BUSINESSES have evolved naturally, tweaking and re-tweaking to meet consumer needs. However, it is the habit of many companies to become compliant about their business models, sinking into a comfort zone and gripping tightly to an organisational structure well after it has served its purpose.

Successful organisations set up, implement their business plans and mature. It is normal to experience a stable period of growth over a few years without any severe disruptions or major economic setbacks. It is idealistic to believe any company can continue to cruise and evolve in a linear fashion. Looking at the list of Fortune 500 companies, one can observe significant turnover over the last fifty years.

THE RISE AND FALL OF NEW TECHNOLOGIES

In the age of new information technologies, we, the people, have innovative ways of organising work because we are able to make well-informed decisions. It has spurred a revolution driven by our human want for economic efficiency and autonomy as well as personal fulfillment and liberty. What the Internet has done is effectively decentralised markets. Meaning, people can actively participate in decisions that affect them and do not have to be bound by decisions they do not personally agree.

A critical task for any management when revolutionising their business is to seek out new organisational practices that layout the foundation for the next stage of business growth. Inevitably, often the solution for this period will become an issue at a future time. So evolution and revolution is a cycle for every successful, resilient business.

UBER: A CASE STUDY

The best current case study for an industry currently in a state of revolution is the taxi industry. The thing is, the taxi industry has monopolised car-based transportation services for a while and existed unopposed until now, with services like Grab and of course, Uber.

Uber first arrived in New York with an advantage, unlike most disruptive technology firms, it had little commercial opposition. It also addressed a demand for taxis that were limited in supply and somehow had power over the consumer, leading drivers to refuse rides and haggle prices.

However, Uber has had to fight a tough political battle in many countries due to state laws and regulations imposed on taxi services and companies that Uber were able to dodge in their inception. Nonetheless, like any revolutionary, Uber charges into new markets without permission and over-come opposition by amassing a large, loyal and satisfied user base.

Louisa loves to be driven around. Share your thought on revolutionary industries with her at louisa.allycyn@leaderonomics.com.

If you missed any of our past issues, go to www.leaderonomics.com/publications and download for FREE!
By SANTOSH DESAI

D o people revered as heroes in any culture have a moral responsibility to speak up for larger issues and take strong political stance? The question has come to the forefront in the wake of the passing of one such legend, whose courage outside the ring made him an icon twice over.

Muhammad Ali’s stand on issues of race and against the Vietnam War was supremely courageous and his willingness to pay the price for his beliefs was quite remarkable. In a recent article in the Indian Express, Sandeep Dwivedi, compared Ali’s courage to the silence displayed by most Indian heroes, with a particular emphasis on Sachin Tendulkar’s absence in most debates of the day, in spite of being a nominated member of the Rajya Sabha. It was a thoughtfully presented argument, and received wide circulation in social media, having evidently struck a chord with many.

In an article in the Hindustan Times, Dipankar Gupta critiqued—albeit with obvious affection—Ali’s own record in his later life on contentious issues of the day, arguing that he shied away from talking about larger issues, particularly outside their area of expertise.

Also, there is an implicit expectation that celebrities use their voices to support causes that are held dear by the critics. What if Ali had taken anti-Semitic or misogynistic positions? Would his “courage” in saying things that are “unpopular” be celebrated as much? Anupam Kher does not get many brownie points for his courage in speaking about contentious issues, simply because he takes positions that are unpopular with liberal critics.

WHAT IS THE ROLE OF A HERO?

Like slightly unmingled fans, we seem to place a great burden on our heroes and implicitly seek to exercise total ownership over their actions. We expect a hero to be heroic in all ways, and to be so all through his or her life. We expect them to speak for us, and this expectation turns quickly into a demand which, in turn, becomes a benchmark against the person who is being evaluated, often harshly.

HEROISM IS AN ABSTRACT IDEA, AN EXALTATION OF A SPIRIT THAT NEEDS TO REST IN THE REALMS OF POETRY, NOT MILL AROUND IN THE STREETS OF PROSE.

In most cases, people get to their positions because of an entirely unrelated skill, one that is, in most cases of no practical use to society—the ability to don different personas on screen or hurl a ball at great speed or to hit the said ball out of the park with even greater speed for that matter.

