their own because they aren’t getting what they need from their employers.

So, what are some approaches of learning? Choosing the right one is already engaged in some of them!
WORK VS PURPOSE
CRAFTING A JOURNEY IN DOING WHAT I LOVE

By JESSLYN LAI
editor@leaderonomics.com

THERE are two kinds of work—one that motivates and one that demotivates. Yet, we can never run away from our responsibilities and work is still work. Like it or not, there will always be things that we need to do.

Because of that, we often push aside our hobbies and personal passion simply because we don’t have the time to do it. Illogical as it may seem, it is when we do something we enjoy that we become energised to do more. I become, as if I do art for a living and work a full-time job as a “side career.”

INSPIRATION
When I was a young kid, I saw this quote hanging on the wall in my mum’s office: “Choose a job you love, and you will never have to work a day in your life.”

I didn’t understand what it meant back then, but it was always on my mind. Since then, that quote has always inspired me and that’s how I have chosen to live my life.

STARTING SMALL
Growing up, I used to draw on recycled paper and often collected unwanted materials from my family to use them for crafting. Although I enjoyed the creation process, seeing craft pieces in the trash made me feel like they can be repurposed for more.

Hence, I started a blog shop where I made crafts out of recycled materials and explore new crafts.

We often give excuses that we don’t have what we need before we can do something. However, I believe that when there’s a will, you can find a way. If you can’t find a way, create your own path. We can either take that limitation as a discouragement, or make use of that limitation to the fullest of our creativity.

TAKE CALCULATED RISKS
At the initial stage, my parents didn’t approve the idea of doing business online due to security concerns. But I was adamant.

So, I did my research and found that it would be safe if I am careful. I took that risk, knowing that I’ll be responsible for my own decision, and went ahead with putting a few creations up for sale.

It was only after three months that I got my first sale. During that week itself, my mum even accompanied me to the bank to open a savings account. That was when I knew my parents supported me, and it was a relief knowing that it was a risk worth taking.

Challenges are opportunities. Believe in yourself and persevere where your heart knows what is right to do. It is often during these challenging times that put our attitude and character to test, that will refine us.

EVERY SEED HAS A POTENTIAL TO BECOME A TREE
One day, I bought wires knowing that I can make something out of it. I thought to myself, if people could bend shapes, so can I “bend” names.

With that, my handy dad gave me a special plier (that I still use today) and made wire name keychains for my family. I didn’t see the value of it, but when I put it up for sale, it outsold everything else on my blog shop. That was when I moved into my next venture at Dazzlyn Wire, focusing on personalised wire names, and made sales internationally through Etsy (a handmade platform). I found that there were people making wire names as well, so I expanded my range to necklaces and rings.

Everything we do is like planting a seed. Not every seed would grow, but when planted in good soil with the right conditions, it would grow, bloom and multiply a hundredfold. But before that happens, we first have to make the effort to plant that seed, believing in its potential.

The author brush lettering on the spot during Mari Market 6 at Dewan Orang Rama—Mari Ralent

THE REWARD IN GETTING OUT OF OUR COMFORT ZONE
Selling internationally was a big challenge because I had to figure out logistical arrangements and all the other procedures that I knew nothing about. It took me close to a year in that place of uncertainty, and a month or two to push myself out of my comfort zone to really find out how to go about it.

I remember feeling such a relief and a sense of accomplishment when I managed to send out my first international package.

Before a seed turns into a tree, it first has to go through the uncomfortable process of being buried in the soil and die as a seed before it can grow.

Likewise, we have to be willing to go through the hard process of change and move out of our comfort zone so that we can move from a seed to becoming a fruitful tree.

BEING A PERSON
I took a diploma in graphic design and created a personal branding towards my graduate exhibition in 2014. I’d explore creativity through art, design, photography, and handmade items—wherever ideas and inspirations would lead me to. I soon picked up calligraphy and hand-lettering as a personal interest and often write encouraging words that spoke to me personally and share it on my Instagram. My works eventually got noticed and was selected as one of Malaysia’s Top 30 Modern Calligrapher by Tallypress.

