THE ART AND SCIENCE OF BUILDING YOUNG LEADERS

3 FOUR WAYS TO KEEP LEARNING ALL YOUR LIFE

6 HOW ROLE MODELS CAN MAKE OR BREAK YOUNGSTERS

8 PARENTING HABITS THAT ‘KILL’ HAPPINESS

There are more than 12 great leadership articles in this week’s pullout. However, we have some 50 new articles each month, plus a library of 4,000 great videos, podcasts and articles at www.leaderonomics.com.

Don’t miss out on greatness. Surf the site and grow as a leader today!
EDUCATION AS A TWO-WAY BUILDER OF LEADERS

LEARNING, as it has frequently been said, begins in the womb. And this process continues and repeats itself for the rest of our lives. We learn—about the world and ourselves—from as early as we can remember, observing, reacting, and mimicking until we engineer new ways of doing the things we need to do.

As we age, we develop our own styles, characters and resilience, all based upon trial and error and crucial moments. These experiences are then set against our own innate abilities, which would reveal the measure of our strength and perseverance. During this time, education—and more crucially, educators—serves as the key that unlocks potential, enabling people to break out of their old shells, and into new armour.

The role of the educator has always been understood to be the leader, the one who presents ideas, knowledge and values for learners to grasp and make sense of. This is still a top-down scenario, where the giver and receiver are both clearly defined.

But it doesn’t necessarily have to be that way, for even educators grow to become better leaders as they absorb the fresh perspectives of the youngsters they teach. At the beginning of a school year, for instance, a new teacher may aspire to deliver a subject effectively to students in a class and perhaps also, have them score the necessary As. By the end of the year, the same teacher would have likely encountered students with different degrees of attention span, learning speeds and even temperaments and would have also discovered more about their ability to lead the class to top results. Students, on the other hand, would have discovered their identity at a deeper level, and may decide whether or not a subject or stream is suitable for them based on—among other factors—theyir experience with the teacher.

This is a general analogy. This week, we take a deeper look at how individuals from both sides of the education spectrum can grow to become leaders through the process of teaching and learning, and how educators, and not solely education, can have lifelong impact on characters and the ability to lead.

Leaderonomers Audrey Tong and Evangelia Christodoulou examine the key elements that make leaders who they are: character, values, having the right role models as well as a secure base. Discover how children who were not touted as “high performers” end up excelling, thanks to grit, determination, and perseverance. They write about several such instances at Youth camps organised by Leaderonomics over the past year. Read more about this on Page 6 and 7.

On Page 8, Jitendra Joshi writes about observations he has made of parents who question whether or not their child has “won or lost” a game that they had gone out to play. He explains how crucial it is for parents to allow their children time to play—and play for fun—and not bring into question rigid results. Doing so, he says, may end up “killing” the happiness and excitement derived from the game.

On Page 9, read Sandy Clarke’s take on role models and how a good role model from an early age can push individuals to do better throughout the course of their lives.

By cultivating young leaders, educators and role models can fortify their strengths with newer, groundbreaking methods to impart knowledge, values and build characters.

Every road to leadership cuts through the rough terrains of self-discovery. And this is true for both the learner and the educator.

These and more stories are in store for you this week. If you have something to share on how educators or education has defined you as a leader, write to us at editor@leaderonomics.com.

Lydia Gomez
Editor

“Educating the mind without educating the heart is no education at all.” — Aristotle

www.leaderonomics.com | Saturday 20 May 2017
LIFELONG LEARNING

PRACTICAL TIPS FOR DEVELOPMENT, GROWTH AND SUCCESS

1. Learning helps us discover what we’re passionate about
   For a few of us, our passion will fall on our laps without any effort. For most people, knowing what they’re passionate about comes through exploration and learning about new fields of interest. More widely we read, the more people we talk to outside our circle, and the more subjects we open ourselves up to, the more chance we’ll have to find what truly stimulates our creativity and curiosity.

2. Learning gives us a sense of meaning and purpose
   As we grow in our learning, we grow in awareness and, thus, we gain a deeper understanding and appreciation of life and what we offer it. By remaining in our comfort zones, we might become complacent or feel as though our worth has stagnated.

3. Learning is what enables us to adapt and change
   Our human species has reached as far as it has because of its ability to problem-solve and adapt to change. In our modern age, advancements in all areas of life constantly move forward at a frightening pace, and it’s by learning that we are able to keep up with the rate of change.

4. Learning makes the world a better place
   Think of all the social progress, the medical advancements, and how technology has changed the way we communicate with and understand each other. Sure, it’s still not a perfect world, but if we look at how much progress has been made over the decades and centuries, the world is a much better place thanks to our capacity to learn and explore.