Like in any group of people, some would have an interest in the issues of the day while many may not. We anoint heroes for selfish reasons—there is no contract that our iconic status gives them not the slightest immunity when they break the law, their everyday flaws need greater scrutiny. Heroes must have a choice to not be heroic. Just as we have the right to be disappointed with our heroes, it is their right to be human—and that often means being ordinary, selfish, fearful or petty. While it is important that their iconic status give them not the slightest sense of immunity when they break the law, their everyday flaws need greater acceptance. Heroes are rare and英雄 is fragile—few will stand up to relentless and comprehensive scrutiny.

Heroism is an abstract idea, an exaltation of a spirit that needs to rest in the realms of poetry, not mill around in the streets of prose. In a literal sense, there is nothing particularly heroic about beating another human being half dead by design or fluently stroking a leather ball with a bat. The heroism of Ali and Sachin is a metaphor and needs to be understood as such. In Ali’s case, his heroism spilled over into real life because of who he was and the kind of times he was living in, but his extraordinary courage is by no means the standard we can use to judge other heroes by.

By reading the heroism of our stars literally, and asking them to act as ambassadors of our grievances, we potentially render them ordinary. We have invented the heroism of our heroes, the burden of our illusions about them must also be ours.
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BUSINESS. ENTERPRISE. EVOLUTION. REVOLUTION.

4 THINGS TO CONSIDER WHEN YOU SCALE UP YOUR START-UP

HAVING innovative ideas is the hallmark of a successful entrepreneur. However, as quintessential as the idea is to the success of a start-up, intangible ideas do not simply become billion-dollar companies overnight. The ability to bring your concepts and ideas into fruition is what differentiates between a mere dreamer, and a true entrepreneur.

Now comes the perennial question: What, then, determines the success of start-ups? Two words: scalability and sustainability.

Local Malaysian start-up Grab (previously MyTeksi) is one of Southeast Asia’s (SEA) only “unicorn” start-ups. The seed of Grab was first planted by founder Anthony Tan in Harvard’s Business Plan competition back in 2011. Fast forward five years later, Grab—now valued at a billion dollars—aunched a USD100mil last year in a research and development centre in Singapore to aid in its SEA expansion.

However, not all start-ups are poised to make it big. Regardless of how inventive your seed is, without the proper climate, conditions and care, your seed will fail to germinate and grow.

Failure is the greatest fear in the back of every entrepreneur’s mind, and many times this fear breeds unnecessary levels of caution and start-ups miss the opportunity to accelerate their growth at the appropriate time.

But when and how exactly should you scale your start-up? The extent and pace at which you should scale is highly dependent on the circumstances and market surrounding your start-up. Without a sustainable action plan in place, attempting to scale your start-up might instead be a recipe for disaster.

Here are some things to consider when you decide to scale your start-up business model to ensure sustainability and growth in the long term:

1 LAY OUT A STRONG FOUNDATION

With any new venture, it is essential to set a strong foundation to build your company on. The efforts taken to disseminate your product or service will be null if, the market opportunities, product-market fit and “sellability” of your product do not exist or are not analysed and tested first.

According to a report by Startup Genome, 70% of start-ups fail because of premature scaling, often due to a failure to analyze the product-market fit. It is easy for entrepreneurs to get their heads in the clouds when it comes to their own brandish and business model.

Many end up ignoring what the consumer really wants. The worst-case scenario is that the start-up pours its resources into an unsustainable business model, leaving less leeway to modify their business model at a later stage.

Valado, an Indonesian start-up that offered travel packages to customers, was forced to shut down in May 2015. The overemphasis on boosting growth made Valado fail to realise that they lacked a sustainable business model, and the additional burden of a failed merger caused them to run out of cash.

However, nailing the product-market fit continuum is challenging. It is imperative to make improvements through user feedback and data analysis to help improve the market appeal of your product.

When investors see a start-up with a great product-market fit, it is a major tell-tale sign that they can confidently pour money into your business venture. With the increasing number of Malaysian equi-crowdfunding platforms today, scaling your start-up is not as out of reach as it was 10 years ago.