Having had a few business ventures in the past, I now do everything under the name The Maker Jess, focusing on being a person rather than a business. I believe that the most important thing in every successful brand is not just how good the product is, but the ability to engage individuals through being and carrying the very heart and soul that go behind what they do.

BALANCING PASSION AND REALITY
In doing what we love and working to earn a living, one should not be overwhelmed by the other, but rather complement each other.

We can choose to be intentional in pursuing our passion while leveraging the fuel that comes from it to perform our best at work. That is possible because we take the effort to fulfill our desires and purpose.

So, be it baking, writing, singing, gardening, sightseeing, swimming, dancing, hiking or whatever you enjoy doing, take that time off to do what is refreshing to you, and you might just find yourself being able to head back to work with renewed strength and triple-boosted productivity.

BRINGING IT ALL TOGETHER
We are given these gifts and passion for a reason, and we are our best versions when we live out who we’re created to be. Even if the road is full of ambiguity, if the heart is willing, it will brave through its way to head towards its purpose, crafting its own unique journey.

Best of all, we don’t need to be a professional before we can do what we love. As Theodore Roosevelt puts it, “Do what you can, with what you have, where you are.”

What are you waiting for?
GLADLY BUILD SOMEONE ELSE’S VISION, AND ONE DAY YOU WILL HAVE NO TROUBLE ATTRACTING PEOPLE WHO WILL HELP YOU TO BUILD YOUR OWN
—JOHN O

WAKE UP AND SMELL THE
ROSES
“Wait, are you saying you regret quitting your job?”

Not at all. I absolutely love doing what I do. The thing is, I also love my day job. I believe it’s because I was aware enough to realise the beauty of having a day job—you are paid to learn and grow.

Don’t matter if your day job isn’t related to what you’d like to be doing, the principle still stands. There will be a salary waiting for you at the end of the month, no matter how much you explore your curiosity or how much initiative you show. It’ll be there even if you make mistakes, upset the clients, or just simply, mess up.

And the best part: you have people around you to share all these experiences with. Sure, you will have all the freedom in the world to experiment and try anything once you are your own boss. But you will have to do most of it alone, and it will come at a big risk. For example, a new marketing strategy might result in you getting no sales that month (and therefore, have no money to get by), trying out a product might require you to invest more to develop it (and therefore, have no money to get by). And, Heck, even going on a holiday means you don’t get any jobs while you’re away and after you return, because clients have forgotten you exist for a while (and therefore, you guessed it, have no money to get by). You could say your day job is effectively the risk-free practice ground for everything you want to do on your own—why not make the most of it?

BE INSPIRED, BE FULLFILLED
“It sounds like you’re trying to say being my own boss requires too much risk and sacrifice.”

Actually, in spite of all this, being the head of your own company is awesome! I’ve come to believe the best leaders are the people who have learned to be great followers. Society romanticises the notion of the Steve Jobs and the Mark Zuckerberg—the rare wunderkinds—who drop out, start their own businesses and then become wildly successful and wealthy. We think “Hey! That could be me!” And so, we base our time in our “temporary” jobs that primarily serve as a source of capital for our future businesses.

What a waste.

First: Why not learn how to inspire yourself to find fulfillment in your job? Believe me, you will learn how to inspire yourself when pushing through the difficult seasons of running your own business (and there will be plenty). You’ll also learn what it takes to inspire the staff you’ll eventually hire.

Second: Why not look for ways you can add value to the organisation you work for, rather than just clocking in on Monday and counting down the days till the weekend? Because if you assure your value to your organisation will equip you to add value to your own products and services one day. So what’s the message I’m trying to leave you with? Instead of asking yourself what’s wrong with your job, ask yourself what you can learn from your job. Try becoming the employee that everyone loves having around because you’re the one who’s always full of great ideas and positivity. Try being so indispensable and so productive that your boss wouldn’t let you go without a fight. Try finding enjoyment in your job. Every. Single. Day.

I promise, you’ll be much better equipped as an entrepreneur. Additionally, there’s an expected side effect of these principles—you’ll find yourself waking up a much happier person.