The desire to keep learning, to discover new ideas and concepts and figure out how they can be applied to solve a problem or meet a need, help keep our minds active and sharp.

Economies, marketplaces, skillset requirements, technologies, industry demands – these are just a few aspects of life that are constantly evolving. The demands and requirements of today will change in five years’ time, and perhaps be redundant 10 years from now. I’m always impressed when I think of Warren Buffett. For a man in his mid-80s who is worth over US$66bil, you’d think he would be relaxing on some luxury island by now and enjoying his time.

At the very least, we can presume that there is no reason for him to continue learning, right? Not quite; Buffett – despite his age and his fortune – reads for hours every day to keep himself updated on world news, new trends and developments, and what’s happening in his business.

If someone like Buffett believes lifelong learning has tremendous value, who are we to argue?

The desire to keep learning, to discover new ideas and concepts and figure out how they can be applied to solve a problem or meet a need, help keep our minds active and sharp.

There is never a time in our lives when we are complete, precisely because there is always something new to discover about the world around us.

Expanding knowledge and understanding is something I’ve always cherished, and having a mindset geared towards continuous learning opens up various opportunities. But there is more to lifelong learning than increasing the chances of success.

As we grow in our learning, we grow in awareness and, thus, we gain a deeper understanding and appreciation of life and what we offer it.

Here are a few tips that I’ve discovered for myself over the years:

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2. Learning gives us a sense of meaning and purpose
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With learning, our attitudes and outlooks evolve and expand, and as we better understand our nuanced world, we become increasingly effective at solving the problems we face.
BRINGING THE HUMAN TOUCH BACK TO WORKPLACES

PRACTICAL WAYS TO CREATE A CORDIAL WORKING ENVIRONMENT

By ANNE THAM
editor@leaderonomics.com

“Anne, please take care of yourself. You have been working non-stop. You should take a break.” I get this on a regular basis. It got me thinking.

Then, one of our teachers came back to work after a month off because of a knee surgery. But she still had two more weeks of medical leave left.

Another teacher says she can’t wait to get back to work and that the holiday is too long. As admin executive hobbies around the office due to a swollen ankle. Yet, she is at work.

One of our directors has been working very hard and we order her to go home earlier and rest. She breaks down crying because she doesn’t want to go home. Yes, these are real incidents.

I realised that breaks and holidays are absolutely necessary for people in workplaces that practice formal codes of conduct. require you to watch what you say in case you offend your boss, superior, or your peers; deal with products or services you don’t believe in or work with very difficult bosses and co-workers.

Then yes, you need to get away to recharge by spending more time with people you like, do things you enjoy and wish you have more time for, to just have some plain old fun and let your hair down.

Finally, I reply, “If I take a break, I will be spending time with my family and friends, doing the things I enjoy in an environment that is fun. But I have all these work!”

Many conventional corporations require their employees (be it executives or even the directors) to be formal and conduct their duties in a proper manner. However, having to wear that formality all the time while you are in the office can be stressful, especially when you spend between eight and 16 hours a day in the office.

Wearing the formality takes a toll on people’s health and mind. In a way, it’s like wearing a mask and not being able to show people who you really are. It prevents you from being able to connect with people on a more informal, genuine level.

That is where the informal corporate culture steps in. It is a culture that focuses more on giving people the chance to be authentic when dealing with the people around them.

Before I started teaching in 1987, I worked in a hotel as an executive and was a rank above the housekeeping staff. It was then that I found that by treating people right – like a fellow human being – they were willing to extend help and were happy to do it.

Looking at my other colleagues, who were high-minded, I found that the lower-level employees would do what they were asked because the said colleagues had seniority, but they wouldn’t do it willingly.

When you are genuine and authentic in your dealing with others, then you will find that people are willing to step forward and help you whenever you fall. They will be there to make sure that the mistake will not come back and bite you when you least expect it.

So, what can you do to infuse the informal culture in your company? Is it even possible? Here are some ideas that would help peel those masks off.

BE THE RIGHT LEADER

Keep this in mind: the informal company culture cannot start in just one department. Instead, it has to start from the very top and then it will flow downwards to the rest of the organisation.

Like what Simon Sinek said in his book Leaders Eat Last, the leaders of companies set the tone and direction for the people. If only one department practised this, it wouldn’t be much of a “company culture” would it?

In the end, it all boils down to whether you want to be a leader that others would want to follow or a leader that others are forced to follow. When a leader cares and is concerned about the people working with him or her, then he or she will get back the same measure of care and concern. The right leader serves!

CELEBRATING THE LITTLEST VICTORIES

A lot of large corporations tend to have a culture that is unforgiving and not real- ly appreciative of what their employees do. Yes, corporations have such things as awards. But let’s face it; do those awards celebrate the littlest of victories? A little acknowledgement and celebrating wins together, big or small, goes a long way and everyone owns those victories, together.

