TRANSFORMING THE NATION
ONE LEADER AT A TIME
Leaderonomics’ Journey of Growth

4 YOUNG MALAYSIANS CHART THEIR LEADERSHIP PATH
6 BUILDING CULTURE THROUGH OUR EVERYDAY BELIEFS
10 WHAT’S CONSTRAINING YOUR ORGANISATION’S POTENTIAL?
THOUGHTS ON REFLECTION, LEARNING AND COLLABORATION

At the end of every year, I take a short break to reflect on the past year, understand shortcomings, reconcile issues and review lessons learnt from all experiences of the year. This inward looking activity helps me plan and prepare for the coming year. I would highly recommend this for you too as you close out the year, to spend some time alone, ask yourself questions and try to ponder the answers to these self-raised questions.

As our editorial team at www.leaderonomics.com did our reflection for the year, we realised that all through the year, we have been very outward looking. Most of our articles and write-ups have referenced great organisations in Malaysia and abroad that we can learn from. We also covered a significant number of leaders with great lessons and insights we could glean. But we have been externally focused that we may have not taken the time to look internally. When we did look within our own organisation, leaderonomics, we found so many wonderful lessons and insights that we have not covered or discussed in our pullout.

So, for the last day of the year, we decided to introspect and take you on a journey with Leaderonomics. Since 2007, when we were established, we have grown by leaps and bounds. With growth comes growing pains and lots of challenges. Every organisation goes through these pains at some point of time. Today, we have decided to open up about the lessons we have learnt going through these pains so that each person reading can benefit from our lessons learnt. We are just a small and medium enterprise that is slowly growing beyond Malaysia. Yet, we know many other organisations and individuals are like us, struggling for that next level of expansion and scaling.

The stories we cover in today’s issue are personal ones, by our employees, by me and by our editorial team. As the year draws to a close, I would like to give a call-out and state my thanks to our long-suffering editorial team. It is no mean feat to produce 12 pages of absorbing, enlightening and empowering content every Saturday, but our team has worked merrulously and tirelessly to make this happen. So, special thanks to Siew Mei Li, Kamini Senggam, Prithika Evary, Tamara Jayne, Lim Lay Husan, Louisa Devadasan, Sandy Clarke, Fatinana Sobillun and everyone else that works with us to make this pullout sustainable and engaging.

In this issue, we discuss our formation and our vision and I hope they inspire you in your journey of finding purpose and vision. At Leaderonomics, we are acutely aware that our vision and our goals cannot be achieved alone. In reality, we are nothing. It is only by God’s mercy, blessing and intervention that we continue bearing the hope that one day we will see the fruition of what we envision. But we walk the path together, in partnership with leaders, organisations and people that share this same vision and conviction of solving the problems in the developing world.

Likewise, we look forward to your partnership with us – engaging our corporate services and letting us help your people attain their full leadership potential to drive the success of your organisation. As you read this issue and take in the stories of lives transformed among the young people we work with, consider becoming our partners in community initiatives to help this effort grow. Also, do make full use of our media services. Our leadership content is fresh and has been pooled together with you in mind to empower you to be the best leader you can be.

There are many ways to collaborate with us in 2017 and we look forward to opening conversations on this. We know the noble work of transforming this nation requires a gathering of effort amongst many. That’s why we always look to build long and impactful partnerships towards this end.

Here’s wishing you and your organisation the very best in 2017. May all your dreams and hopes be achieved in the year ahead.

Blessings and warm regards,
Rashan Thiran and Leaderonomics team
THE STORY OF LEADERONOMICS

By KAMINI SINGGAM

I MAGINE a world that is enter-
prising, constantly on the
move, guided by leaders who
are values-driven, and teeming
with opportunities for growth
in all aspects of life. This is the
vision that drives Leaderonomics – a
social enterprise that is constantly
running ahead of the game to revo-
lutionise leadership development
for our society.
Leaderonomics co-founder Ang
Hui Ming recalls that the idea to
form this organisation took shape
at a time when many of her friends
and friends of friends were leaving
Malaysia in search of a brighter
future for themselves and children.
She wasn’t keen on leav-
ing but she understood why they
came; frustrated with the way
things were being run in the
country and armed with a burning
desire to make a change in what-
ever small way they could. Ang and
a few of her friends came together
to brainstorm.

