TIMELESS LESSONS IN FATHERHOOD

3 A FATHER-SON TEAM THAT SMASHES THE ODDS

5 THE ART OF BALANCING FATHERHOOD AND A BUSINESS

11 HOW ONE LETTER CHANGED A MAN’S LIFE

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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

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HOW FATHERHOOD SHAPES CHARACTERS

Once again, we’re celebrating Father’s Day and we set aside this weekend to reflect upon the many ways fathers have influenced the dynamics of leadership across societies. Children often don’t appreciate the lessons they get from parents immediately. It would take an experience—or a series of experiences—we have as children—and some reflection on it before it manifests within our personalities as we age.

Our cycles of personal development may unravel the reasons behind the kind of parenting styles we were raised on, and how these have shaped our world view and overall drive.

And fathers—every child’s first superhero—have a particularly strong influence on their offspring’s well-being. In 2008, researchers in Sweden found that children who have active and involved father figures were less likely to suffer psychological and behavioral problems. Additionally, it showed that an actively engaged father could also help enhance cognitive skills such as intelligence, reasoning, and language development.

Fathers play crucial and defining roles in the formation of leaders throughout the world—from business, to politics, to sports. Far from being just the figure of strength, stability, and confidence to continue the business, fathers teach us about the role of a father and that of an endearing family life. Their story is experienced and found throughout the world—by watching our own dads deal with distractions. Read his take on Page 3.

While changing diapers was something he “enjoyed” initially, Qhairyl Iyzuan writes that the sign of a full diaper now makes him squirm! But he continues to care for his now-year-old daughter Lily by not procrastinating, troubleshooting immediately and eliminating distractions. Read his take on Page 4.

What’s the secret behind juggling the role of a father and that of an owner of a multi-million dollar business? Andrew Tiang shares his experiences, and motivations behind the decision to start a family-run enterprise with his wife, while raising five children. Pethhiba Esvary visits his family and finds out that despite his hectic schedule, the Tiangs enjoy a close-knit and enduring family life. Their story is on Page 5.

This week, we dedicate our issue to fathers, children, and leadership in store for you this week. To all the dads out there who are striving to make a difference, we dedicate this issue to you. Happy Father’s Day!

Lydia Gomez
Editor

“Believe that what we become depends on what our fathers teach us at odd moments, when they aren’t trying to teach us. We are formed by little scraps of wisdom.”
— Umberto Eco

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THE POWER OF TWO

TOGETHER, WE CAN OVERCOME DIFFICULT ROADBLOCKS

By LIN LAY HUAN
editor@leaderonomics.com

I n honour of all fathers this Father’s Day, we caught up via e-mail with Dick, 77, and Rick Hoyt, 55, who make up Team Hoyt, a father-son duo who have advocated for people living with disabilities. They have encouraged the “yes you can” belief through their participation in numerous athletic events around the world close to four decades now.

What makes Team Hoyt more unique and compelling is that Rick was born in 1962 as a spastic quadriplegic with cerebral palsy and mute. Despite the disabilities, Rick’s mind and spirit have always been strong. His family overcame various roadblocks (and the naysayers!) to support his quest for independence and inclusion in community, sports, education and the workplace. This is an extraordinary story of a father’s love that surpasses all human understanding and has inspired many to do the same when faced with similar predicaments or life’s challenges. Here’s a Q&A session between Leaderonomics and Team Hoyt.

THE DEDICATED DAD

How has the journey been so far?

What keeps you going?

Rick inspires me – he gives me inner strength to persevere and press on. He is a courageous fighter and he will never give up, ever.

What were some of the obstacles you had to go through?

What is your most memorable moment?

Share with us your experiences changed you?

What would you like to say to Rick?

What is your most memorable moment?

Who is the best person that you can be for everyone, because there is so much greed in this world. A case in point, our government used to be for the people, but I feel that now the people in our government have placed themselves first.

What is your purpose in life?