HAVING A POWERFUL PURPOSE

It cannot be said enough that this pulls the right people together and keeps the team tight. Better still is that a powerful purpose moves the whole organisation in the same direction. This is not a nice to have thing but has worked well for some of the biggest companies out there.

CHANGING THE PHYSICAL SPACE

Managing directors and general managers should sit at the same level as their immediate team. This makes them easily accessible to the team. Glass walls give the management the privacy they need without making it feel like they are shutting people out. How about making these offices available for other team members to use if they need a space for discussions? How much more transparent can you get? Pun intended.

CREATE A FUN ENVIRONMENT

This is easy! Smiles? Be happy to see one another. We have bosses who get pranked or play pranks on others. Those who laugh together, create great things together.

TYING IT ALL TOGETHER

So, to create and provide an environment where all can be authentic, keep in mind:

• Be the leader that people want to follow. Practise servant leadership. You’re more likely to gain followers than employees when you live the culture you’re attempting to build.

• Genuinely celebrate all wins together, especially the smallest of victories. You all work hard as a unit so own those wins. If you don’t know what a small win feels like, how would you embrace a big one when it comes in that matter of time?

• People inherently buy into why you do something, not how or what you do. When business gets busy, what will keep everyone aligned through the hustle? Your purpose.

• When you strip yourself of titles, we’re one and the same – human. So, what can you do to keep an environment human and authentic? Sit with and among your people and share that space. Keep things accessible and transparent.

• What I’ve learned from over 20 years of running my organisation is that serious business can also be so much fun. In fact, the ones who have fun with what they do get so much more done. Keep it light, laugh a lot and laugh together!

Those who laugh together, create great things together and this concept applies to the workplace environment as well. Pic: Faritha Harith /LEADEROMICS
I wasn’t so long ago the brain was believed to stop developing after a certain period of time. Neurological connections were formed relatively early in life, and were understood to become fixed as we aged. This meant that, when damage to the brain occurred, it was thought to be too tough—there was no chance of regeneration, or for new connections to be formed.

Nowadays, thanks to further research and understanding, we know that the brain continually reorganises and adjusts in response to internal and external conditions. Scientists call this neuroplasticity, which speaks of the brain’s ability to form new neural pathways that can, for example, help people recover from consider- able brain damage. When we think about our brains—or any number of subjects—our perceptions are often fixed. This tends to contradict the facts of the mind, something we usually discover much later on, as with the case of how the brain develops.

If we take another example, that of intelligence, we see that same process of thinking fixed firmly in place. Let’s imagine a person who we deem to be of normal intelligence, we see that same process at work. If we take another example, that of intelligence, we see that same process at work. The same goes for activities such as painting, martial arts or yoga. Through these, our gross and fine motor skills are improved, and they provide us with a constant centring of the mind, which strengthens our decision-making, levels of concentration, and attention spans.

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1. Practise developing communication skills

When I was at school, I read Plato’s Republic and Machiavelli’s The Prince. To my surprise, I understood very little of what the authors said. But I was curious about the ideas I did understand, and I looked to read more books that stretched my mind.

In doing so, I was able to see how words were used and structured, how ideas were formed, how arguments were made and how conflicts were resolved. Similarly, by having discussions about ideas; by writing down thoughts in a journal; by playing word games; and by listening to interesting talks, communication skills are enhanced by virtue of immersing ourselves in the habit of practice.

2. Use your body

Anyone who dances or plays the piano will know that, along with the enjoyment that comes with self-expression, there’s a tremendous amount of focus that develops through the participation in these activities.

The same goes for activities such as painting, martial arts or yoga. Through these, our gross and fine motor skills are improved, and they provide us with a constant centring of the mind, which strengthens our decision-making, levels of concentration, and attention spans.

3. Play the numbers game

If our ability to think rationally and logically can be significantly enriched by regularly taking on crossword puzzles, number games (for example, Sudoku) and other challenging games that stretch the mind.

These encourage us to look at different ways in which problems can be solved, and to take on different perspectives, which means that we pull the mind away from fixed-thinking and incline it towards broader views when tackling difficult problems.

4. Get in touch with your emotions

In his book, Emotional Intelligence, psychologist Daniel Goleman talks about the importance of understanding our thoughts and emotions in order to get a sense of who we are, as well as our place in the world. By developing emotional intelligence, we are also able to build relationships that are based on compassion and empathic concern, enabling us to react and respond appropriately to a wide range of circumstances that arise within our relationship.

By MINDA ZETLIN

Editor@leaderonomics.com

If you want to learn how to get the most out of your life, there isn’t a much better teacher than Steve Jobs, who appeared to pack several life-times—never mind several careers—into his 56 years on our planet.