Ok, so I misled you with the title. I’m not actually telling you not to quit your job. Instead of asking yourself what’s wrong with your job, ask yourself what you can learn from your job. Try becoming the employee that everyone loves having around because you’re the one who’s always full of great ideas and positivity. Try being so indispensable and so productive that your boss wouldn’t let you go without a fight. Try finding enjoyment in your job. Every. Single. Day.

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Ok, so I misled you with the title. I’m not actually telling you not to quit your day job. If you want to start something on your own, turn your passion into a business, or follow your dreams—go ahead and quit your job. I’ll be the first to cheer you on. However, before you do, please allow me to leave you with this: Don’t quit your job to run away from what you hate, quit your job to pursue what you love.

BE INSPIRED, BE FULLFILLED

“It sounds like you’re trying to say being my own boss requires too much risk and sacrifice.”

GLADLY BUILD SOMEONE ELSE’S VISION, AND ONE DAY YOU WILL HAVE NO TROUBLE ATTRACTING PEOPLE WHO WILL HELP YOU TO BUILD YOUR OWN
—JOHN O

By JOHN O
editor@leaderonomics.com

“You’re so lucky! You get to be your own boss, wake up anytime you like, go for holidays whenever you want, and make a living chasing your dreams! I really envy you.”

I get that a lot. I am a grown man whose “job” is writing songs and singing in a band. So, I do live an incredibly fortunate life, and I am indeed blessed to be able to make a living doing what I love. I have been my own boss for the last eight years. If you’re reading this, and wishing you too, could quit your day job to become a freelancer or entrepreneur—I apologise—and I’m going to share why I think you shouldn’t quit your day job.

GETTING STARTED
First things first: I’d like you to ask yourself why do you want to quit your job.

“Where do I even begin? My annoying co-workers, my unappreciative boss, long working hours, and lousy pay. The worst thing is, I don’t even find my job fulfilling! I can’t wait to quit my job and start my own business!”

Except that you still will.

I hate to break it to you, annoying business partners might one day take the place of your annoying co-workers. You’ll probably be forced to deal with a rude supplier instead of a rude supervisor. Unappreciative clients/customers will likely replace the unappreciative boss.

And surprise, surprise, the long working hours are going to get MUCH LONGER once you branch out on your own! Not to mention, the money will probably be worse too—at least for the first few years. There’s also going to be a whole bunch of tasks you won’t find fulfilling. But you’ll just have to do them anyway, because guess what? There’s just no one else do it for you.

Paperplane Pursuit. From left: John (lead singer), Andrew (drummer), Aihan (bassist) and Isaac (guitarist). Photo courtesy of Joni Lynne.

WAKE UP AND SMELL THE ROSES
“Wait, are you saying you regret quitting your job?”

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I get that a lot. I am a grown man whose “job” is writing songs and singing in a band. So, I do live an incredibly fortunate life, and I am indeed blessed to be able to make a living doing what I love. I have been my own boss for the last eight years. If you’re reading this, and wishing you too, could quit your day job to become a freelancer or entrepreneur—I apologise—and I’m going to share why I think you shouldn’t quit your day job.

GETTING STARTED
First things first: I’d like you to ask yourself why do you want to quit your job.

“Where do I even begin? My annoying co-workers, my unappreciative boss, long working hours, and lousy pay. The worst thing is, I don’t even find my job fulfilling! I can’t wait to quit my job and start my own business!”

Except that you still will.

I hate to break it to you, annoying business partners might one day take the place of your annoying co-workers. You’ll probably be forced to deal with a rude supplier instead of a rude supervisor. Unappreciative clients/customers will likely replace the unappreciative boss.

And surprise, surprise, the long working hours are going to get MUCH LONGER once you branch out on your own! Not to mention, the money will probably be worse too—at least for the first few years. There’s also going to be a whole bunch of tasks you won’t find fulfilling. But you’ll just have to do them anyway, because guess what? There’s just no one else do it for you.

WAKE UP AND SMELL THE ROSES
“Wait, are you saying you regret quitting your job?”

Not at all. I absolutely love doing what I do. The thing is, I also love my day job. I believe it’s because I was aware enough to realise the beauty of having a day job—you are paid to learn and grow.