I love to compete. I absolutely love the atmosphere from everyone at all the races. I am also happy to know that I still inspire others to run or have someone push them because many people look up to us. With our motto “yes you can”, you can accomplish anything.

What’s your purpose in life?

My advice to families who have differently abled children is to give them our message of “yes you can”. There is nothing your child can’t do as long as you encourage them along the way. They might just do it differently from other children.

The Resilient Son

Despite your physical limitations, what has challenged you?

What would you like to say to your dad?

I love and hope to continue racing, but I have a great new “set of legs” who also believe in the inspirational motto of “yes you can”. It was when I received my Bachelor of Science in special education, and having my family there getting my certificate.

My dad means a lot to me because he was always pushing me in races and he has never said no I’d like to express my utmost thanks to dad for being there for me and pushing me in our very first race.

Q What would you like to say to those who feel hopeless in life?

Never give up. When people say “no”, always remember we always say, “Yes, you can”.

What do you think your life purpose is?

My purpose in life is to be the best person that I can be for everyone.

What is your purpose in life?

What are some of the obstacles you had to go through?

It was the first person to reach out to us, and start running with us, and before and after the local races.

What were some of the obstacles you had to go through?

When Rick was born, the doctors concluded that he would be nothing but a vegetable all of his life. We went against the doctors’ advice to institutionalise him. We brought Rick home instead and brought him up like any other child, like his two younger brothers.

Our message is “yes you can”. There isn’t anything you can’t do, as long as you make up your mind to do it. In our Hoyt dictionary, there’s no such word as “can’t”.

Q What were some of the obstacles you had to go through?

When Rick and I first started running, no one wanted to run with us. Another runner, Peter Winiarski was the first person to reach out to us, and start running with us, and before and after the local races.

Q What were some of the obstacles you had to go through?

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Q What were some of the obstacles you had to go through?

Rick and Peter used to have a friendly competition – whoever lost the race would have to pin the winner’s bib number in their bedroom until the next race.

Q What were some of the obstacles you had to go through?

Our church was also very supportive. Our local Easter Seals Disability Services of Massachusetts also encourages us, and supports us until today.

Q What were some of the obstacles you had to go through?

As before, we persevered and finally convinced the race directors to allow us to compete.

Q What were some of the obstacles you had to go through?

Over the years, we paved the way for other disabled around the country and the world. To date, we have competed in over 1,300 race events, including 32 Boston marathons, and six ironman triathlons.

Q What were some of the obstacles you had to go through?

Q What do you think your life purpose is?

My advice to families who have differently abled children is to give them our message of “yes you can”. There is nothing your child can’t do as long as you encourage them along the way. They might just do it differently from other children.

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I could safely say I witnessed a miracle when my baby came into my life. It was a moment that changed our lives forever.

Well, probably not literally or as dramatically as it sounds, but her presence surely made a big difference as we had a third [very delicate] person crashing into the lives of two love birds who just got married.

I still scroll through my phone for pictures of that very special day in the labour room. I still remember her baby smell, her soft, tender skin and the odd wrinkles on her hands and tiny fingers. Every moment of tending to her, watching her feed, sleep and the whole works seemed so magical.

Today, my newborn Lily, is one-year and seven months old and all the “magical feelings” seem to have dissipated.

We are all creatures of habit and coping with work and family demands turned me into a ruthless robotic dad. It was tough to adapt at first but sacrifices had to be made. I had to let go of some “me-time” and date nights with my wife. Life eventually taught me how to accept my responsibilities and helped me place those chores on an autopilot mode.

The novelty feeling that I had in the beginning is now gone. We, enjoyed learning how to change diapers initially, but now a full diaper makes me squirm especially when my wife is not around. I will spare you the other details but read on to learn how fatherhood made me the man I am today.

It is easier when all you have to do is diaper duties. When it’s full, it gets nasty. The repercussions of it – think along the lines of soiled diapers leaving a stain on your carpet or sofa – can be quite troublesome.