2 GROWING YOUR TEAM

When it comes to start-ups, the mantra “quality over quantity” is gold. As you start out with a low headcount, ensuring the quality of manpower is critical to achieving scalability and sustainability.

Certainly, the trend today is in creating a start-up company culture, filled with talents full of spontaneity and creativity. However, this zeal in creating a culture can sometimes backfire when your company rapidly expands from a small heroic team, to a full-fledged company with specialised processes.

This rapid growth in numbers during scaling calls for improved company management and a clear demarcation of roles. The failure to implement systematic organisational routines could put a crutch on the maximum output and efficiency that can be achieved to scale your start-up to its full potential.

3 OUTSOURCING BACK-END JOBS

One of the biggest reasons why start-ups fail to scale their business model successfully is because they scale beyond their revenue. It is essential to make prudent predictions and know what you can or cannot afford.

For start-ups, it is inevitable that your company will not be capable of doing everything in-house. While large corporations are able to hire in-house lawyers, developers and graphic designers, it may be more economical for your start-up to outsource these roles.

Leveraging on external resources by outsourcing jobs, especially back-end roles, will allow you to accomplish what needs to be done to accelerate your business, at a fraction of the price.

Instead, your start-up can focus your resources on investing in quality staff for more important and intensive functions. Your start-up is now free to focus on developing its core competencies, setting a stronger foundation for scalability and sustainability.

4 GET THE WORD OUT

Even if you have solidified your product and formed your dream team, there is no way your start-up can scale without visibility. One challenge that start-ups face is trying to make themselves visible in the presence of other existing players and the flood of information available online.

The saturation of information and struggle for a company to bring its message across has reinforced the importance of newer age marketing strategies like content marketing.

However, with limited resources available, it would be best to test the return of investment and scaling potential of these marketing channels with smaller budgets first. Should they prove to be successful, it is safe to use these marketing channels with bigger budgets to scale your start-up even further.

IS YOUR BUSINESS MODEL SCALABLE AND SUSTAINABLE?

Certainly, having an innovative business idea will aid in its success. But therein lies the problem of creating a product and service that has the potential to expand and remain relevant in the ever-changing economic and social climate.

Scalability and its sustainability will help your company multiply its arms, legs and hours in a day, and is crucial in bringing what was but an idea, into a billion-dollar company.
THE LITTLE TORCHBEARERS: LOOKING AT BUSINESS THROUGH A CHILD’S EYES

By PRETHIBA ESVARY

THERE was a little boy in Brazil, who wanted to have a birthday paper box. On that day, he had very little and he echoed in school, ‘I have nothing to give to my teacher.’

There was a group of children in crèche some years ago. They had very little and they cycled very fast home because of their shoes lost to the heat.

So, even as an organisation, have them do something meaningful and impactful to alleviate this issue, by mounting and communicating breakthroughs to their audiences.

The Queen believes that it is her role and her husband’s to influence policymakers and governments to make children aware of their responsibilities and to understand that they have to help their families. But, children ‘have to be in a safe environment.’

They ‘have to be in a safe environment’

The Queen touched many hearts when she delivered her parting thoughts. She touched on the need to fully comply with the Convention on the Rights of the Child (CRC). She touched on the need to fully comply with the Convention on the Rights of the Child (CRC).

The Queen’s visit to Malaysia was impactful. The message was conveyed clearly and it was a testament of how a visit by a head of state can have an impact.

The Queen also touched on the need to fully comply with the Convention on the Rights of the Child (CRC).

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I
T has been a week now since we said goodbye.
I felt like a slow-motion movie—
as I watched you leave the embrace of my arms, walk away, and turn back for one final wave.
Some of the other facilitators and campers cried. But not you; not me.
We’re just not made that way.

We’re too strong.

I knew you were strong the first time we met. The other campers were shy to look me in the eye. You? You looked me in the eye to see if I was weaker than you—to see if you could respect me.

I know—because I would have done the same thing. I was just like you once. Perhaps a little shorter, and a lot shyer, but that ego we both share has always been there. “Who is this guy, and what right does he have to teach me?”