They discerned that the best way
to initiate sustainable change is to
harness the energy of the youth
who would eventually be the lead-
ers of tomorrow. The team drew
upon their collective corporate
experience to address the chal-
lenges, inspirations and ideals that
were the need of the hour. They
developed frameworks for honing
leadership skills in young people
towards its objectives via three
focuses represented by its corporate,
executing the right ideas. These
objectives sum up the organisation’s
raison d’etre:

1. THE ENTERPRISE

Roshan Thiran, Group chief executive officer
and Co-founder

Almost 10 years before we set up
Leaderonomics, I had a burning question
that plagued me – why do certain
communities thrive whilst others languish
in poverty and despair? I decided to explore
the question with a series of experiments.

What began as a small project resulted in
a profound insight. It became clear that
everything rises and falls on leadership. It
was easy to go into a poor community and
give them funds and help them with the
issues they faced today. But that would be
temporal relief. What these communities
needed were leaders who could help them
transform themselves.

Leadership was a key missing element
in all these communities but there were no
means to bring leadership development
to these communities. We knew if we helped
grow one person into a leader, he or she
would then be able to transform their com-
muty and if we kept repeating this over
and over, nations would be transformed.

Today, this vision remains the heartbeaf
of Leaderonomics – providing leadership
development to all, including those who
cannot afford it, especially impacting the
lives of children and youth. And the vision
has become even bolder. At Leaderonomics,
we have now grown into a global organisa-
tion, staying true to our calling but investing
heavily in research and development in lead-
ership development. Our research is now
the cornerstone of our highly-acclaimed
action-learning curriculum, which explores
new areas of leadership including brain
research, emotional intelligence, Asian lead-
ership, and new means to lead.

Today, we are proud to see numerous
global organisations leverage and partner
with us in our media, corporate and com-
community work.

At Leaderonomics, we believe that
everyone is a leader – whether a youth
passionate about a cause, a parent leading
the family, chief executive officers driving
organisational growth or even politicians
making a difference. We are devoted to
provide the learning and development for
everyone from the formative stage of lead-
ership to the highest level of leadership to
disable everyone to fulfill their potential and
become the leader they were meant to be.

HE SAYS

SHE SAYS

ANG HUI MING
Enterprise leader and co-founder

When Roshan shared his insights on
how critical leadership education was
and how scarce it was in the developing world,
especially in rural schools and villages, we
all knew that this was a calling worth investing
our lives for. Many social enterprises give
shoes, funding or food to the poor but those
ever solve the root of the issues in these
challenged communities. But this vision
at Leaderonomics was about going to the
heart of the problem and fixing the root
causes.

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By PRETHIBA ESVARY
prethiba.esvary@leaderonomics.com

URING my younger days, I was incredibly shy and would cringe at the thought of interacting with people. I knew, never mind total strangers. Aware of my timidity, my concerned mother persuaded me to become the school prefect, to join the school’s Interact Club, and enrolled me for a speech and drama class.

Today, I can proudly tell you that it wasn’t for taking part in all those extra-curricular activities, I wouldn’t have become the outgoing introvert that I am today. In fact, you wouldn’t find me working in the media, where I have the chance to interact and build relationships with new people all the time, and that too as part of a leadership development company! That’s why it struck a personal chord for me when I spoke to the young people whose stories you’re about to read. I could relate to the experiences they went through.

A WELL-KNOWN PREDICAMENT
The insufficiency of soft skills and a mismatch of skills to industry needs among Malaysian graduates are issues we are familiar with. Various parties have made efforts to resolve this matter. Examples include the Government’s introduction of the integrated cumulative grade point average (CGPA) programme, whereby tertiary institutions can track each student’s achievements in developing ethics, leadership, entrepreneurial, social and critical thinking skills, among others. Universities are also working to enhance their students’ soft skills through academic curricula and co-curricular activities.

But even with the resources now available through these initiatives, every young person must first take ownership of their personal development and make the first move to equip themselves for future employment.