Knowing when and how to plan your tasks ahead means you are managing your time, eliminating activities that this can be achieved through our workplace.

Raising the right values in them and I am saying that this can be achieved through our own behaviour.

I thought by providing her with a comfortable home, quality food and clothing, my child will be contented but by the time she was six-months-old, she developed another need: to play. She needed quality interaction on a daily basis to “survive”. There was a need to hold, talk and entertain her until she’s tired. And they can have what seems to be a never-ending supply of energy.

This was a huge challenge for me while it was much easier for my wife. It dawned on me that I no longer have “me-time”. I had to give up my evening routines – a game of football, the usual hangout sessions to watch ESPN with my buddies and spending time reading things online.

I had to be efficient with the way I managed my time, eliminating activities that took my attention away from my main priorities. I also didn’t have the luxury of time to hit the gym so I resorted to home workouts. Despite all these, my wife still cries for help as she too, is finding it difficult to cope and I try my best to manage her emotions and needs as well.

I realised procrastinating when you were a child is like delaying your diaper duties. When full, it gets nasty. The apprehensions of it – think along the lines of soiled diapers leaving a stain on your carpet or sofa – can be quite troublesome.

Knowing when and how to plan your tasks ahead means you are managing your time, eliminating activities that is this can be achieved through our workplace.

Raising a value-driven all-rounder is not an easy task but it is not impossible either. Translate the values that you want your child to imbibe into your own lives and practise them first, at all instances even at our workplace, and when these values become your foundation, it’s easier to model them to your children.

The same applies to our workplace. Model the right values, character and even working style that will help your team or business achieve the intended goals. When leaders walk the talk, they are setting a progressive culture in place for the rest to follow suit.

APART from Diode Camps that focus of skills and character development for children and youths between the ages of eight and 16, Leaderonomics also offers personality and character development-centered training programmes that are open for all. These programmes help participants discover their potentials, strengths, weaknesses, and key traits that can help build character and personality. Discover how you can be part of these training programmes.

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By QHAIRYL IYUZAN
qhairyl.iyzuan@leaderonomics.com

Qhairyl is a ninja daddy. He trains his toddler at night and currently a coach for children and youths at school during the day. He is a coach for Leaderonomics Club in school curriculum. To find out more about Leaderonomics or to share or unique lessons that your children have taught you? Share your thoughts with us by writing to editor@leaderonomics.com. Or like us on Facebook, Twitter, LinkedIn and Instagram.
By PRETHIBA ESARY

HIS daughter comes up to him, sits on his lap and asks him, "Why do you call me Mr Touch In Go?"

To this, his eight-year-old says that it’s because every time he returns home from his travels abroad, she manages to see him for only a short while before he has to leave again.

I couldn’t help but smile as I observed this heartwarming father-daughter exchange between Andrew Tiang and his youngest daughter, Calista.

Unlike some of my other interviews which have taken on more formal tones, I was somewhat surprised to see how casual the Tiangs’ relationship is – of a complete stranger, and the cute exchanges they had with each other throughout my interview with them. It made me think what a wonderful and close-knit family they are.

Andrew runs a hugely successful e-commerce investment trading solutions company, N2N Connect, with his wife, Siewyn Lai.

In conjunction with Father’s Day, I interviewed Andrew to discover the secrets to juggling a role as a successful business owner while being a parent to five children.

TAKING A CALCULATED RISK

Prior to setting up N2N, Andrew worked for a European software company where he excelled as a general manager of the company’s Asian Development Centre. When he was given a career-accelerating promotion however, Andrew resigned.

"In 2000, my wife and I discussed the future of our two sons then. We were having quite a comfortable life at the time, but we were worried that our children may face extreme pressure in today’s ever-competitive world with fast rising costs of living surrounded by pro- fessionals from abroad in our increasingly borderless world.

"We wanted to build something for our own children that we could pass on to them."