Thank you for respecting me during camp. Yes, like all teenagers do, you got out of hand at times and went into typical rebellious mode. I’ll tell you a secret.

The reason why you and I could get along? Because I never lost that rebellious mode. I’m just like you. I still fight. But I fight for a cause now.

My cause is to help you find your cause.

I was really mad at myself.

You probably won’t remember me in a couple of months. And while my ego would like to think that I’ll remain a hero to you forever, I understand how youth can be. In my time, it was a puzzling blur of people, places, and events that came and went too soon. I can’t imagine how puzzling and fast yours must be now.

But I don’t really care if you forget about me. What I really want is for you to remember this: You’re better than you think you are. You’re better even if you let go of your need to feel superior all the time. Stop worrying so much about what others think about you. We already love you for who you are. We won’t love you less if you ask a stupid question, seem unsure of yourself, or struggle in front of us. Your friends, that you try so hard to impress, won’t either.

But if you never struggle, how can we help you grow?

I miss you. I just thought of the action plans we wrote together on a piece of paper—and I wonder if you’re following through on them.

I wish you could see you through my eyes. It’ll be a bit like seeing through your parents’ eyes. You may not realise it, but I am after all, closer to your parents’ age than to yours.

Like them, I wish you could see how much potential you have.

It’s beautiful.

And I know that I’m being selfish. Like most old people, I’m trying to project my own life on yours, and mould you in the way I think you need to be.

But someday, a lot of this will make sense. As you go through life, and reflect on your experiences through the lens of things we’ve taught you, I think you’ll get it. The statements that you know the meaning to, but can’t fully understand in the context of your life right now will become clear.

And you’ll take another step closer to becoming a man. That will be beautiful too.

I’ll be waiting.

Love,
Your big brother

AN OPEN LETTER TO MY TEENAGE CAMPER

I was angry, not because you didn’t know when to be serious. It was because you knew it was serious, yet you chose to take things lightly. Maybe it’s because you were afraid of discovering how good you could really become. I was afraid once too. I saw that in you, and I got angry.

I was really mad at myself.

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BUT YOU CAN BE WAY BETTER—if you let go of your need to feel superior all the time.

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BUT YOU CAN BE WAY BETTER—if you let go of your need to feel superior all the time.

Stop worrying so much about what others think about you. We already love you for who you are.
DO: KEEP IT CLASSY
When dressing for an interview, wear tried-and-tested classics. Black, navy, white and beige are your friends. Choose light, crisp and clean tops and crease-free dark bottoms. Put on a pair of polished, sleek shoes and you are good to go.

DON'T: USE DAY OF INTERVIEW AS A DAY TO EXPERIMENT
We all love to get creative and take a couple of fashion risks especially if someone else has pulled off the look. That's awesome but the day of your big job interview is not the day to be a technicoloured, kaleidoscope of a person. There's pros and cons to individuality and self-expression but it's best to not isolate your interviewer with eccentric outfit choices.

#2 PREPARATION
DO: PLAN
Before any interview, research the company and find out their vision, goals and basic profile. Practise answering standard interview questions like:
1. Why do you want this position?
2. What can you offer in the capacity of the role you will be given?
3. What are your strengths and weaknesses?
4. What do you know/understand about us?
5. Tell me about yourself.
Use this research time to formulate smart questions about the applied role and the company. Interviewers often ask if you have any questions and it's good to have one purposeful question prepared.

DON'T: MOUTH OFF
Sometimes, interviewers may diverge from the above questions and move to non-interview related topics. Answer questions honestly but be brief and do not disclose more than necessary. Furthermore, never ask an interviewer about salary, raises and bonuses at a first interview unless they raise the issue first.

SPECIAL NOTE: THE C.A.R. PRINCIPLE
When asked a question about past achievements or activities, the golden rule is to follow what's called the C.A.R. principle: Context, Action, Result.

Context:
Describe a situation and set the scene for a pertinent example. The key is to pick an example that clearly shows the skill or quality the employer is asking about.

Action:
Detail what sort of action you took. Be precise about the steps and outline your rationale.

Result:
Detail the results of your action. Be factual and try to quote evidence like statistics or numbers that support for claim.

