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SATURDAY 13 AUGUST 2016

YOUTH CAN BE THE LEADERS OF TOMORROW

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WHY OLD LEADERS DRIVE YOUNG LEADERS CRAZY

By DAN ROCKWELL
editor@leaderonomics.com

OLD leaders think they know something today because they knew something yesterday. Knowledge closes their minds and limits their curiosity.

Young leaders look down their noses at old leaders and think, “Stop being set in your ways. Fear controls you!”

Young leaders feel superior to old leaders because technology is easy for them. Old leaders devalue the power of passion and vigour out of envy and fear.

PROTECTING WHAT IS:
Old leaders are so busy clinging to what they have that they can’t reach for what they could be. New ideas are threats, not opportunities. Young leaders lose passion when old leaders say, “We’ve always done it that way.”

12 TIPS FOR OLD LEADERS:
1. Jumping through hoops is a stupid strategy for keeping people in their place and out of your hair.
2. Stop speaking for young leaders. Invite them to meetings and let them speak for themselves. (Prepare them for the lion’s den.)
3. The good ole boys club is on its way out. Technology undermines exclusivity.
5. Channel passion. Don’t block it. Energy is easily quenched.
6. Stay curious. Thinking you know everything is deadly.
7. Rushing to judgement devalues people.
8. Your opinion creates conformity. Keep it to yourself longer. People tell you what you want to hear.
9. Chill out with the suit and tie thing.
10. Stop thinking you have to fix everything.
11. Don’t hover and don’t stand aloof. Check-in once in awhile.
12. Collaboration is the future. It’s dumb to say, “Don’t come to me with problems unless you have solutions.” Explore options with others. Don’t sit back like a judge on high and make decisions from a distance.

Bonus: A good word from you ignites courage.

How can old leaders tap into the power and advantage of youth?

Dan Rockwell is a coach, speaker and is freakishly interested in leadership. He is an author of a world-renowned most socially shared leadership blog, Leadership Freak. What drives you crazy? Write to us at editor@leaderonomics.com.
WHAT CAN EMPLOYERS EXPECT IN THE 21ST CENTURY
UNDERSTANDING HOW MILLENNIALS ARE CHANGING THE WORLD OF WORK

Top 5 priorities when millennials look for a job

Money 92%  Security 87%  Holidays/Time off 86%  Great people 80%  Flexible working 79%

By LAY HSUAN, LIM
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Before we stereotype the millennials as disloyal, lazy and spoilt, we need to understand that times have changed. Welcome to the 21st century workforce.

In a quantitative research done by Manpower Group across 25 countries involving 19,000 millennials, the Millennials Careers: 2020 Vision report, which was released in May has made some recommendations for employers to attract, retain, develop and motivate the best of these young talents for the new global workforce.

But how different (or similar) are the millennials from the generations before them?

As how we serve our clients in a business environment, we always need to understand their needs and wants first before we can suggest our ideas, execute our plans or deliver our products to them.

Similarly, employers need to start recognising the needs (and wants) of the millennials before employers can look into how they can make certain adjustments to cater to these young and bright talents.

When it comes to the millennials in the workforce, we see several key behavioural traits.

1. THEY RIDE ON CAREER WAVES

A career ladder is a process designed to formally progress an employee to a higher level of job responsibility within one’s position. And career ladder is now being replaced with career wave, a term used to describe how millennials work hard, and play hard, too.

Technology is very much a part of our lives today, so we are no longer looking at work-life balance, but work-life integration. With mobile technology and 24/7 Internet connectivity, the lines between our professional and personal lives are now blurred. This has contributed to employees reportedly working longer hours, with 73% of them clocking in more than 40 hours a week.

The fast-changing pace in the work environment has enabled millennials to diversify their skills by venturing into a few things at any one time. Rather than having one job, the report states that millennials think about careers in waves with changing paths, pace and regular breaks. And speaking of regular breaks, four in 10 millennials are planning to take significant “pit stops” for relaxation, travel and vacations to fulfil their “me, myself and I” time.