Andrew admitted that it was a big risk to abandon a high-paying job. "As a child born and raised to explore an unchartered territory, but it was a calculated risk that he was willing to take.

A DIFFERENTIATED BUSINESS STRATEGY

N2N developed a system that is managed as an outsourced operation on behalf of investment banks and brokerages.

"It offers a multi-series, multi-asset class, multi-currency and multi-lingual service which comprehensively includes fundamental, technical, analytic and algorithmic functions all in one single platform," Andrew informed.

What does this mean?

With regard to multi-series, multi-asset class, multi-currency and multi-lingual services, which comprehensively includes fundamental, technical, analytic and algorithmic functions all in one single platform,

Andrew explained to me that when he was 12, his 10-year-old daughter, Carmen, started her own online business!

ENTREPRENEURSHIP

Aware of the recent trend of slime among pre-teens and teens and upon realising how satisfying slime is to play with, Carmen decided to make her own products, depending on what the ingredient’s availability.

Andrew uses this opportunity to help his daughter understand the business, but when he did, he conducted stock games at his university for his peers. In fact, Andrew’s 12-year-old daughter, Carmen, started her own online business!

From top left (clockwise): Bevan, Bryan, Jovelyn Lai, Snowy, Carmen, Andrew and Calista.

Andrew’s eldest child, Brandon, is not in the picture as he is studying overseas.

Andrew decided to take on the challenge to offer multiple asset classes. That way, clients (investment banks and brokerages) don’t have to keep looking for new vendors. We can provide them everything in one single suite. They can license any asset class and function as an add-on to the setup they already have with us.

"In the financial supply chain, some provide market data services, charting, fundamental, institutional/ retail platforms for instance. But, we are in all of these financial supply chains."

Hence, the company’s name N2N which literally means an end-to-end one-stop service provider.

Today, the business is in 10 countries and connects clients to more than 15 exchanges, thereby serving several million users.

In his quest to further grow his business, Andrew however encountered two hurdles – time constraints and bringing in quality leadership to manage growing teams.

One of the ways they addressed this was through Malaysia Digital Economy Corporation (MDEC)’s GAIN programme.

"In line with a vision to develop Malaysia’s digital economy, the Global Acceleration and Innovation Network (GAIN) programme was inceptioned to catalyse the expansion of local technology SMEs that have the potential to become global players through market access, leadership and capability development, technology-disruption and scale-up capital."

For more information about this, visit www.mdec.gov.my.

Apart from facilitating N2N’s regional expansion, MDEC has partly channelled strategies to bring in quality talent for N2N to enhance its delivery process.

Andrew said: "We are now tapping into tertiary institutions and training good interns to get them familiar with our mission and set-up so that they can be part of us upon their graduation."

IMPARTING VALUABLE LESSONS UNTIL HIS CHILDREN

Even till today (17 years into the business), time remains an inevitable challenge for Andrew and his wife.

I was lucky enough to meet and chat with Andrew’s children to discover some business and leadership lessons they gained from their father.

1. Financial management

With a desire to teach his children the value of money, Andrew and his wife taught them the responsibility of earning income at any age – to organise and manage their monthly allowances. The outcome of this can be seen in Andrew’s second son, Bryan’s financial management style today.

Bryan explained to me that when he first entered university, he tabulated his weekly expenses to show his parents how much allowance he would need every month. When it came to additional expenses, he would present them with proof. For instance, if it was a family expenditure, he would inform his mother, who would reimburse him on a monthly basis.

2. Business acumen

From a young age, Andrew exposed his children to his business to help them understand his work. Bryan conveyed that it took him some time to understand the business, but when he did, he conducted stock games at his university for his peers. In fact, Andrew’s 12-year-old daughter, Carmen, started her own online business!

3. Entrepreneurship

Aware of the recent trend of slime among pre-teens and teens and upon realising how satisfying slime is to play with, Carmen decided to make her own products, depending on what the ingredient’s availability.