#3 BEHAVIOUR
DO: TREAT EVERYONE RESPECTFULLY
It's good to just not be a jerk. Period. However, if you cannot help being a jerk on a day-to-day basis, try to be warm and courteous with everyone you meet the moment you step into the building. Employers often have a rapport with their assistants, peers and even subordinates so their opinion of you could just influence the selection process.

DON'T: BE A NEGATIVE NELLY
Why you left a previous organisation or discontinued doing something is often asked at interviews. However, no matter how disastrous your last experience was, never bad-mouth a previous company, colleague or experience to a potential employer. It may make you seem like someone who often blames or makes excuses. Try to word yourself in a constructive and matter-of-fact way, highlighting the positive things you learnt from your experience.

#4 ATTITUDE
DO: LET YOUR PASSION SHOW
When in an interview, always conduct yourself as if you are determined to get the job. Don't shut the door in your own face, because all you do may cut your options. So express enthusiasm for the role and show interest in what the employer is saying.

DON'T: BE EASILY DISCOURAGED
I'm sure many of us have that, "Oh my word, why did I say that?" moment. It's common and normal at an interview, where anxiety levels are pretty high. But that's okay! You are human and most employers are mindful of how nervous you must be. So just take a deep breath and keep giving it your all!

PARTING WORDS
Like with anything else, practice makes it better. It's common to not ace that first ever interview or the first interview you have had in years but keep pushing. You've only stopped succeeding when you've stopped trying.
Wether you are living in or plan regular trips to Malaysia, you’ll know that there’s value for money to be had in experiencing many of the wonders that the country has to offer.

There’s so much to do and see—and eat—in one of Asia’s most popular hotspots, and all without burning a hole in your pocket.

Having said that, a shoestring budget will keep you worlds apart from the universally renowned products of one of Malaysia’s noted sons.

Birth of a Shoe Fairy

Born into a family of shoemakers in George Town, Penang, he report-edly made his first pair of shoes at 11, going on to build an empire that counts Michelle Obama and Beyoncé as loyal devotees.

Datuk Jimmy Choo, OBE, enjoys a current net worth of $50 million but started the path to realising his dream by working part-time at restaurants and as a cleaner in a shoe factory in order to fund his education at London’s Cordwainers Technical College.

Graduating in 1983, Jimmy Choo opened his first shop in Hackney, London, in 1986—an old hospital building he rented—marking the beginning of what was to become a global success story.

Rise of the footwear emPIre

Having developed his craftsmanship that he as a young boy learnt from his father, Choo’s talent soared to unimaginable heights when his designs were featured in an eight-page spread in a 1988 issue of Vogue magazine. In 1990, the late Diana, Princess of Wales, became an admirer of his work, which helped further cement Choo’s image as the bona fide master of shoe design.

For a man who has cultivated such reverence and respect around his brand, Jimmy Choo is humble in nature, which is surprising given his position as a revolu-tionary pioneer in the fashion industry—a world-famous for its demanding divas and prima donnas.

Indeed, such is the reputation of the pensive pioneer from Penang that everyone knows who and what is being discussed at the mention of “Jimmy Choo”—a name synonymous with haute couture, elegance and style.

And yet, despite his fame, fortune and continuing success, Choo comes across as someone who you could easily sit down to share a meal or a drink with.

As the very best of leaders tend to be, Jimmy Choo has an authentic, down-to-earth quality that gives the impression that he’s as comfortable chatting with friends over roti canai at the local mamak stall as he is glad-handing the fabulous darlings of Milan.

Another quality Jimmy Choo has in common with great leaders is his ability—and desire—to share some valuable life lessons through the example of his story.

Here are just some of pearls of wisdom offered by the veritable lord of fashion.

1. REGARDLESS OF WHERE YOU ARE IN LIFE, ALWAYS REMEMBER WHERE YOU CAME FROM

Jimmy Choo might call London his home but, as a travel ambassador for Malaysia and with his efforts to set up a shoemaking institute in the country, it’s clear that the fashion pioneer has never forgotten where he began learning his craft or how his formative years growing up in Malaysia shaped him in positive ways. His is a globally recognised name, and he travels throughout the world, but Jimmy Choo’s homeland remains forever close to his heart.