We got in touch with two students and one working professional to hear about the transformation journey they underwent while participating in personal development programmes conducted by Leaderonomics’ Campus division in collaboration with our corporate partners. Here are their stories:

COMMUNICATION MAKES ALL THINGS POSSIBLE
Muhammad Syamil Ayzaan, 24, is an economics and business graduate from the University of Iowa who never imagined that he’d be working in one of the biggest multinational tech companies in the world, and in finance at that. While finance was something he was initially fearful of taking up as a career, a combination of personal courage, confidence and support from colleagues and seniors spurred him to work hard and he has now been in IBM for a year.

In a phone interview, Syamil said, “No matter how hard a task or job is, as long as you know how to communicate and ask for help, everything will be fine. That’s the mentality that I have.”

Back in his university days, Syamil had a language barrier when it came to communicating with other students and a fear of stepping out of his comfort zone. Well aware of his shortcomings, he attended various personal development programmes, and career talks. He gained exposure by doing a lot of extracurricular activities, practicing with public speakers, and listening to insights from multiple speakers from various industries. “The real world is not the same as your college world… In college, you have textbooks, slides, guidelines, etc. But in the real world, it’s about grabbing opportunities in front of you, and using available resources to make those opportunities beneficial to you,” he said, adding that the key to achieving all that is good communication.

He confessed that his courage to grab opportunities and to step into unfamiliar territory was built through conversing with and gathering knowledge from a lot of people.

On the increasing usage of technology among youths, Syamil’s word of advice is to them is to communicate with people more as this opens their eyes to what they do not know, and leads them to discover job opportunities that they weren’t even aware of.

CREATING IMPACT THROUGH NETWORKING
Gopinath Thervi is passionate about communication and is a people-person. Thus, it isn’t a surprise that he ended up in a human resource management (HRM) degree programme. The 22-year-old is currently completing the last leg of his degree at Universiti Utara Malaysia, Kedah before he embarks on an internship next year.

Prior to entering university, Gopinath (or Gopi) had no experience handling projects and managing people. Upon becoming a member of the Silambam Society, things began to change.

He recalls organising an inter-varsity dance competition nationwide, where he and his team drove down to Penang’s Little India just to sell tickets. He said managing cultural programmes is tough, but he learned a lot about operational matters such as getting sponsors, networking, and settling disagreements or issues within the team.

Being part of the committee for cultural programmes such as this was what helped Gopi develop the art of networking and leadership skills.

Gopi’s participation in extra-curricular activities doesn’t end there. He is an active member of the HRM club, has attended a five-day programme on human resources and has organised several events, including a blood donation campaign.

“I managed to develop a network through all these programmes. Meeting so many people helped me do that,” he shared.

His advises youths and fellow undergraduate students to pay more attention to communicating in English and enhancing their interpersonal skills, as he observed that many of his peers do not have confidence in these areas.

DIFFERENTIATING THROUGH PERSONAL LEADERSHIP
A lack of critical and creative thinking skills, problem-solving skills and the ability to apply theory into practice are the few personal struggles highlighted by Yee Xue Wei Joe during a phone interview. He dawned on the 21-year-old that she might not be ready to face the real world.

Yee, who is a banking and finance student in the University of London—an external programme at HELP University—didn’t enjoy the feeling of dissatisfaction that she felt about her personal preparedness and decided to do something about it.

Yee volunteered abroad, participated in leadership programmes and took up a leadership role in her university’s student council.

During her solo three-month volunteering experience in Czech Republic, where she taught English to underprivileged children, Yee gained a broader perspective of the world. Not only did she sharpen her creative problem-solving abilities, but she also developed leadership attributes that are valuable in a global leader.

One of the leadership programmes Yee attended gave her a glimpse into the role of a chief executive officer and the qualities needed to lead effectively in a continuously evolving environment. Through various activities, such as business simulations that tested the limits of her abilities, she acquired life skills that she didn’t have the chance to pick up at school.

Far from being the girl who used to compare herself to others and felt defeated easily, Yee has seen positive changes in herself. She is now a risk-taker, a problem-solver, a critical thinker, and a leader.