Andrew only steps in to provide strategic advice to his children. He has a firm belief that his children should be able to resolve their problems on their own.

4. Leadership

When Bryan was managing a theatre production at university, he got to experience first-hand the importance of leadership when handling various areas such as sales, acting and crew motivation.

Bryan said: "I remember my dad telling me that in a business, it’s all about looking after your people. I never fully understood that concept until I went into theatre."

A NUTSHELL

Over the past 10 years as a father to five children, Andrew says that there was never a point in time where he thought he couldn’t do it – being a parent and a business owner.

My interview with this down-to-earth family man – who was more than willing to meet me for an interview despite having returned from a business trip the night before – proves that one can indeed balance the roles of a great father and a successful businessman.

From its humble beginnings, N2N Connect has grown to become the largest Asian-based Pan Asia company offering a full-suite financial investment platform, and it is an all-round success story for the Tiangs – personally, and professionally.

To find out more details about how N2N Connect is disrupting the financial world in Asia, visit www.n2nconnect.com.

1. www.leaderonomics.com | 17 June 2017

"Like this article? Follow us @leaderonomics on Facebook, Twitter, LinkedIn and Instagram."
By GUNASEELAN KANNAN

As the eldest son in the family, my father had always been the role model to me. He is the one who has inspired me to take on any challenge and to never give up.

I have seen my father face many challenges throughout his life. He has always been able to overcome them and come out stronger.

My father is a great example of how to lead and inspire others. He has always been able to inspire those around him and to motivate them to do their best.

As a child, I was always amazed by how my father was able to overcome the challenges he faced. He always seemed to find a way to make things work, even when it seemed impossible.

My father is also a great example of how to stay true to your values. He has always been able to stand up for what he believes in, even when it was difficult.

The qualities that I admire most about my father are his strength and his resilience. He has been able to overcome many challenges in his life, and he has always been able to stay true to his values.

My father is a true leader and a true hero. He has taught me so much over the years, and I am grateful for all that he has done for me.

In memory of my father, I will always be thankful for the lessons he has taught me. I will always strive to be a leader and to inspire others, just as he has done over the years.

By SANGEETHA RAMU

Almost 50 years ago, when my father, my mentor, my role model – Gunaseelan, passed away, I was only a kid. But I still remember the day vividly. I was so young, and I didn’t understand what was happening. But I knew that he was no longer with us.

My father was not just a father; he was a mentor, a guide, and a friend. He was always there for us, no matter what. He taught us to be strong, to be resilient, and to never give up.

He was also a great business leader. He built his own business, and he was able to overcome many challenges along the way. He was a true entrepreneur, and he taught us that hard work and perseverance can lead to success.

As a child, I was always inspired by my father’s work ethic. He was always so busy, but he always found time to be with us. He would take us on trips, and he would teach us about the business world.

My father was a true leader. He was always able to inspire others, and he taught us that leadership is not just about being in charge; it’s about inspiring others to be their best selves.

I will always remember my father’s lessons, and I will always strive to be a leader like he was. He will always be with me, watching over me and guiding me, even though he is no longer here.

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In memory of my father, I will always be thankful for the lessons he has taught me. I will always strive to be a leader and to inspire others, just as he has done over the years.
All leaders in the world, there are few who stand out and shine. Whether they are religious, political or business leaders, they have left great legacies that not many can emulate. What do they have in common? Why do we revere them long after they are gone? What makes them so inspiring that their followers would do anything for them? On the home front, fathers are supposedly the natural leaders and head of the household. As such, we must ask ourselves what type of leaders are we. Are we bossy or inspiring? How do we influence our kids to get things done? Children today are getting smarter. Born in the Information Age, they like to be engaged and want to understand reasons why they have to do certain things. That’s why some people call them Generation “Why”. Answers to these questions can provide great insights on how we too, can be a better leader for our family.