And though Jobs did not discuss his life or his unconventional choices in public all that often, one notable exception was his commencement speech to Stanford’s 2005 graduating class, where he laid out his philosophy as lessons anyone can follow.

That speech is so justifiably admired that there’s a fist of it hidden in the software of every Macintosh computer, if you know how to find it. Here’s what Jobs had to say to the Stanford graduates, and all of us:

1. Follow your heart and trust that it knows where it’s going

Six months into his first year at Reed College, Jobs dropped out—a very big deal, since his biological mother had hoped he’d get a college education as a requirement of his adoption, and his adoptive parents had saved for years so he could go.

I had no idea what I wanted to do with my life and no idea how college was going to help me figure it out. And here I was spending all of the money my parents had saved their entire life. So, I decided to drop out and trust that it would all work out OK. It was pretty scary at the time, but looking back it was one of the best decisions I ever made,” Jobs said.

He wasn’t officially a student, but Jobs stuck around, dropping all his required courses and dropping in on the ones that interested him. One of those was a calligraphy course that explored different fonts, variable space between letters and so on. Jobs was drawn to this class so he could learn even though it was clearly useless for any future career he might pursue.

Except it wasn’t. “Ten years later, when we were designing the first Macintosh computer, it all came back to me. And we designed it all into the Mac. It was the first computer with beautiful typography.”

Typography that, as Jobs pointed out, Windows and every other operating system simply copied.

5. Important Life Lessons Steve Jobs Wanted You to Learn

“Of course, it was impossible to connect the dots looking forward when I was in college. But it was very, very clear looking backward 10 years later,” Jobs said. “So you have to trust that the dots will somehow connect in your future. You have to trust in something — your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.”

2. The worst thing that could happen might turn out to be the best thing that could happen

One of the worst things to happen to Jobs was his very public dismissal from Apple, 10 years after he co-founded the company. To add to the blow, Jobs fired him at the behest of Jon Sculley, an executive Jobs himself had recruited and hired.

“What had been the focus of my entire adult life was gone, and it was devastating. I spent a lot of time running away from the valley. But something slowly began to dawn on me. I still loved what I did. And so I decided to start over,” he said.

Over the next five years, he founded NeXT and Pixar, and met Neill and fell in love with the concept of things that would never have happened if he hadn’t been fired. And then Apple figured out it needed him after all, and brought him back by purchasing NeXT.

“I didn’t see it, but it turned out that getting fired from Apple was the best thing that could have happened to me,” Jobs said.

“Sometimes life hits you in the head with a brick. Don’t lose faith. I’m convinced that the only thing that kept me going was that I loved what I did. You’ve got to find what you love,” he said.

Like this article? Follow us on Facebook, Twitter, LinkedIn and Instagram.

Sandy is a free lance writer who is still trying to get to grips with Microsoft Office – he’s beginning to think that the Mr. Men series might be more his speed. To connect with Sandy, you can find him on Twitter @ SandyClarke or e-mail him at editor@leaderonomics.com

Success of an organisation and its leader’s typically rest upon his/her managers and staff understanding the psychological influence of emotional intelligence. In this one-day workshop, participants will learn to understand and empower employees to drive organisational growth. Contact 603-970-6176 ext. 6 or training@leaderonomics.com

Visit www.leaderonomics.com to get access to the full article or scan this QR Code.

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By MINDA ZETLIN

Editor@leaderonomics.com

5 important life lessons Steve Jobs wanted you to learn

Browse our complete collection: university@leaderonomics.com

www.leaderonomics.com | Saturday 20 May 2017

5

4 WAYS TO DEVELOP INTELLIGENCE

SIMPLE SUGGESTIONS TO IMPROVE MENTAL ABILITY

In taking any subject, we risk severely limiting our own potential that of others when we embrace rigid thinking. This is where we get ourselves into certain kinds of trouble. If we take another example, that of intelligence, we see that same process at work. The same goes for activities such as painting, martial arts or yoga. Through these, our gross and fine motor skills are improved, and they provide us with a constant centring of the mind, which strengthens our decision-making, levels of concentration, and attention spans.

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By MINDA ZETLIN

Editor@leaderonomics.com

5 important life lessons Steve Jobs wanted you to learn

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CHARACTER

A child is a blank slate. We believe that growing a person into a leader is a journey that spans one’s entire life. As such, although different at different periods of a person’s life towards the individual becoming the leader they aspire to be, or the leader that suits the needs of their environment and goals in life.

This is a journey that begins from a very young age. We believe that during childhood and adolescence, building blocks should be put in place for this journey to be a fruitful one. There are factors that can strongly influence development for this journey to be a fruitful one.