2. THEY ARE DISRUPTIVE

The “Uberisation” era is changing the face of business and our society in the way we do things. Things are no longer business as usual. This mindset of always wanting to effect change or disrupt the status quo is prevalent among the millennials as individuals look for their personal significance.

They are more adaptable and open to new ways of working. They are no longer conformed to traditional ways of working, but would consider freelance, gig work, portfolio careers and self-employment as alternatives. They also like to be challenged to think differently.

3. THEY’RE HUNGRY FOR GROWTH

The report found that 93% of millennials surveyed globally (including those in Malaysia) want lifelong learning and are not hesitant to invest their own time and finances on further training.

They are hungry to learn because they strongly believe it will help them remain employable and attain long-term career success.

Job security is still critical for the millennials as how it was in generations past, but they have redefined it differently. It’s no longer the job that matters per se, but their journey of growth.

As long as they see opportunities to move on and move up within the organisation, they will continue with the same employer. Hence, it’s with intention that they stay loyal with the same organisation, else they would not be hesitant to jump ship.

What employers can do to engage the millennials

• Provide frequent, face-to-face feedback to affirm their contribution.
• Be a purpose-driven and socially responsible organisation by aligning the organisation’s values to that of the millennials.
• Create opportunities for them to work on different stretch projects.
• Understand their learnability potential and customise learnings that will drive them.
• Adopt greater flexibility in where, when and how millennials work.

FOOD FOR THOUGHT

There is no doubt that the millennials are shaping the world of work and redefining the employer-employee relationship. They are driven by personal beliefs and purpose of their existence in the world they live in. Most have their eyes on their goals to make a dent in the universe and beyond.

With the insights provided by this report, employers can take baby steps to cater to the changing demands of working needs among these millennials who are shaping our future. Employers can start by creating a conducive culture for the millennials to blossom, grow and make a difference in their own special ways.

What’s in it for the millennials in your organisation? What are some key areas you’d like to focus on to continue to engage your millennials? Share with us your thoughts and ideas at editor@leaderonomics.com.
A Leader Is A Team Player

Having won the Ballon d’Or award in early 2016 for the world’s best player for the fifth time, Lionel Messi is arguably one of the best football players in the world. Messi, however, could not have worked his magic without the support of his teammates.

Great leaders are team players. Michael Jordan, Walt Disney and Akio Morita all achieved great success because of the teams they worked and played with. They know that successful teams do and achieve more together. What would a film be like without its extensive team of directors, producers, artists and cast? The greatest scientific discoveries to date are all also based on a pooling of knowledge and resources.

Exceptional teams deliver brilliant work. A leader recognises this and believes that everybody wins when they work together.

Be A Leader.

We can help your organisation develop leaders. Write in to: training@leaderonomics.com

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WHAT DOES IT TAKE
TO BE A YOUNG LEADER
HOW YOUTHS CAN BE DEVELOPED TO TAKE CHARGE

I

The path to leadership requires a lot of learning, not just from books, but also from people and experiences.

1. HONE YOUR SKILLS
   BEFORE YOU ENTER
   EMPLOYMENT

   There are a number of volun-
   teering opportunities out there
   that allow you to work on all the
   skills required for leadership. Build
   your self-confidence by getting
   involved in projects, committees
   and organised events. This will
   place you in a variety of different
   situations where

   you have to manage relationships,
   challenges and outcomes.

   Invest in yourself before you
   go into work.

2. LEARN FROM
   THE PROS

   I’ve lost count of the number of
   books I’ve read, the speeches I’ve
   listened to, and the leaders I’ve
   observed. All of it has helped me
to cultivate my communication
   skills. The biggest mistake young
   people can make is to think that
   learning stops when college finishes.

   American billionaire Warren
   Buffett is 85 years old, worth over
   US$60bi, and he still reads for at
   least four hours every day.

   Learning is a lifelong process —
   and an enjoyable one.

3. ALWAYS KEEP A
   CURIOUS MIND

   Keep learning about whatever
   interests you, but once a month,
dip into something you’re complete-
   ly unfamiliar with. This might sound
like a waste of time — why would
you want to learn about carbon
emissions when you’re all about
becoming the next Martin Scorsese,
right? Learning outside your inter-
ests will help to equip you with new
skills and fresh ways of looking at
whatever you want to achieve.