Her parting message to fellow undergraduates is this: “Your CGPA may be the only thing that differentiates you from (everyone else). Your CGPA might say you are smart, but not whether you are good employee.”

TAKE THE LEAD IN YOUR STORY
These three young individuals are living proof that your journey of transformation begins with you taking the first step. Their stories inspire me – and, hopefully, you as well – to encourage and empower young people to invest in time and effort in developing themselves early on.

As leadership guru Robin Sharma once said, “Investing in yourself is the best investment you will ever make. It will not only improve your life, it will improve the lives of all those around you.”

THE FIRST PERSON YOU LEAD IS YOURSELF
THREE YOUNG ADULTS SPEAK ABOUT THEIR PERSONAL TRANSFORMATION

Gopinath at the Universiti Utara Malaysia campus

Yee (centre) with some of the local children she worked with in the Czech Republic

Prethiba is a writer and assistant editor with Leaderonomics. She is passionate about learning and development as she wants to become better with each passing day. She believes that our lives are solely written by us, and thus the power to change for the better lies within us. Do you have any transformation stories you’d like to share? Write in to editor@leaderonomics.com
I started attending DIODE camps when I was 15. Back then, as a camper, I was very shy. After joining DIODE camps, I changed a lot. I'm currently a facilitator.

As a facilitator, we need to learn to be a role model and to manage a team. Guiding those in your group and making sure everyone is on the same page despite different backgrounds is a challenge, but as a facilitator, I've been learning how to convey the message to them.

Though the camps, I've learnt that our attitude makes a huge difference in our lives. It's important to be assertive and not aggressive. Throughout camp, I've learnt that I can either run from the fear at camp.

I joined camp because I wanted to meet new people of different backgrounds from all over Malaysia. I started attending Leaderonomics' camps when I was 12.

The first day of SPARK camp, we learnt about ourselves — our strengths, weaknesses, and personality types. I've been personally learning about project management and how to work in a team with different group dynamics.

We were assigned to visit an old folks' home where we needed to figure out how we were going to make a difference in their lives. We cooked lunch for them, baked a cake and did some gardening for them.

The way I am learning to interact with diverse people of various backgrounds will continue to be useful to me when I work with others later in life. I've learnt to see the perspectives of youths from both the rural and city areas. As group leader of my team, it is interesting to hear from both sides.

I think there are a lot of negative stigmas in the world. It's important not to just look at one side of the story. Be open-minded in the world. It's important to not discriminate much with others. I've grown as an individual and have learned to step out of my comfort zone to talk to or coach others and do what I can to influence those in my world today.

If there is one thing I can change in this world, it would be to help underprivileged kids. We often hear of people helping refugees but we often neglect those who are right at our doorstep. It's really disheartening to see, so that's the one thing I would change.
LIVING BEYOND EXPECTATIONS AT LEADERONOMICS

By LOUISA DEVADASON

WHEN organisations, especially for-profit organisations, try to express the importance of intentionally shaping our cultural norms, they воlunteered with the senior leadership team and together, they clarified Leaderonomics’ culture of going “beyond expectations” or “BE,” under our core values.

BE Agile - I find opportunity in what is otherwise a task. I can proudly say that I make up well for my mistakes and I show a high level of adaptability. In my work, to learn and to see the people that I interact with and relate to work. Leaderonomics feels like home to me, and this basis to continue in what do and end up to be better every day.

Because I work in a small team, I feel that it is my responsibility that I try to be open and sensitive about what I can and cannot commit to, as my decisions would affect the entire team.

I've always been passionate about making positive differences in the lives of others, and I feel that my work is a part of me. Even if I'm not doing the most, I feel that I'm contributing something.

Many times, we have pushed through projects which came in at the last minute, the storm and move our plans quickly without losing our cool and focus on our clients and stakeholders. We carefully learn from each other, and apply what we've learnt to our deliverables.

It means that I take ownership and responsibility for my work and actions. In a world where accountability is a foreign exchange about our work, accountable and effective leadership is essential. We are accountable for our actions.

A few of our fellow Leaderonomers have shared with us some thoughts and experiences over the last 12 months. Here are their observations and experiences.