2. JUST BECAUSE YOU’RE SUCCESSFUL DOESN’T MEAN YOU STOP LEARNING

Jimmy Choo adds his name to a prestigious list that includes the likes of Bill Gates, Mark Zuckerberg, and Oprah Winfrey, who all insist that any success they enjoy comes down to the fact they’re always hungry for knowledge in order to understand more about the world. Jimmy Choo is well-known in his penchant for learning—a trait he holds in high regard, saying, “I never claim that I am successful because this gives me a reason to keep on learning and be a good student.”

3. LOVE WHAT YOU DO—AND PASS YOUR KNOWLEDGE ON

As mentioned, Jimmy Choo is a keen traveller, which often leads him to discover inspiration and ideas through experiencing different cultures and ways of life. Another motive for travelling is that it allows him to seek out the next generation of designers, who he helps to nurture and develop. One example of his passion for knowledge sharing is the class he started at Australia’s Curtin University, which works to hone the skills of young designers in their pursuit of crafting the perfect shoes.

4. FORGET ABOUT SUCCESS—FOCUS ON YOUR PASSION

Jimmy Choo is successful not because he chased success but because, from a young age, he put his heart into achieving the best standards for himself through his design work and in his personal development. Even now, it’s obvious that he is so invested in what he does and in helping people—this is what drives Jimmy Choo. His success is a by-product of his lifelong service to others.

As the very best of leaders tend to be, Jimmy Choo has an authentic, down-to-earth quality that gives the impression that he’s as comfortable chatting with friends over roti canai at the local mamak stall as he is glad-handing the fabulous darlings of Milan.
7 LEADERSHIP SECRETS FROM NELSON MANDELA

By JULIAN B. KIGANDA

July 18th is the birthday of Nelson Mandela. As we remember his death, we should also celebrate his life and the changes that he so strongly fought for. Just like how Mandela had envisioned it, we, at Leaderonomics, believe in growing people into leaders, building communities of love, and transforming the nation.

South Africa’s former President Nelson Mandela smiles as newly appointed President Jacob Zuma makes his speech during his Inauguration in Pretoria, South Africa. AP Photo/Themba Hadebe, Pool.

South Africa.

Consulting Corner

COME DECEMBER STILL, IT WILL MARK TWO YEARS SINCE THE PASSING OF NELSON MANDELA, BUT HIS LARGER-THAN-LIFE SPIRIT WILL LIVE ON FOREVER, AS SOUTH AFRICANS MOURNED HIS PASSING THAT DAY, THEY CELEBRATED HIS LEGACY BY SINGING AND DANCING IN THE STREETS.

“...he was a man who loved life and he would have wanted us to celebrate him in this way,” said one South African when asked about the celebrations. Indeed, in picture after picture that I found of the beloved Madiba—as his countrymen affectionately called him—he was smiling. And that is the first lesson I learnt from this leader who changed the world.

1. SMILE. DON’T ALLOW EXTERNAL CIRCUMSTANCES TO MAKE YOU LOSE YOUR ABILITY TO SMILE, LAUGH AND FIND JOY IN JUST BEING ALIVE.

How many times do we lose our joy because of things beyond our control that ultimately impact our lives? After 27 years spent in jail under harsh circumstances that could break anyone, Mandela walked out of jail smiling and waving to half a million supporters.

Throughout his life, he continued to smile, enjoying a newfound lease on life and sharing his unconditional love and humour with humankind. What a better place this world would be if we all learnt to smile and laugh more. Mandela urged us to: “Tired softly. Breathe peacefully. Laugh hysterically.”

2. LOVE YOUR ENEMIES AND WORK WITH THEM WHEN NECESSARY.

Even at the expense of losing support from some of his own people, Mandela literally and figuratively reached across the aisle and made a deliberate effort to work with his former enemies for the good of his country. He recognised that the development and progress of his country could only be achieved through collective action—even with people who had once oppressed him.