And these revolve around character, performance character, and role models. A young person should be given the chance to experience success or failure, or even try and fail. The important thing is that they are supported to learn, to be encouraged to try again, and not to blame themselves or others for their actions. This is a journey that begins from a very young age.

In addition, we believe that parents play a crucial role in helping their children develop and grow. This is because parents are the first role models that children meet. They are the ones who will shape their child’s beliefs and values. If parents are not good role models, then it is unlikely that their children will become good leaders.

On the other hand, if parents are good role models, then it is likely that their children will become good leaders as well. This is because children learn from their parents, and they tend to copy their behavior. If parents are kind, then their children will learn to be kind as well. If parents are hardworking, then their children will learn to be hardworking as well.

Therefore, education and development of character are critical to the development of a child’s life or environment. Character development is something that starts from the very beginning of a child’s life or environment. It is something that should be taught and practiced from an early age.

**WHY CHARACTER AND VALUES HELP CHILDREN EXCEL**

1. Family, friends, and peers have a direct relationship with their success and failure (the microsystem).
2. The individual may not directly influence them but also have impact, become a change in a parent/work relationship, or be a bringer of change in a larger community (the mesosystem).
3. Political and economic systems can be a factor to determine what kind of environment a child is brought up in (the exosystem).
4. How children develop is also dependent on how they are raised by their parents (the home environment).
5. The child’s ability to overcome challenges in the world around them and new opportunities for growth and success (the broader environment).

Therefore, education and development of character is the most important aspect of a child’s life or environment. It is something that is taught in the classroom and also at home. Parents should be involved in their children’s lives and should encourage them to develop their character.

**Making Character a Teachable Subject**

**BY AUDREY TONG, CONTRIBUTING EDITOR**

The idea of teaching character has been around for a long time. However, in recent years, there has been a renewed interest in teaching character education in schools. This is because many educators believe that teaching character is essential for students to develop the skills and qualities that they need to succeed in life.

There are several reasons why character education is important. First, character education helps students develop the skills and qualities that they need to succeed in life. This includes skills such as resilience, perseverance, and self-control. These skills are important not only in school, but also in the workplace and in life.

Character education also helps students develop a sense of empathy and concern for others. This is important because it helps students to learn how to work effectively with others, and to develop relationships that are based on mutual respect and understanding.

Finally, character education helps students develop a sense of responsibility and citizenship. This is important because it helps students to understand their role in society, and to develop the skills and qualities that they need to become active, engaged members of their communities.

In conclusion, character education is important because it helps students develop the skills and qualities that they need to succeed in life. It also helps students to develop a sense of empathy and concern for others, and to develop a sense of responsibility and citizenship. Therefore, character education is a valuable addition to the curriculum in schools.

**What’s the Role of Education, Then?**

It is important to remember that education takes many forms, and comes through a variety of mediums, not only the formal mediums that we usually think of, such as schools and formal classes. Education comes from parents, siblings, neighbors, friends, and even the media. And these different mediums all play a role in shaping a child’s development.

For example, parents play a crucial role in teaching children about values and character. Siblings also play a role in teaching children about values and character, as they are often the first people that children look up to. And even the media can play a role in teaching children about values and character, as children often learn from the things that they see in the media.

Therefore, it is important to remember that education takes many forms, and comes through a variety of mediums. This is why it is so important to teach children about values and character, as they will be able to take these lessons with them throughout their lives.
We have heard of the saying that children are like white canvases and parents are responsible for creating a masterpiece. Human mind and souls are terrible things to waste. Leaderonomics offers parenting courses to help you balance work, life and home matters while raising children with the right values. We have Smart Parenting workshops particularly designed for busy parents in their quest to create a happy home and successful kids. This course is a timely intervention that provides a well-balanced formula for parents to manage their work and home fronts. It also provides newer perspectives to parenting and reemphasises value-based parenting, an aspect that has been long ignored due to our over-ambitious objective of bringing up children. For details on this programme and other parenting workshops, visit www.leaderonomics.com

By JITENDRA JOSHI
editor@leaderonomics.com

EWWW things bring more happiness than the sight of a happy, bubbly child. And I got to see one recently when I was visiting a friend’s place. While we both were engrossed in our talks, a little figure dashed into the house. It was my friend’s eight-year-old son, Amti, back home after a game of football with his colony friends. With a mischievous smile plastered on his face, a twinkle in his eyes and a happy spring in his feet, I could literally see the excitement of the game still bursting from his body. Just as he was flocking towards me, his father asked him “Toh, aaj jeeta ki haan?” (“Did you win or lose?”)

That sentence stung Amti so badly, that I could clearly see his excitement level, his eagerness to talk about the game and how joy in his eyes came crashing down in a second! Halfway toward me, he hung his head down in shame, nodded in negative and quietly retreated into his room. What a heart-wrenching sight it was.