4. LOOK TO SERVE
   WHENEVER YOU CAN

   In Adam Grant’s book Give and
   Take, A Revolutionary Approach to
   Success, he explores how life
   unfolds for those who constantly
   give, those who take, and those
   who match (i.e. those who give but
   look for something in return). The
   book is peppered with examples of
   how, when we give frequently with
   sincerity and with no expectations,
   we receive an abundance in return.

   Cultivate a “servant” mindset and you’ll be surprised (contrary to belief) just how far
   it gets you.

5. COMMUNICATE AND
   CONNECT

   The importance of this step can’t
   be stressed enough. People
   who can establish rapport with
   others and make genuine con-
   nections are bound to go far in
   whatever field they happen to be
   in. There’s a tonne of resources out
   there to help build your interper-
   sonal skills, so be sure to make use
   of them. If watching YouTube tuto-
   rials is your thing, I’d recommend
   the “Charisma on Command” channel
   for starters.

   These are two key areas vital for building strong and meaningful relationships.

By SANDY CLARKE
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It can be tough being a young person these days.

Life, in many ways, is more convenient, sure. But there seems to be a lot of pressure to score a truckload of straight As and become a billionaire by the time you’re 30.

To be fair, being young has always been a tough gig. I bet even Socrates’ parents would often nag him, “Why can’t you be more like your grandfather? He never stood around all day, thinking.”

MISUNDERSTOOD CREATURES

The biggest issue has always been an apparent resistance to be taken seriously by a lot of older people. Judging by the vortex of issues affecting the world, being a leader in any shape or form as you try to figure out your place in the world with much less of an idea of their worth and potential than they should have.

A lack of respect from society, people not listening, always trying to fit in, concerns over future careers and economic stability, making sense of who you are, gaining some footing in morals and values, and dealing with expectations from every direction are just some of the issues that will combine to make your head spin as you try to figure out your place in the world.

OUR FUTURE LEADERS

As such, the idea of a young person being a leader in any shape or form is scoffed at by a lot of older people. Judging by the vortex of issues affecting young people, it could be argued that they have a point. But then again, such an argument fails to take into consideration the resilience of young people, their creativity, their ability to innovate, and the enormous potential that lies within them despite some grand efforts by society to limit or suppress it altogether.

Malala Yousafzai wrote political blog posts from the age of 11, and campaigned for education rights for women in Pakistan. In 2012, she survived a horrific attack after being shot by a gunman while travelling to school. Her efforts to campaign for education rights, along with her fearless spirit, won her global admiration. At age 17, she became the youngest ever Nobel Prize laureate.

Young people can make excellent leaders if they have the fortune of being encouraged and nurtured in the right way, or are strong enough to possess an unyielding determination to make a difference regardless of their circumstances.

PARTING THOUGHTS

Whatever challenges you might face as a young person, nothing can stop you from being whoever you want to be and achieving whatever you desire — nor should it. The only thing that can hold you back from becoming whoever you want to be is the voice inside you that tells you you’re not ready, or it’s too risky, or that you’re not good enough.

Life’s too short to listen to negative voices, whether they come from outside yourself or within. If you’re able to ignite the potential within you and develop a belief that says, “I am strong enough — I can do this,” then all that’s left to be done is for you to decide to become the best you were born to be.
WHAT DRIVES YOUNG ADULTS TOWARDS SOCIAL ENTREPRENEURSHIP

MOVING AGAINST THE CURRENT BY DOING THE RIGHT THING

By Jack Chua

July 8. The world mourned the loss of Abdul Sattar Edhi – Pakistan’s most eminent philanthropist and human rights activist. The Edhi Foundation – which was run by him, his wife and his four children – is one of the largest welfare organisations in the world, with over 4,000 facilities across the country, including dispensaries, clinics, and food kitchens fed throughout the globe.