3. FORGIVENESS IS FREEDOM.

“If I walked out the door toward the gate that would lead to my freedom, I knew if I didn’t leave my bitterness and hatred behind, I’d still be in prison.” How many of us are living in our own self-imposed prisons because we hold on to bitterness that is not only poisoning our spirits, but our external surroundings? You cannot truly have peace until you’ve let go of past hurts or grudges.

“Remembrance is like drinking poison and then hoping it will kill your enemies.”

4. NEVER STOP LEARNING.

At the age of 70, and while still in prison, Madiba earned his law degree through a correspondence programme from the University of London. He believed that “Education is the most powerful weapon which you can use to change the world.”

Lifelong learning comes in many forms: to some, it’s pursuing a degree; to others, it’s learning a new language; and, still to others, it’s staying curious and actively seeking out knowledge to become a better informed, more empathetic citizen of the world. Regardless of your age, you should never stop learning.

5. YOUR PURPOSE IS NOT ABOUT YOU.

Mandela, in a rousing speech that was way out. Mandela believed that “difficulties break some men but make others.” In life we encounter many challenges that can easily take us off track and blur the vision we initially had for our lives.

In all his years in prison, Mandela’s inmates attested to the fact that despite the harsh conditions they encountered, this man of vision, remained determined, kind, and a leader even behind bars. When given the opportunity to gain his freedom by renouncing his stance on ending apartheid, he refused. He would not compromise his ideals for the easy way out.

After his eventual release, he stated, “There are few misfortunes in this world that you cannot turn into a personal triumph if you have the iron will and the necessary skill.” Words for all of us to live by.

6. DO NOT ALLOW OBSTACLES TO DETER YOU FROM FULFILLING YOUR DESTINY.

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7. BELIEVE IN THE POWER OF YOUR DREAMS. “ONE CANNOT BE PREPARED FOR SOMETHING WHILE SECRETLY BELIEVING IT WILL NOT HAPPEN.”

Mandela believed that his vision of a free South Africa would one day become reality. He dedicated himself so much to that goal, that he brought the rest of the world along with him.

The anti-apartheid movement grew out of the collective efforts of individuals who believed in their dream of freedom—a dream that was represented by one man’s larger than life vision for his country. As with all great leaders, the end goal was more important than the obstacles to realising it. What dream do you believe in enough to put everything you have behind it?

PARTING THOUGHTS

The greatest tribute we can pay to this man who has made an impact on his country, his continent and humankind is to live out the rest of our lives applying his universal ideals. For:

“There is no passion to be found playing small—in settling for a life that is less than the one you are capable of living.”

— Nelson Mandela

What lessons did you learn from Nelson Mandela?

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THE VOICE
THE TALIBAN FEARED

LESSONS FROM MALALA YOUSAFZAI: THE GIRL WHO WAS SHOT BY THE TALIBAN

THE NOBEL PEACE PRIZE
By ZOE LIM
www.leaderonomics.com

The Nobel Peace Prize winner says she is also a normal teenage girl going to school and fighting with her brothers at home. Source: National Geographic Channel

“I used to think that the Talib would come, and he would just kill me. But then I said, ‘If he comes, what would you do, Malala?’ Then I would reply to myself, ‘Malala, just take a shoe and hit him.’”

“But then I said, ‘If you hit a Talib with your shoe, then there would be no difference between you and the Talib. You must not treat others with cruelty and that much harshly, you must fight others but through peace and through dialogue and through education.’

“Then I said I will tell him how important education is and that I ‘even want education for your children as well.’ And I will tell him, ‘That’s what I want to tell you, now do what you want.’”

Her choice to not only forgive, but to love her enemy enough to hope to extend the gift of education towards him and his family, shook Stewart so much he had no choice but to continue to tell Malala’s story.

There is a spirit of peace that only arises in a person once they have fully accepted their purpose in life. Malala embodies that idea of peace as a testament to her cause. This characteristic is probably the most important fire that she brings to her fight. The most powerful warriors are the most peaceful ones.

PARING THOUGHTS
Five characteristics of Malala cause an unstoppable wave of conversations in education. Five simple attitudes changed an individual in a war-torn country, and they made her the youngest Nobel Peace Prize winner in history.

In every challenge that we face, it is not the difficulty of the challenge that defines our future, but the attitude we have towards it that changes our destiny.