His father had not even realised what a grave “crime” he had just committed. I use the word “crime” because his father had killed something: his son’s happiness.

Winning or losing the game was the surely last thing on Amti’s mind. He had gone out to play with his friends because he loved to — because it was fun. Why can’t we, parents, just leave it at that?

Being a part of an amateur sports management company, I interact with several sports parents on a regular basis. And I have noticed this behaviour among many of them. Being a parent myself, it has propelled me to share my views on this.

So, what are we doing wrong?

While winning might not be a definitive list of parental traits when it comes to dealing with children and their sports habits, it does address some of the critical aspects where parents go wrong and how it could be addressed.

SHES PLAYS FOR FUN, AND THAT’S OKAY

Who doesn’t remember the sports day celebrations when they were in school? For me, it was a day filled with excitement, running around and just having fun. Things haven’t changed.

Children, even today, love sports day. And the reason is because they associate sports with fun. But what used to be pure sports with fun things to waste.

Unfortunately, an alarming 60% of the results do not revolve around the game. Does every parent expect their child to grow up with solid values and strong virtues? We let them tell us what they loved about their behaviour during the game, how proud they were when she went and shook hands with the opponent, how happy they were to see her touch her coach’s feet after the win. That was the golden time frame when their child was most receptive and they used it effectively to inculcate great values in her. Sreeja’s noble gesture during the race was a result of all those non-preachy talks on good values that her parents had had with her all along.

Second, on the way back home from any sports competition or match — whether she has won or lost — we don’t see, that one tool that can teach moral values to our kids.

First, after every match, irrespective of the result, the ritual would be to go out and celebrate. It would be like a family pizza party day. With this policy, the parents have smartly taught the child that winning or losing are just a part of life. Victory and defeat, both should be embraced with a smile.

Sports is a great teacher

A playground is a school — it teaches children those skills which will be essential and beneficial for her as they grow up and start facing the challenges of the real world. Unfortunately, an alarming 60% of parents feel that only studies matter and playing, is a waste of time. We say things like “He’s always playing. When will she study?” or “Khe le kya seekhe?” (“What will you learn from playing?”)

We fail to see that playing sports teaches a child those skills which no textbook can teach. Here are some common examples:

• That last crucial over whether he bowls or bats is when he learns to handle stress. In sports one quickly learns to focus on the next play and not the end-result.
• When he loses a game (and that will happen often), he learns to exercise self-control. It is a critical skill to learn “how to lose”. It’s OK to feel upset after losing but NOT OK to act in that anger.
• When the child is part of a team, he quickly understands he must play a role in the team and the importance of teamwork.

Building character through sports

Doesn’t every parent want their child to grow up with solid values and strong virtues? We let them tell us, tell them stories, go out of our way — just to inculcate good values in them.

We fail to see that one tool that can do the job most effectively — which is already a very dear part of the child’s life — is sports. Let me share an incident that got me to believe that playing sports gives us the mammoth opportunity to teach moral values to our kids.

I happened to be in Hyderabad last year during my 11-year-old niece’s school sports day. Like most parents in the stadium, I along with my sister and brother-in-law were happily cheering for the young ones while they were jumping in sacks or running with lemon-in-spoon. Next was my niece Sreeja’s running race.

The whistle blew and the girls flew. Just a few seconds into the race, we saw one of the girls fall on the track with a sprained ankle, writhing in pain.

While the remaining girls kept running faster, Sreeja stopped and ran back towards her injured friend, helped her up and took her to the ground where there was help available. That was the moment — it blew us all off! In fact, everyone in the stadium forgot about the race winner and started clapping for Sreeja and her selfless act.

A parent walked up to my sister and told her, “Your daughter has such good values. Tears of joy welled up in my sister’s eyes. It was indeed a moment of pride for both the parents.”

I wanted to know how she managed to instil such a great virtue of kindness into that little soul. To which she later told me about the match-day policy that she along with her husband had formed.

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First, after every match, irrespective of the result, the ritual would be to go out and celebrate. It would be like a family pizza party day. With this policy, the parents have smartly taught the child that winning or losing are just a part of life. Victory and defeat, both should be embraced with a smile. Second, on the way back home from any sports competition or match — whether she has won or lost — the conversation on the journey back home would not revolve around the game. That would be the time when she and her brother-in-law spoke to their daughter about what they loved about her behaviour during the game, how proud they were when she went and shook hands with the opponent, how happy they were to see her touch her coach’s feet after the win.

That was the golden time frame when their child was most receptive and they used it effectively to inculcate great values in her. Sreeja’s noble gesture during the race was a result of all those non-preachy talks on good values that her parents had had with her all along.