Washed my hands for the first time the last five years... People who believe that no matter how young, you can be a force that brings the gospel of leadership to communities and organisations.

The team's willingness to lead collaborative opportunities affirmed that we have each other's back and are here for a purpose larger than just our own divisional goals.

What I like about the BE Synergistic belief is that it means we are all part of an important entity and contribute to the creative fusion we all share. At Leaderonomics, we are very intentional in our execution and practice as we work together and it's often a team which we actively invite (and sometimes volunteer) other team members to bring along.

Down, the Youth team was lead up with the year-end camp preparation and we had this desperate request from a current team leader to help organize a community event for them during one of our busiest periods of the year. I said we can, we saved ourselves from disappoiting the client, thanks to volunteerism from the corporate division who offered to lead the entire project on our behalf, even though they have no prior experience whatsoever!
A NEW ERA OF VIDEO

THE TIME TO LOOK BEYOND TEXT IS NOW

By SANDY CLARKE
editor@leaderonomics.com

A few years from now, the vast majority of the content that people consume online will be in video format. The reason? “It’s the way I write” – was the prediction offered in April 2016 at F8, Facebook’s annual developer’s conference, by company chief executive officer Mark Zuckerberg.

At a time when digital communications have to be at once entertaining, informative, snappy and shareable, online video production and consumption is growing at an impressive rate. Zuckerberg also told the F8 conference that Facebook will be working towards making the video space more open within the next five years. Coming from a man whose social network has over 1.2 billion active monthly users, these are words that communication decision-makers would do well do heed.

A NATURAL STORYTELLING MEDIUM

Video is a great way for organisations to promote what they do, partly because it easily combines a number of elements to drive the message home, such as text, sound, visuals and other interactive elements including calls to action, competitions, and so on.

A well-crafted video can offer amazing value in terms of boosting brand engagement through the development of a trusting customer relationship. People love to be told a story, and video works so well because we’re firmly tuned in to the idea that video is all about storytelling – all we consumers have to do is sit back, relax and watch while the story unfolds before our eyes. Contrast this to having to sift through a 500-word advertorial or article – there’s just no contest: savvy business leaders are fast on the power of video for marketing, education and general communication.

THE ROI POTENTIAL OF VIDEO

When done well, businesses can retain substantial revenue in return from their video content. In conjunction with a strong social media presence, there’s a considerable uptick in the rates at which we’re being wooed by organisations that are willing to get creative in attracting and retaining a broad client base.

One of the great benefits of video production is that it’s now easier and cheaper, and there are many channels from which businesses can reach new and relevant audiences. Of course, finding the time to produce high-quality video content can be a challenge, which is why a number of producers, such as LeaderonomicsTV, offer creative solutions using state-of-the-art resources that deliver results at much more affordable prices than in years gone by.

THE NEW MOBILE CLASSROOM

More importantly, LeaderonomicsTV, which has more than 500 “learning” videos on YouTube, is an educational and communication outlet for us the company. All videos are available for free and can be accessed by anyone. It’s a space where the company which we want to share with the world and as media consumption trends among the masses have shifted to less reading and more video content viewing, we recognise the power of video in getting our message of leadership, love and national transformation to go out to the world and impact individuals.

In our partnership with numerous educational organisations, we have seen that video might well be the most effective way to educate and disrupt the learning space and democ- ratisate leadership development in a huge way.

CONTENT MARKETING

Business leaders may be concerned about the number of organisations already utilising video for their content marketing needs. However, judging by the growth in online video production, organisations should be more concerned if they aren’t yet part of this flourishing trend.

The question is not “Can we afford to invest in quality video content?” but rather, “How far will we be left behind if we neglect online video marketing?” As attention spans decline, the onus is on organisations to capitalise their audience quickly and deliver a message of value and meaning. There is certainly a growing online audience living in wait: what will you do to ensure that your company is the one that grabs their attention in 2017?

YOUR ONLINE PERSONAL GROWTH COMPANION

TAP INTO A BORDERLESS WORLD OF LEADERSHIP DEVELOPMENT RESOURCES

WHAT we allow to enter into our bodies and our minds, shapes who we are. There are now more websites than we can count and more information out there than we’re able to read, and it’s all available to us at the push of a button. With so much accessible to us in cyberspace, it’s more important than ever to make sure the information we engage with is of high quality and serves us in a purposeful and meaningful manner.