Don’t matter if your day job isn’t related to what you’d like to be doing, the principle still stands. There will be a salary waiting for you at the end of the month, no matter how much you explore your curiosity or how much initiative you show. It’ll be there even if you make mistakes, upset the clients, or just simply, mess up.

And the best part: you have people around you to share all these experiences with. Sure, you will have all the freedom in the world to experiment and try anything once you are your own boss. But you will have to do most of it alone, and it will come at a big risk. For example, a new marketing strategy might result in you getting no sales that month (and therefore, have no money to get by), trying out a product might require you to invest more to develop it (and therefore, have no money to get by).

Heck, even going on a holiday means you don’t get any jobs while you’re away and after you return, because clients have forgotten you exist for a while (and therefore, you guessed it, have no money to get by). You could say your day job is effectively the risk-free practice ground for everything you want to do on your own—why not make the most of it?

BE INSPIRED, BE FULLFILLED

“It sounds like you’re trying to say being my own boss requires too much risk and sacrifice.”

Actually, in spite of all this, being the head of your own company is awesome! I’ve come to believe the best leaders are the people who have learned to be great followers. Society romanticises the notion of the Steve Jobs and the Mark Zuckerberg—the rare wunderkinds—who drop out, start their own businesses and then become wildly successful and wealthy. We think “Hey! That could be me!” And so, we base our time in our “temporary” jobs that primarily serve as a source of capital for our future businesses.

What a waste.

First: Why not learn how to inspire yourself to find fulfillment in your job? Believe me, you will learn how to inspire yourself when pushing through the difficult seasons of running your own business (and there will be plenty). You’ll also learn what it takes to inspire the staff you’ll eventually hire.

Second: Why not look for ways you can add value to the organisation you work for, rather than just clocking in on Monday and counting down the days till the weekend? Because if you assure your value to your organisation will equip you to add value to your own products and services one day.

IN SHORT
So what’s the message I’m trying to leave you with? Instead of asking yourself what’s wrong with your job, ask yourself what you can learn from your job. Try becoming the employee that everyone loves having around because you’re the one who’s always full of great ideas and positivity. Try being so indispensable and so productive that your boss wouldn’t let you go without a fight. Try finding enjoyment in your job. Every. Single. Day.

I promise, you’ll be much better equipped as an entrepreneur. Additionally, there’s an expected side effect of these principles—you’ll find yourself waking up a much happier person.

Ok, so I misled you with the title. I’m not actually telling you not to quit your day job. If you want to start something on your own, turn your passion into a business, or follow your dreams—go ahead and quit your job. I’ll be the first to cheer you on. However, before you do, please allow me to leave you with this: Don’t quit your job to run away from what you hate, quit your job to pursue what you love.

. . . the best leaders are the people who have learned to be great followers.
WHICH DECADE DID IT BEST? THE 70s, 80s, 90s OR 00s?

AND THE WINNER FOR BEST DECADE GOES TO . . .

BY JEAN SELVAM

The times have changed, haven't they? We have moved from mailing letters, reading newspapers to browsing social media sites.

Jean Selvam speaks to several individuals about their families throughout the years.

At various stages of life, families have changed. Jean Selvam speaks to several individuals about their families throughout the years.

In the 1970s, shows such as Full House began to show families with single parents and other adults sharing the living space. Today, we have popular shows such as Modern Family that depicts the diversification of families in modern times.

As I ponder the evolution of a typical family over the years in Malaysia, I've noticed some interesting changes in leadership roles and the different ways that families will spend time together. The word “family” now has a different meaning for everyone.

As a child, my father was the sunshine of my life. When I heard the sound of the car engine, the familiar “Apah bold! Apah bold!” chant would resound and the new one on to be the first to open the gate, take his bag and take off his stockings while he sat down, tired after a long day. My mother was the one who was always with us. She would cook us creative and delicious meals that she had learnt, teach us how to pray and how to behave. But it was my father who taught us seven other things.