Therefore, if we stop or reprimand our child from playing, we are not only slowing his or her natural learning process but also missing the opportunity to teach them important life values.

Instead, we, as parents need to use sports as a tool with which we teach our children the most important virtues of life, which will stay with them for a lifetime.

Jitendra has more insights for parents — which even apply to non-parents who work with children — on how they can become more involved in their children’s value development through sports. Log on to www.leaderonomics.com to read the full article or simply scan the following QR Code.
It’s inevitable that we begin to look out for people who influence us as we’re growing up. Invariably, children will look towards others as examples of how they should live. Some parents might feel a degree of sadness when they cease to be the centre of their child’s universe, but it would appear to be a sign of good parenting when children feel confident enough to shape their own identity.

Role models can come from all walks of life, famous or otherwise – and the example a person sets is far more influential than the words they say. One perilous assumption is the belief that young people don’t notice much. On the contrary, they notice much more than adults realise, underlining the idea that actions speak louder than words. If children can observe the behaviours of positive role models, it surely increases the chances of them cultivating similar qualities.

Of course, young people will possess their own traits, views and perspectives. However, having someone who is worth looking up to can often act as a centring force that reminds them of the qualities they have come to respect and revere.

In my experience, attempting to emulate role models is far from easy. My weaknesses, struggles and doubts mean that I remain worlds apart from those I look up to – but nevertheless, their examples remind me to push on and strive for constant improvement.

The value of a good role model from an early age is difficult to overstate. Invariably, children will look towards others as examples of how they should try to live. Some parents might feel a degree of sadness when they cease to be the centre of their child’s universe, but it would appear to be a sign of good parenting when children feel confident enough to shape their own identity.

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In my room, there is a mini-shrine with photos of St. Francis and Padre Pio, alongside two Buddhist teachers, Ajahn Mun and Ajahn Brahm. Cultivating good qualities while struggling against our weaknesses – in whichever form they manifest – is an ongoing process, and one that’s helped immeasurably by being able to recall the stories of those whose examples lift us up whenever we fall.

Of the many gifts, we can give to young people, setting a good example is possibly the most valuable, along with the encouragement to seek out others whose values and journeys resonate most with whatever interests a young person holds. There’s no telling what possibilities may arise from having a great role model, or indeed how great a role model that young person may be for others in time to come.

One of Sandy’s favourite quotes from St. Francis is, “Start by doing what is necessary, then what is possible, and suddenly you are doing the impossible.” To connect with Sandy, e-mail editor@leaderonomics.com.

**IMPORTANT OF ROLE MODELS**

**SETTING A GOOD EXAMPLE IS POSSIBLY THE MOST VALUABLE GIFT TO YOUNG PEOPLE**

By SANDY CLARKE
editor@leaderonomics.com

**Every effective leader is inevitably also a mentor and a coach, where he strives to raise the competencies of others. Leaderonomics has comprehensive coaching and mentoring programmes to help individuals develop relational skills to build a strong mentor-mentee relationship. Through this workshop, participants will learn about the different types of mentoring relationships, identify and set mentoring goals, and strategies to achieve intended results within and outside the organisational life. Participants will also learn influential traits and qualities of successful mentors to create the right mentoring dynamic for a win-win relationship. To find out more, contact us at training@leaderonomics.com.**

**SETTLE ON THE ESSENTIALS OF MENTORING DYNAMICS FOR A WIN-WIN RELATIONSHIP**

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**POSITIVE ROLE MODELS FOR THE YOUNG ONES**

1. **EMMA WATSON, ACTRESS**
   No longer just Hermione from the Harry Potter franchise, Watson has taken on the on-screen role of female hero and brought it into the real world. The “Hermoine” speech she gave at the United Nations is mandatory viewing for all children.

2. **ELLEN DEGENERES, TALK SHOW HOST**
   She tackles several issues that are top of mind for today’s youth, especially bullying. She does an amazing job of using her media platform to try and make the world a better place, rather than just trying to use her celebrity status to increase her own profile.

3. **MALALA YOUSAFZAI, EDUCATION ACTIVIST AND NOBEL PRIZE LAUREATE**
   After surviving a terrorist attack on a school bus where she was left for dead, Malala has emerged as an outspoken advocate for female rights and education around the world. Her book is a bestseller; she has addressed the United Nations and she won the Nobel Peace Prize last year – all before her 18th birthday.

4. **JORAND SPIETH, GOLFER**
   Not only is he the best golfer on the planet, he conducts himself like a champion, even when he loses major events. When he lost the British Open (in 2015), he waited around to watch Zach Johnson lift the Claret Jug trophy and was one of the first people to congratulate him.