In 1928, Edhi grew up in Gujrat taking care of his mother who was paralysed by stroke. His passion for helping others was nurtured by the daily experiences of running an ambulance and providing care of his mother who was paralysed by stroke. He would spend his time going fishing, exploring the woods or climbing mountains. In the detour of his studies, after his initial success running a business selling clicking tools, he went on to start Fatihana in 1975, a company that with Edhi’s vision was transformed into a social enterprise.

When Edhi was not alone in his quest for social change. Social entrepreneurs were set up in the past six decades. The Edhi Foundation is an illustration: it’s in the crucible of some of the most prominent models and social enterprises.

The renowned psychologist, Abraham Maslow, said that human needs can be thought of as a multi-layered hierarchy. These layers, from lowest to highest order: 1) Physiological needs, like food and water; 2) Safety; 3) Love and belonging; 4) Esteem; and finally 5) Self-actualisation. Edhi was not alone in his quest for social change. He was an example of a social entrepreneur who focused on helping the needy, caring for disadvantaged communities, providing primary healthcare, setting up hospitals, providing affordable products or building more sustainable environments.

Edhi was known to have said, “Religion is higher than humanity.” His charitable work and other services provided aided in anyone in need without discrimination, including those who could not afford to pay.

WHAT IS IT, REALLY?

But what makes a social entrepreneur? A social entrepreneur is an individual who uses their skills, knowledge and abilities to solve pressing social problems. They are driven by the need to rest on, and gathering volunteer medical staff to treat them. In later years, a hospital that Edhi founded in 1980 was named in his honour.

Their ambition is not to make a profit but to provide for the needs of the community. In Pakistan, social entrepreneurs have been labelled the “health care heroes” of society. Their work is not only limited to providing healthcare but also education, economic development and environmental sustainability.

SEEKING A HIGHER PURPOSE

The survey, conducted by the Social Enterprise National Alliance, revealed the following: 64% of Malaysian youths in this sector. The study showed that 54% of respondents in the 18-24 age group have become social entrepreneurs.

Why have people become socially engaged? The study showed that 54% of respondents in the 18-24 age group have become social entrepreneurs. They have been driven by a desire to bring about change even if it means sacrificing their own time or resources. However, they have not become social entrepreneurs with the intention of making a profit. They have given up a comfortable and financially stable life to pursue a cause that is meaningful to them. These include individuals who have become social entrepreneurs.

Individuals who become social entrepreneurs have a strong desire to bring about social change. They see social problems as opportunities to be solved.

WHILE SOME SOCIAL ENTREPRENEURS MAY HAVE LIMITED FINANCIAL, INFLATIONARY INSTABILITY, AND TALENT SHORTAGES, THIS IS COUNTERED BY THE FACT THAT SOCIAL ENTREPRENEURSHIP ATTRACTIONS DIVERSITY IN LEADERSHIP POSITIONS

According to Maslow’s hierarchy of needs, a person needs to feel secure and safe before they can pursue their higher needs. Therefore, social entrepreneurs need to not only be skilled at running a business but also be able to manage the risks of running a social enterprise.

Another challenge faced by social entrepreneurs is the lack of venture capital. Business angels and private equity funds have been slow to invest in social enterprises. This is partly due to the perception that social enterprises are less attractive to investors. They are perceived to be risky and less profitable. However, this perception is changing. More and more private equity funds are now investing in social enterprises. They see the potential for high returns while also making a positive impact.

The Edhi Foundation is an example of a social enterprise that has been successful. It has been able to sustain its operations through a combination of government grants, donations and a small fee for services. However, it still faces challenges. It has to rely on donations from the public to fund its operations. It has also faced challenges in attracting investors to fund its operations.

The study also revealed that the public’s perception of the sector has changed among respondents. Social entrepreneurship is seen as a legitimate career path. Women, youths and individuals from disadvantaged backgrounds stand a better chance of following career paths towards leadership positions in social enterprises. Social entrepreneurs are seen as role models.

Most organizations support young social entrepreneurs. Organizations like MaGIC’s study revealed the bitter challenges faced by these entrepreneurs. In Malaysia, over 60% of social entrepreneurs have unpredictable incomes and more than half have not received any recognition for their contributions. They have to compete for funding, grants and other resources.