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Celebrating Family Month
A BEAUTIFUL PAIN

REDHA REMINDS US THAT THE PATH OF LEADERSHIP IS NOT ALWAYS EASY

“PERSEVERANCE REQUIRES DETERMINATION. IF YOU TAKE THE TIME AND EFFORT TO CULTIVATE TENACITY, YOU CAN ACHIEVE THE IMPOSSIBLE.” —JOHN C. MAXWELL

By PRETHIBA ESVARY
editor@leaderonomics.com

Caution: Spoilers ahead.

THE loud horn went off and the splashing sounds of water filled the stadium as the swimmers dived into the pool, kick-starting the race.

As the excitement and cheers reverberated across the stadium, one of the contestants, Danial (played by Izzy Reef), stops swimming mid-lap.

He responded to the deafening cheers by covering his ears and producing repetitive sounds from his mouth to muffle out the noise.

Recognising his son’s discomfort, Danial’s father, Razlan (played by Namron), beckoned to the crowd behind him to be quiet.

Once the noise subsided, Danial however remained stationary. His swimming coach, Azim (played by Remy Ishak), yelled out words of motivation to encourage Danial to complete his lap.

When Azim unveiled an image of a dolphin on his t-shirt—an object of special interest to Danial—he resumes swimming and completes the lap.

NOT DISABLED, BUT DIFFERENTLY ABLED

The scene described above is one of the highlights of the newly released local movie, Redha.

Co-produced by husband and wife Ku Mohamad Haris and Tunku Mona Riza, Redha depicts the tale of a couple—upon discovery of their only son, Danial’s condition—who must accept the harsh reality of raising an autistic child, and trudge through difficult times.

The movie opens our eyes to the perplexing truths of raising a child who faces difficulties in social interaction and communication, and in the process, also teaches us some valuable leadership lessons.

#1 RESPONSIBILITY

In a Forbes article, John H. “Jack” Zenger, renowned expert on leadership development, made a good distinction between accountability and responsibility. He says:

“In the movie, Ina’s sister, Sasha (played by Nadiya Nisa), and Ina’s high school friend, Katrina (played by Susan Lankester), were quick to lend their support to Ina when Danial was diagnosed with autism.

They accompanied Ina and Danial for a visit to the doctor, and spent a lot of time devising routines and visuals for Danial as many autistic children learn best through these approaches.

It was a challenge for them, but their efforts were fruitful as when Ina read out a story from a book which they had created about Danial and a dolphin, Danial paid attention and eventually fell asleep. As demonstrated by Sasha and Katrina, when leaders lend the right support to employees who need it, a positive outcome can develop.

#3 COURAGE

Lan was in denial about Danial’s condition from the moment Ina revealed that there was something unusual about their son. Fate took a turn for the worse when Ina passed away and Lan was left to take care of Danial.

He observed how Danial seemed to respond positively to Azim—a guest staying at the Wisana Resort where he worked, who also happened to be a swimming coach for the Super Sharks—and he realised that there was a way to get through to his son. He simply had to try, that was all.

Fast forward eight years and Danial is a grown teenager and is able to understand and respond to instructions. Towards the end of the movie, Lan had this to say: “Only through darkness can one see the light.”

This statement is true enough as without hardships and failures, a leader will not be able to learn from their mistakes and go on to become great.

#4 PERSEVERANCE

Influential leadership expert, John C. Maxwell, once said: “Perseverance requires determination. If you take the time and effort to cultivate tenacity, you can achieve the impossible.”

In Redha, upon understanding his son’s love for being in the water, Lan decides to sign Danial up for swimming classes with Azim.

Despite the challenges of having to train a child that demonstrates repetitive behaviour and has difficulty with social interactions, Azim demonstrated sheer perseverance during the one-to-one lessons.

Similar to Azim, a good leader is one who does not succumb to intense pressure, and is able to persevere in leading a team during tough times, to reach common goals.

PARTING THOUGHTS

Redha is a movie that would definitely tug at your heartstrings and make you realise that things do not always go as planned.

Leaders who go on to become great are the ones who are prepared for the unexpected and are able to make decisions during challenging times.

Redha was released in cinemas on April 14. With every Redha ticket sold at a known local cinema, RM1 will be donated to the National Autism Society of Malaysia (NASOM) to fund its activities. For more information, visit www.nasom.org.my or call +603-7831 7928.