During the PGA Championship (in 2015), he even went so far as to compliment eventual winner Jason Day on an amazing shot he made – something that is rarely ever done in the mid-round. If you’re trying to teach your children how to conduct themselves while playing sports, have them follow Spieth’s lead.

(source: todaysparent.com)
EVEN if you’re doing the same thing, you know that you will achieve in four months what it takes them a year to achieve.

In fact, the common theme of almost every tale of entrepreneurial success is a person who worked countless 18- to 24-hour workweeks, then, even if you’re doing the same thing, you know that you will achieve.

That way you’ll never have to look back and wonder what you might have accomplished if only you had tried harder.

As a CEO, part of your challenge is to be able to scale and continually grow your business. Many CEOs struggle to reinvent themselves at different phases of their leadership journey and this translates to an inability to grow their own businesses and organisations. CEOs also face significant challenges with little support or people to talk to about their struggles and pains.

In 2016, Leaderonomics, together with the Malaysia Digital Economy Corporation (MDEC), pioneered the Leadership Dojo programme specifically designed for CEOs to learn from CEOs, senior CEO mentors and from global leaders who have succeeded in their respective journeys.

If you are a CEO who is looking for a programme to help you grow in your leadership journey and enable your business to scale to the next level, do register your interest for the 2017 intake at goo.gl/EqnLp9.
HR INSIGHTS FROM CEOs

Citibank’s Lee Says They Need to Be Agents of Change

Lee: HR Leaders should become strategists, Pic by Jesslyn Lai/LEADERONOMICS

CEO of Leaderonomics, Roshan Thiran, Pic by Farah Harith | LEADERONOMICS

painful experience for many candidates, HR has the power to turn this process into a positive experience.

He cited how the HR team at Virgin managed the rejected candidate experience so well that it yielded them US$7m in new revenue.

This was crucial in this new era where employee engagement is critical for the retention and productivity of your employees. Roshan shared another simple tip: most employees care more about their children and families than they do their work organisations. HR needs to understand that.

As such, engagement with the employees’ family and children is critical to win the “hearts and minds” of the employees. He shared some examples of how Leaderonomics has helped organisations run leadership camps for employees’ children and how this created deep family engagement with the organisation, even leading to better engagement scores and retention.

MY FINAL THOUGHTS

I never realised how much I can garner from CEOs who shared their take on what the HR function should focus on. I am personally committed to learn at least 20 minutes a day about digital initiatives and how HR can leverage technologies to make a difference in organisation.

With the advent of big data, I have promised myself to be a more analytical HR leader and champion innovation in my own organisation.

At this HR Network, I was challenged to step out of my comfort zone and truly “be an agent of change”. So, I am taking that to heart and will be striving to make a difference in everything I do. I urge you to do likewise.

AST week, a group of us drove up to Penang, excited with the opportunity to meet top human resource (HR) leaders from the region.

Every quarter, our team at Leaderonomics would gather the HR fraternity from various parts of the country – Klang Valley, Penang and other areas – just to meet, share each other’s minds with new ideas and understand some of the key challenges facing the HR organisations in those regions.

The Penang HR network was themed around how HR professionals could become agents of change by helping to grow and drive their businesses to the next level of greatness.

I was pumped up for the session as I have always learnt great nuggets of wisdom from previous HR networking sessions.

This session was somehow different. Instead of HR leaders speaking, we had two prominent chief executive officers (CEOs) sharing what they believe HR should do to truly become agents of change.

Citibank Bhd CEO Lee Lung Nien along with Roshan Thiran, CEO of Leaderonomics shared deep insights into – as well as frustrations with – the HR function, and provided specific advice and tips on how HR could evolve into business partners and become agents of change themselves.

The session kicked off with Roshan briefly sharing about his frustrations with the HR function that led to him moving into the function to “try to sort it out” many years ago.

HR is a function that many employees get agitated with. In fact, less than 10 years ago, many HR leaders believed that it was their role to make sure their employees don’t sue the company they worked for. There are many other reasons why employees tend to get upset when hiring someone.

The interview process, but also seek out the employee’s family and how this created deep family engagement with the organisation, even leading to better engagement scores and retention.

Lee reinforced this notion that HR leaders need to be agents of change in whatever organisation and position they are in. He challenged them in the audience through a variety of creative exercises and activities to internalise leadership, and instil the idea of them becoming a business partners and become agents of change.

He shared that most savvy marketers have the courage to take risks and push themselves. He cited how the HR team at Virgin managed the rejected candidate experience so well that it yielded them US$7m in new revenue.

This was crucial in this new era where employee engagement is critical for the retention and productivity of your employees. Roshan shared another simple tip: most employees care more about their children and families than they do their work organisations. HR needs to understand that.

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By KOHOO HSIEH PIAO
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Citibank’s Lee says they need to be agents of change.
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