In 2015, I began my journey with Leaderonomics when I came over from the UK and began working with the editorial team. Little did I know how important my work would be in the transformation of numerous lives but also in the nation-building process for Malaysia and many countries across the world.

Leaderonomics.com is not just a website, it is a place where the “science of building leaders” is shared freely and openly for all to access. It is the place where everyone can learn to be a leader without having to pay a single ringgit. Leaderonomics.com continues to evolve and improve to ensure we deliver an array of information that best serves the needs of those who engage with our content.

At this point, we hear you ask: There are so many websites geared towards personal and professional development – what’s so great about Leaderonomics.com? We’re glad you asked.

MULTIMEDIA CONTENT FOR DIFFERENT LEARNING STYLES

While other popular development websites focus on one or two primary mediums, at Leaderonomics, we know that people like to learn in different ways. Building on this realisation, we present our development material across a number of platforms, including articles, podcasts, our Logo LeadersShow, which invites you to watch insightful interviews with some of the world’s most innovative and inspiring leaders.

INTERNATIONAL CONTENT AND WORLD-RENOWNED CONTRIBUTORS

Among our faculty of writers are people who have long been observing and reporting on evolving trends of online marketing, education and general communication. We are proud to count eminent thought leaders such as Daniel Goleman, Travis Bradberry, John Maxwell, Jack and Suzie Welch, and Sherrie Campbell among our contributors.

These experts are just some of the writers who make up our large pool of contributors offering the most up-to-date practices in leadership, professional and personal development. In addition to having renowned figures within our faculty, we also have a diverse range of contributors who are currently navigating the path towards success.

STRUCTURED TO SUPPORT YOUR PERSONAL GROWTH

In short, Leaderonomics.com not only allows our audience to see what success looks like through learning from those who are already there, it also offers a gradual plan of development from those who are in the process of honing their dreams and ambitions.

Our content is divided into four main categories – Functional Development; Leadership Insights; and Personal Growth. From our home page, visitors can navigate directly to the section most relevant to their needs. There is also a section for browsing our Leaderonomics videos, as well as free downloads of our weekly pullout which appears every Saturday in The Star.

CONSTANT IMPROVEMENT AND INNOVATION

The success of any venture lies at the heart of how we develop and maintain Leaderonomics.com. We constantly ask ourselves: What are our visitors looking for? How can we improve their user experience? What more can we offer to enhance their development and learning? How easy is our website to navigate? Are we best serving the needs of our audience? Our constant reflections drive us to make Leaderonomics.com the best website to support you on your leadership development journey.

Any thoughts on how we can fulfil what you are looking for? E-mail us at editor@leaderonomics.com

10 VIDEO FACTS SAVVY COMMUNICATORS SHOULD KNOW

1. In 2017, online video will account for 74% of all web traffic.
2. More video content is now uploaded to the web in one single month, than TV has created in three decades.
3. On average, one billion YouTube videos are viewed on mobile devices per day.
4. Five hundred million people are watching Facebook videos every day, while 82% of Twitter users watch video content, and Snapchat users watch a staggering 10 billion videos every day.
5. Seventy-five per cent of business executives watch work-related videos at least once a week.
6. The time people spend watching YouTube on their TV has more than doubled in the last year.
7. When marketers included video in an email, the click-through rate increased by 200%–300%.
8. Fifty-two per cent of professional marketers worldwide named video as the type of content that has the best ROI.
9. Ninety-three per cent of marketers use video for online marketing, sales, and communication.
10. The most viewed brand videos are on average 31–60 seconds long (32% of all views).

Sources:
highhq.com and brandwatch.com
THE BTF MINDSET — DO YOU HAVE IT?

NURTURING RESILIENCE WITH A FAR-REACHING VISION

By ROSHAN THIRAN

and SANDY CLARKE

editor@leaderonomics.com

That does the future look like? What does it hold in store for us now and for the generations to come? Some might say that the question should be, “What will the future look like?”, since we can’t say what the future has in store because it has yet to arrive. All we can do is wait and see, right?