**RESPECT VS FEAR**

Just think of a few well-known political leaders who have ruled with an iron fist. Do you fear or respect them? The answer is obvious. We have always feared horrible leaders who abuse their power for personal gains. They take advantage of their people in many unimaginable ways. Now think of leaders who have admirable traits. Can you feel a sense of respect when their names cross your mind? Would you go out of your way to meet such a person? Many would do much more than that. This is the reason why employees who have respectable bosses go the extra mile to deliver their work. We can re-apply this concept at home. We don’t want our children to fear us. We want them to respect us. But respect is earned, not gained. Just because we are father figures, it doesn’t mean our kids will automatically respect us. We need to win their hearts through positive gestures and actions.

**INSPIRING VS IMPOSING**

Great leaders are also the ones who inspire rather than impose on others. They enthusiastically share their visions and others gladly follow. As fathers, we must also inspire our children. But it’s easier said than done. Our relationship with our family is not always easy. We have day-to-day issues that can derail our personal gains. We can re-apply this concept at home. We don’t want our children to fear us. We want them to respect us. But respect is earned, not gained. Just because we are father figures, it doesn’t mean our kids will automatically respect us. We need to win their hearts through positive gestures and actions.

**LOVING VS JUST LIVING**

At the end of the day, fathers who are inspired by great leaders will create a better world for their families. We should aim to be such fathers. When we do, it shows that we are truly loving our family, not merely living our lives together. Life will be much more fun and easier for everyone. Relationships and bonding are not affected by negative issues. Instead we grow stronger after we resolve them. We can learn a lot from the great leaders of the world. Their philosophies should be applied in our little organisation called families. We must aim to be respected rather than feared. Let’s inspire our kids to achieve greatness rather than impose an endless do’s and don’ts. Instead, encourage them to be themselves. Trust their abilities and give credit and encouragement when needed. After all, we would want to leave a legacy of love behind, wouldn’t we?
PARTICIPATING in big or small groups promotes high cohesiveness. Group members often have a typical sentiment to keep up a group identity. This aggregate thinking, for the most part, ensures that a group is agreeable and cohesive.

Cohesion emerges from a group’s state of mind, values and patterns of behaviour, and individuals who are pulled in to similar mentalities are known to be cohesive. You may have been a member of a cohesive group, although it can be difficult to gauge cohesiveness. For instance, is a group cohesive if all members show up for a meeting, or if all members impart ideas in each meeting? Or when everybody appears to be amiable and supportive, or if group members use the word “we” rather than “I”? You know if you have been in a cohesive group, but you may not be able to tell others precisely why the group is cohesive.

**Groupthink Theory 1: Conditions in groups promote high cohesiveness**

Group members often have a typical sentiment to keep up a group identity. This aggregate thinking, for the most part, ensures that a group is agreeable and is highly cohesive. You have probably heard of groups staying together or falling apart. This expression basically implies that the group is cohesive – the extent to which group members will cooperate.

Coherence emerges from a group’s state of mind, values and patterns of behaviour, and individuals who are pulled in to similar mentalities are known to be cohesive. You may have been a member of a cohesive group, although it can be difficult to gauge cohesiveness. For instance, is a group cohesive if all members show up for a meeting, or if all members impart ideas in each meeting? Or when everybody appears to be amiable and supportive, or if group members use the word “we” rather than “I”? You know if you have been in a cohesive group, but you may not be able to tell others precisely why the group is cohesive.

**Groupthink Theory 2: Group critical thinking is primarily a unified process**

By this, I imply that individuals are not inclined to disrupting decision-making in small groups. Individuals basically try to get along while groups are defensive to address hard questions and important issues, leading to members withholding their input rather than risking rejection. In fact, group members are usually more slanted to take after the leader or pioneer with regards to settling on a “safe” choice.

**Groupthink Theory 3: Groups and cooperative decision-making are frequently mind-boggling**

Nearly 50 years ago, social psychologist Robert Zajonc studied what many people believe is invincible. Due to this, the group sees itself to be great and overlook any unethical or moral implications of their decisions.