Bringing It All Together

Despite the challenges faced by social entrepreneurs, they continue to innovate and find new ways to make a positive impact. They are driven by a desire to bring about change and make a difference in the world. They are also driven by a desire to create a better world for future generations.

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OEVERSEAS EDUCATION IS BETTER, YES? I BEG TO DIFFER

Western learning-style promotes room for critical and creative thinking.

By LIM KWAN-LYN

There has been a lot of criticism on the education system in Malaysia. I’m sure you would have heard about the clashes between students and teachers. I think it’s a common issue found in western countries as well.

On the flip side, if we shifted the spotlight over to western education, it was just back in 2014 that the British educational institute, Cambridge schools, introduced an innovative method of education to MIT (Massachusetts Institute of Technology) – to abandon tightly-knit teaching methods such as independent learning for “task and talk.”

I would like to see schools across the country adopt this kind of teaching techniques, particularly in mathematics and science. Research shows it is significantly more effective than other methods that concentrate more on personalized one-on-one learning.

For me, personally half of my form two classes was conducted as independent learning and the other half was completed in a more interactive manner. And I feel myself often being asked the same question, “Which is better?” In fact, many people in Malaysia simply seek confirmation by saying, “Education overseas is better, right?”

Unfortunately for them, my answer would always be quite the same;

I would explain that contrary to popular belief, Western and Asian education has its own set of pros and cons.

**Western style of learning**

Learning is taught to be more collaborative with others and students are more comfortable with exploring new ideas. They can then expand on it by becoming experts in the field they are interested in. They are also more likely to value critical thinking.

**Differences in culture affect our learning styles.**

While Western and Asian culture both value learning, they have contrasting views about learning. In the West, learning is usually described as having a strong focus on academics, such asaring for strength. In Asia it is said to be more passive, where learners are generally quiet and reserved. Asian education can be likened to the ‘cold is better in New Zealand, people prefer to have a close relationship with their learning backgrounds. In Malaysia, you can expect to have a more “warm” approach to learning. In other words, you will be taught to ask low their teachers’ orders and would seldom question what teachers say. When learning, students prefer to keep their answers short, focusing mainly in memorisation, task difficulty and trying to answer exam questions.

Research shows that this can be traced back to the culture. According to Geert Hofstede’s cultural dimensions, Malaysia is located in the power distance and individualism. The supposed logic behind the above assumptions is that Asian students would take it for granted to guarantee themselves a greater social status and financial rewards. You can also assume that this is what many of us expect from our future sons in-law/daughters-in-law. Returning back to Hofstede’s research, Western countries are on the other end of the scale for the education system. In this system, students would usually question their teachers more and be more comfortable with exploring their interests, rather than pursuing what is deemed as safe and right by society. This would also tend to yield learners with less discipline and teamwork, but who are more inclined to seek out subjects as Mathematics with Calculus, and drama, design and music. For example, Western education yields better communicators, whereas Asian learning produces excellent mathematicians.

In New Zealand, there is a commonly known term, “The Asian way.” It is somewhat of a trend in this country to have a language barrier between parents and children. It is often said that good students in New Zealand are those who follow the rules and never question what they are told. This is due to the nature of being in a society where students, teachers and parents are still bound by the concept of respect. As students, you are expected to follow what teachers say without question. Parents will also put pressure on their children to achieve the same standards. As teachers, you are bound to follow the rules and avoid any form of criticism on the education system.

Even though it may have been somewhat torturous at times, the knowledge I have acquired during those years was extremely valuable and has been a significant part of my educational background. He began his career in 2010 with his first year in an international school overseas, and felt that it was a great place to learn. It was fun and hands-on, with exposure to a variety of subjects including drama and music from a young age. He then asked for his thoughts again, and the result was somewhat torturous at times.

At the end of the conversation, Lim Kwan-Lyn asked his friend how he felt about his Asian-learning background. He shared that he actually felt a sense of pride in going through what he felt was a difficult education system, as it allowed him to come out the other side, a better learner. Even though it may have been somewhat torturous at times, the knowledge he acquired during those years was extremely valuable, and has been a significant part of his educational background.