At Leaderonomics, we like to take a different view of things and challenge the kind of conventional wisdom that leads us to rest on our laurels. We ask, “What does the future look like?” with the realisation that the future isn’t something that is created tomorrow—the future is something that we make today, right here in this moment. One decision by one day leads that change this nation.

I have had many conversations with both employees and customers that “building the future (BFT) cannot be a value. But we believe that everyone at Leaderonomics must have a BFT mindset ingrained in their souls. I take great pride in our team members who push beyond their boundaries and abilities, to provide young people with the best developmental education and practical skills that will allow them to grow in confidence and one day be leaders that change this nation.

But having a BFT mindset ingrained is very hard. It is littered with stories of failure. Every great leader who built the future, disintegrated and disappeared; changing success stories did not go without some failures along the way. Rather, iconic figures have cultivated resilience through experience, which led them to get up back after each fall and carry on regardless. The future isn’t built by getting it right first time: the future is built by having the strength of character to never give up until we get it right. And this is important for all of us to embrace—this BFT mindset fuelled by passion and powered by resilience and grit to overcome failure countless times.

The BFT mindset is not a fun journey—it is a challenging one filled with obstacles and pain. If there were no problems to solve, there would be no need to disrupt the present, create opportunities and revolutionise the way things are done. The BFT mindset requires courage to step outside our comfort zone, take ownership and pursue the kinds of ideas that not only solve the problems, but inspire others to follow in our footsteps so that they may tackle whatever future challenges remain to be faced.

The BTF mindset is one that embraces diversity, by being inclusive, by offering a hand to anyone who has the capacity to be a force for good. In the world (SYL) that means everyone. It also means that each of us must endeavour daily to be at the cutting edge of education and learning, whether that be through producing informative content through our multiple media channels; delivering an array of development programmes for young people, human resource professionals and C-suite managers; or pioneering new and exciting education platforms through our digital learning facilities. We must have the BFT mantra ingrained deeply to motivate us to fight the overwhelming odds needed to drive change.

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The bright future is built by having the strength of character to never give up until we get it right. Building the future requires deep endurance and a high level of execution skills. Many times, we have great ideas but we are let down by our execution. In our modern age, we are all part of a great acceleration as advances in the fields of science and technology sweep in rapidly. With that in mind, building the future truly is something that requires the ability to relentlessly execute and continuously improve.

THE BRIGHTER TOMORROW

Working to build a brighter tomorrow is a duty that we all share. There are few more exciting prospects than knowing that what each of us does today creates a ripple effect that will carry on even after our own lifetimes, and it’s even more thrilling to realise that there is no way of knowing where our influence ends. I believe if every single person on this earth has a BFT mindset, we will start putting away all our differences, and we will all start co-operating and co-creating the future together.

The BTF mindset is not a fun journey—it is a challenging one filled with obstacles and pain. If there were no problems to solve, there would be no need to disrupt the present, create opportunities and revolutionise the way things are done. The BFT mindset requires courage to step outside our comfort zone, take ownership and pursue the kinds of ideas that not only solve the problems, but inspire others to follow in our footsteps so that they may tackle whatever future challenges remain to be faced.

The BFT mindset is one that embraces diversity, by being inclusive, by offering a hand to anyone who has the capacity to be a force for good. In the world (SYL) that means everyone. It also means that each of us must endeavour daily to be at the cutting edge of education and learning, whether that be through producing informative content through our multiple media channels; delivering an array of development programmes for young people, human resource professionals and C-suite managers; or pioneering new and exciting education platforms through our digital learning facilities. We must have the BFT mantra ingrained deeply to motivate us to fight the overwhelming odds needed to drive change.

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WHAT'S HOLDING YOU BACK?