A group may trust that they are sufficient to defeat any impediments or misfortunes. The group believes it is invincible. Due to this, the group sees itself to be great and overlook any unethical or moral implications of their decisions.

Many individuals tend to go with the flow to avoid conflicts in group. This is known as Groupthink. Pic: Fariha Harith/LEADERONOMICS

DO YOU GO ALONG TO GET ALONG?

**CONCLUDING THOUGHTS**

Groupthink can have enormous effect for some – the pressure towards uniformity and conformity is high. They go along to get along and tend to limit their doubts. Bear in mind that keeping quiet does not mean approval or agreement. Any perspectives that are in opposition to the majority of views should not to be persecuted just to run with the group.

**30 SELF-CARE STRATEGIES TO AVOID BURNOUT**

By SARAHKAY SMULLENS

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I am going to tell you something that will really surprise you! The biggest obstacle in life is not making everything you wish to achieve is not another person who is more aggressive, tougher, or seemingly more accomplished and smarter than you. It is something very, very different. It is not taking care of yourself well. For without purposeful self-care, which includes wise attitudes and perspectives about our life journey, one cannot think, plan, and compete effectively. I am not merely speaking of how necessary this framing is to succeed in work, but also to succeed in finding long-lasting love and friendships. For without adopting this perspective and their accompanying protective attitudes, life often seems too hard and complicated, causing us to burnout, lose confidence, and give up.

Recently I completed a six-year published study on burnout and self-care. Although there can be overlap, burnout differs from depression in a major way. Depression is usually caused by a deep and jolting loss personally or professionally, but it can also overwhelm one for no discernable reason. Burnout is always caused by overload.

The developmental stages of burnout are discernable: One begins to feel negative and hopeless, predictably overlooking all accomplishments and becoming closed to the input of others follows. Paranoia and depletion set in, often accompanied by attempts to medicate through alcohol or drugs. Functioning then comes to a screeching halt.

**Proprietary self-care strategies, which both alleviate and prevent burnout, are necessary gifts to oneself. What follows are “Thirty Gifts to Yourself to Remember”. These are attitudes and behaviours that will help you prevent burnout or say goodbye to it forever:**

To get the full list of strategies listed by Sarahkay, log on to www.leaderonomics.com or scan this QR code:

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By JEFF HADEN
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9 THINGS MENTALLY TOUGH PEOPLE ALWAYS DO

TIPS TO TAKE CONTROL OF YOUR LIFE AND CHOICES

The more choices we make during the day, the harder each one is on our brain and the more we start to look for short-cuts. (When you're tired, you're a lot more likely to say, “Oh, the heck with it.”)

Then we get impulsive. Then we get reckless. Then we make decisions we know we shouldn't make, but we just can't seem help ourselves.

In fact, we can't help ourselves. We've run out of the mental energy we need to make smart choices.

That's why the fewer choices we have to make, the smarter choices we can make when we do need to make a decision.

Say you want to drink more water and less soda. Easy: Keep three water bottles on your desk at all times. Then you won't need to go to the refrigerator and make a choice.

Or say you struggle to keep from constantly checking your e-mail. Easy: Turn off all your alerts. Or shut down your e-mail and open it only once an hour. Or take your mail program off your desktop and keep it on a laptop across the room.

Make it hard to check, because then you're more likely not to.

Or say you want to make fewer impulse purchases. Easy: Keep your credit card in a drawer. Then you can't make an impulse buy. Or require two sign-offs for all purchases over a certain amount, because you will have to run those decisions by someone else (which probably means you'll think twice and won't even bother).

Choices are the enemy of mental toughness. So are ease and convenience.

In fact, we need to go to the refrigerator and make a choice.

But you can definitely control what the choices are and what you choose.

That's why the fewer choices we have to make, the smarter choices we can make when we do need to make a decision.

For some people, it’s politics. For others, it’s global warming. Whatever it is, you care, and you want others to care.