He also asked him how he felt about his Asian-learning background. He shared that he actually felt a sense of pride in going through what he felt was a difficult education system, as it allowed him to come out the other side, a better learner. Even though it may have been somewhat torturous at times, the knowledge he acquired during those years was extremely valuable, and has been a significant part of his educational background.

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HOW DO LEAVE A DENT IN THIS WORLD

By TAMARA JAYNE
editor@leaderonomics.com

A 19, he came to Malaysia under the pretense of being a teacher and philanthro-
pist. However, during this time, Richard Huckle sexu-
ally abused and raped as many as 200 Malaysian babies and children between 2006 and 2014.

How did one man get away with such injustice for that long? How could there have been no warning signs from the vic-
tims? What if the victims were my chil-
dren? Would I be complacent and shut my eyes to the other Richard Huckles out there?

The scariest part of knowing that such injustice exists is not knowing what we can do about it. It is easy to say, “What a terrible person and evil thing to do,” and move on with our lives blinded from the reality of the situation. But when push comes to shove, what can we do really?

1. YOU DON’T NEED TO BE OF A CERTAIN RANKING OR STATUS TO MAKE A DIFFERENCE

Mark Pierce, the regional director of Plan International (an organisation that advances children’s rights and equality for girls in developing countries) says that the first thing you can do to fight for chil-
dren’s rights is to act on it. Do something. Share a story on social media. Speak out and say that these issues are important to you. Create awareness. And once you get one person aware, they spread it around with their friends, and more and more people are influenced and they would hear about it.

The StarAge journalists went under-
cover to meet child groomers who had been chatting with them on the Internet. These “predators in the phone” that we call them, opened up to share their expe-
riences of how they had sex with various children below 18 years old and they did this by slowly “grooming” them (the pro-
cess of building a connection with victims to gain their trust and eventually sexually exploit them).

If we can show that these issues are rampant, are very much real, and that they may be happening to your neigh-
bou, your sister, or even your child, people will be on the lookout for warning signs.

Acting on it and doing something about how we feel is what turns a lunch time topic of conversation into an answer. After all, we’re either adding to the problem by being silent or better yet, by being a part of the answer.

2. FIGHT FOR A GREATER CAUSE BUT DON’T LOSE SIGHT OF WHY YOU DO WHAT YOU DO

At Leaderonomics, we believe that children and youth are our future and the leaders of tomorrow. We believe that by building our children, we are essentially building the future.

Which is why we run clubs designed to foster creative and critical thinking into our children that empower them to become leaders with integrity. We also run DIODE camps to champion children to realise the leadership potential and the abilities they possess to make a difference in their communities. We won’t be able to do what we’re doing without knowing that we are serving a bigger cause; transforming lives.

Burnout doesn’t happen as easily as you are fighting for a greater cause and knowing that what you’re doing is changing and saving lives. You might not be on the streets of Kerala feeding the poor, but you can make a dif-
ference by showing that you care for your fellow employees.

You might not be able to open up shelters for the homeless or start your own non-organisational charity, but you can start by making a difference in your world every day by being kind with the people you meet like the security guard who walks past you every day or the mamak man who serves you a drink.

FINAL THOUGHTS

Whether you’re a stay-at-home mom putting food on the table and sending children to school, your children look to you as their example. Whether you’re a chief executive officer of a big organisa-
tion, you set the example to your employ-
ees.

Mark Pierce’s advice to CEOs is that you can make child rights at the centre of company values. It’s important that chil-
dren are not seen as beneficiaries but as stakeholders or as clients. (For example, take a look at the IKEA foundation who have made children’s rights a part of their company core values.) This is the future. It’s great and it’s important that compa-
ies invest in this.

Working for a greater purpose will be the driving factor to motivate you to do what you do. As Mark Pierce puts it, “Many of us are very fortunate. We have a home, parents, been given an education and we have good health and not many of us have that. Therefore, I value every day and the fact that I can give back to others is very rewarding.”
COLLEGE years are times of discovery, and of transition. You undergo change from being a student free of worries, to become a responsible adult. You learn to juggle your own studies (and for some, even part-time jobs) without parents’ (control or teachers’) strict supervision. And for the majority who do not live on a trust fund, to learn to manage your own budget as well.