FOUR CONSTRAINTS PREVENTING YOUR ORGANISATION FROM BECOMING WORLD-CLASS

JACK WELCH POWERFUL AGAINST STRUCTURAL CONSTRAINTS

In the mid-80s, I worked for NBC. A talent scout in New York, NBC used to bring in hundreds of new employees. Back then, I remember Jack Welch pulling a (then) 26-year-old me into his office. He started the conversation by asking me to examine the four Sigma's in every part of GE. As he was talking, he put me on to the "plumbing" of Six Sigma. In his office, I was so nervous that I didn’t even know how to tie my shoe laces. But over the years, the Sigma’s (Six Sigma) eventually failed to live up to Jack Welch’s expectations. So, when was this from? It was from the late 1980’s or early 90’s. I don’t remember the exact year, but I can recall him saying that we were in a big change in GE where one could be a "six sigma" leader. He observed that he was struggling so much, he didn’t have a clue as to what needed to be fixed. He said, "You need to look at your business and see what the constraints are, and then you have to fix these constraints."

Jack Welch identified four constraints in his organisation that were preventing them from becoming world class. These constraints are also applicable to organisations today. Jack Welch stated, "The 4 constraints to avoid are: Misalignment of business model and strategy. This applies not only to leadership, but also to many businesses in the world, a key part of their strategy in the world. When we talk about leadership, we must have a teachable point of view. This refers to a leader’s beliefs. A leader’s beliefs are the foundation of how he or she views the world and how he or she behaves. If you have a wrong strategy in place, you will have misaligned expectations."

What are the four constraints that prevent organisations from becoming world-class?

1. **Misalignment of business model and strategy**: This applies not only to leadership, but also to many businesses in the world, a key part of their strategy in the world. When we talk about leadership, we must have a teachable point of view. This refers to a leader’s beliefs. A leader’s beliefs are the foundation of how he or she views the world and how he or she behaves. If you have a wrong strategy in place, you will have misaligned expectations.

2. **Business model and strategy**: Businesses are creatures of habit, and we end up doing the same thing over and over again. We get comfortable with doing the same thing, and we don’t want to change. However, if you want to be successful, you must be able to pivot your business model when it’s necessary. This is what Jack Welch meant when he said, "You need to be able to move and change your business model when it’s necessary."

3. **Processes and organizational structures**: This applies to organisations, but also to our lives. If we want to be successful, we must have the right processes in place. If we don’t have the right processes, we will not be successful. For example, if you have a business that is not profitable, you must have a process in place to make it profitable. If you don’t have the right processes, you will not be successful.

4. **Leadership**: This applies to both leaders and organisations. If you have strong, aligned leadership at all levels, your organisation has a much higher chance of success. However, if you have weak leadership, your organisation will fail.

Leadership is the most important constraint that can jeopardise your organisation. If you have strong leadership, your organisation will be successful. However, if you have weak leadership, your organisation will fail. Jack Welch stated, "The weakest constraint in our organisation was the quality of our leadership at the top. This was a huge problem, and it was holding us back."

In this article, we will discuss these four constraints in detail and provide solutions to overcome them. If you want to become world class, you must overcome these constraints. If you don’t, you will not be successful. If you want to learn more about these constraints, please download Six Sigma in Every Part of the Organisation, which is available on Amazon.

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THE SCIENCE OF BUILDING LEADERS
PUT IT TO WORK FOR YOUR ORGANISATION TODAY

DETERMINE THE RIGHT SOLUTIONS
Framework Design • Programme/ Faculty Matching • Intervention Design • Content Customisation

DIAGNOSE ORGANISATIONAL CHALLENGES
Need Identification • Organisation Understanding • Gap Analysis • Competency Matching

For an organisation to thrive and lead, it takes a holistic ecosystem to identify, nurture and accelerate the development of leadership among their talent. That is why Leaderonomics’ first priority is to get to know your organisation and its people deeply, and to identify their needs. Our Organisational Diagnostic team is equipped with the heart and knowledge to hear you out and work with you to diagnose the root causes of internal challenges.

Designed with deep knowledge of workplace psychology and adult learning, our customised solutions are developed to deliver the best possible results for your organisation.

Get in touch with us for a free consultation to explore how we can work with you on people-centered solutions that deliver business results.

- Employee Development Solutions • Leadership Coaching • Customised Solutions • Digital Learning
- Executive Leadership • Workplace Culture • Employee Engagement • Live More Lead Better

Contact Dinesh at 012 985 6835 or info@leaderonomics.com to schedule a free consultation.