At the same time, you also learn more about yourself — your likes and dislikes, strengths and weaknesses. The more adventurous amongst your peers may go back-packing; the studious may score perfect grades; the athletic may participate in national or international tournaments; whilst the romantic-at-heart may find their life’s partner.

In this hodgepodge of expectations and endless possibilities, how should you spend your college years? Well, here are five tips from someone who once walked the path that you are on right now. This, by no means, should be held as absolute truth, but merely feel strongly looking back at my college years, along with the benefit of hindsight thrown in.

**NO. 1: GET GOOD GRADES**

Getting good grades opens doors of opportunity for you. Many employers will screen fresh graduates by their academic grades first before deciding whether to interview them. Hence, to get a chance at landing your dream job, whether to interview them. Hence, to academic grades first before deciding to try out new things — be it a new hobby, picking up a foreign language, or even volunteering for. More importantly, having good friends not only helps you in your studies, but it also makes your college journey more interesting and enjoyable. A caveat here is to choose your friends wisely, as you would want to avoid those who could influence you negatively. The best way to make friends during college is to be friendly and participate in class and college activities. There is never a short supply of college clubs and societies that you can participate.

**NO. 3: EXPLORE DIFFERENT EXPERIENCES**

Your college years are a great time to explore and find out what you like or dislike. Step out of your comfort zone every now and then to try out new things — be it a new hobby, picking up a foreign language, or even volunteering for community work. As long as you do not neglect time for your studies (see No. 2), you should try out as many new experiences as you can while in college. This will broaden your horizon, help you pick up new skills, and also make new friends along the way.

During college, you have little commitments in terms of family or mortgage, so do participate as much as you can. Remember, time and tide wait for no men, and some of these experiences may be out of reach once age sets in. What are you waiting for? Go ahead and explore what your youth and life have to offer.

**NO. 4: LEARN FINANCIAL LITERACY**

College is also the time where you build up your spending habits. Whether or not you learn to spend within your means, or go into debt, chances are those habits were formed during your young adulthood and college years. Although retirement may seem like forever while you are still in college, it is never too early to start putting aside money for rainy days. Learn to spend within your means. This can be accomplished by planning your budget accordingly. Also, learn to distinguish between needs and wants.

More importantly, is it worthwhile to go into debt to acquire those “wants”? These are important questions to ask yourself whenever you are tempted to splurge on material things. Learn to spend wisely and this habit will serve you well for years to come.

**NO. 5: PAY IT FORWARD**

The fact that you are in college means that you are already in a very fortunate position, because there are many others who do not have the opportunity to attend college. Thus, return the favour by helping others to succeed with you along the way. This can be through simple acts such as helping your classmates in their studies, or volunteering as a tutor in refugee shelters. The world needs more kind souls. Besides, helping others also brings much joy to yourself. So, go out there and help others in any way that you can. Your kindness will make this world a better place.

**IN CONCLUSION**

Enjoy your college years as you only get to experience it once. Decide to make the most out of it. Bon voyage!

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**By MAHVIN CHO**

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**POWER AND LEADERSHIP**

**KNOWING VS THINKING**

**YOU KNOW WHAT YOU WANT IN LIFE**

By STEPHANIE LING

I have always liked to think of ourselves as progressive, be it in terms of healthcare, education or even technology. But if I were to ask you to reflect on that statement about your own life, does the statement of “progressiveness” apply?

**BRAINWASHING VS BLACKMAIL**

I remember back in secondary school when my peers would discuss prospective career options such as the traditional professions i.e. doctors, lawyers and accountants. Even then it seemed as though they had decided on what their passion was and what their career paths would be. I, on the other hand, was pretty much clueless as to what I wanted to pursue. I knew what I did not want to delve into and worked on finding my passion from there.

While they would be immersed in their discussions, my mind would stray to wonder if it was really their passion to pursue such careers or was it due to the influence by family members and educators. This is in no way implying that my peers were brainwashed. Some of them really did seem to be passionate about saving lives and making a difference. I applaud them for their bravery to take on such fields. In fact, quite a few of them have graduated to become medical health professionals and are content with their careers.

**THE WORKING DEAD**

Nevertheless, I still wonder about the rest who hated their jobs because they never had an interest in it but are staying on to please their parents or to make ends meet. Sadly, these guys have entered the working dead force. I have always wondered how differently these individuals’ career paths would have been if they had chosen to pursue something they were ardent about rather than blindly following the leader. If we were as “progressive” as we thought we were, being a makeup artist or a YouTuber should not get you jeering looks.

Over the years, many youths have started to involve themselves in unconventional careers such as blog shops, start-ups and even social media influencers and seeing as how it does bring in the dough, it has dealt with fewer backlashes from society. It is no easy feat stepping into the working world, what more when it is to pursue a passion or interest that has no clear path as to what is meant to transpire in the years to come.

Upon introspection into my own life, I have realised that I have been fortunate enough to work in a company that allows me to make a difference in the lives of the people I meet. In working with youths, I have also realised my passion for developing and growing people. Friends would often bemoan me enjoying my work so much that it no longer seemed like work, but why is that bad? I have been enabled to give more of myself and my best. My self-discovery is why I will always advocate pursuing one’s interest to every youth I meet.

I tell them that it will not be an easy path but if it is worth fighting for and that it gives you meaning and satisfaction, why not? Fortunately, my parents were never one to confine me to a traditional career path. They granted me the freedom to do what I liked and that is probably why I am the only one in my group of friends to do Psychology and I don’t even feel bad about it. How then can we encourage youth and adults alike to pursue passion in their lives, be it on a full-time or part-time basis?

**IT IS NO EASY FEAT STEPPING INTO THE WORKING WORLD. WHAT MORE WHEN IT IS TO PURSUE A PASSION OR INTEREST THAT HAS NO CLEAR PATH AS TO WHAT IS MEANT TO TRANSPARE IN THE YEARS TO COME.**

**1 CHOOSE TO OWN**

You need to make the choice to take on the task no matter how difficult and impossible it seems. In making that choice, you have already set yourself up for progress and, eventually, success.

This conscious effort of saying yes to the challenge then translates to other aspects of your life be it in terms of getting your taxes done or even to replace that fused light bulb in the spare room of your house.

This carries on in helping you overcome the deflators in your lives be it in the form of people discouraging you or processes that are in the way. You, then, get the chance to decide on the personal qualities you want to hold onto. You may not see the immediate effect but in the long run, this bears fruit to your personal growth and resilience.

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**2 WITH A WILL, THERE IS ALWAYS A WAY**

It is one thing to share your passion with the world, it is another thing to exert effort in light of your passion. I say that I am passionate about baking but I wake up saying that I’m lazy; that I will not get that lemon custard right and that I will not nail that brownie mix.

This act of whining will amount to crushing levels of morale sooner or later – leading to a burnout. This is where willpower needs to kick in and take a front seat. You will need to tell yourself to push through each seemingly pointless or difficult task to make something out of it. Each of these tasks becomes a mini achievement that will eventually snowball to become bigger successes.

To train for this, you would have to choose something you do not want to do each day and just do it. You are in for the long run and this is just one mile in your marathon so take it in stride and keep driving that willpower wagon forward.

**FINAL THOUGHTS**

Ultimately, you are free to decide what you want to chase in life, as youths and as adults. If you feel strongly in an aspect of your life, don’t let society shun you away just yet. Instead, find ways to incorporate these areas of passion into your life and careers and you will notice that life becomes a lot more gratifying.

It does not mean that you should not have traditional careers, rather, you can do anything you like as long as you have a vested interest in it as that differentiates a satisfying life from a purposeless life.

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To our homegrown divers, Pandelela Rinong and Cheong Jun Hoong for winning the silver medal in the women’s synchronised 10m platform diving event, at the 2016 Rio Olympics! From the Leaderonomics Family.