Fine. Do what you can do. Vote. Lend a listening ear. Recycle, and reduce your carbon footprint. Do what you can do. Be your own change – but don’t try to make everyone else change. (They won’t).

4 SEE THE PAST AS VALUABLE TRAINING AND NOTHING MORE

The past is valuable. Learn from your mistakes. Learn from the mistakes of others. Then let it go.

Easier said than done. It depends on your perspective. When something bad happens to you, see it as an opportunity to learn something you didn’t know. When another person makes a mistake, don’t just learn from it – see it as an opportunity to be kind, forgiving, and understanding.

The past is just training. It doesn’t define you. Think about what went wrong but only in terms of how you will make sure that next time, you and the people around you will know how to make sure it goes right.

5 ACTIVELY CELEBRATE THE SUCCESS OF OTHERS

Many people — I guarantee you know at least a few — see success as a zero-sum game. To them, there’s only so much to go around, so if someone else shines, they think that diminishes the light from their star.

Resentment sucks up a massive amount of mental energy — energy that is better applied elsewhere.

When a friend does something awesome, that doesn’t preclude you from doing something awesome. In fact, where success is concerned, birds of a feather tend to flock together — so draw your successful friends even closer.

Don’t resent awesomeness. Create and celebrate awesomeness, wherever you find it, and in time you’ll find even more of it in yourself.

6 NEVER ALLOW YOURSELF TO COMPLAIN, OR CRITICISE

Your words have power, especially over you. Whining about your problems always makes you feel worse, not better.

So if something is wrong, don’t waste time complaining. Put that mental energy into making the situation better. (Unless you want to whine about it forever, eventually you’ll have to make it better.)

So why waste time? Fix it now. Don’t talk about what’s wrong. Talk about how you’ll make things better, even if that conversation is only with yourself.

And do the same with your friends or colleagues. Don’t just serve as a shoulder they can cry on. Friends don’t let friends whine. Friends help friends make their lives better.

7 DON’T TRY TO IMPRESS OTHERS; IMPRESS YOURSELF INSTEAD

No one likes you for your clothes, your car, your possessions, your title, or your accomplishments. Those are all things. People may like your things — but that doesn’t mean they like you.

Sure, superficially they might seem to like you, but what’s superficial is also insubstantial, and a relationship not based on substance is not a real relationship.

Genuine relationships make you happier, and you’ll only form genuine relationships when you stop trying to impress and start trying to just be yourself.

And you’ll have a lot more mental energy to spend on the people who really do matter in your life.

To access the full article, log on to www.leaderonomics.com or scan this QR Code.
The world has taught us that life is a race. The faster you go, the better. The faster you run, the more you achieve. But life is not just about speed. Life is about finding courage to chase your dream. That’s what my father taught me.

I just never had the courage to pursue it. That was 75 years ago, and there’s not a month that goes by that I don’t regret it. One day, son, you’ll wake up and be 80 years old like me, and it’ll be too late.

And as if that story by itself wasn’t enough to motivate me, my father closed the letter with these words that literally took my breath away and changed my life.

He said: “I’d love to see you pursue your dream. But that doesn’t mean in your lifetime, son – that means in mine. Love, Dad.”

Those words hit me like an unexpected kick in the head. Everything seemed to stop. I read his words again. (“Did he say what I think he just said?”) Yes, he did. My father had laid down the gauntlet in front of me and challenged me to pick up. Not sometime in the future, but right now.

More importantly, my dream was no longer just my dream. It was now my father’s dream, too. At this point, he’ll probably never achieve his dream of being a professional singer. But through me, I have the courage to go through with it, he can enjoy the closure he never had with his own dream.

I hope you get something out of my father’s letter, too. Many of us harbour a secret dream we’re too afraid to pursue. And as long as we are the only one we’re disappointing, I suppose that might be okay.

But we all probably have someone in our lives we care about who also wants to see us pursue our dreams. That might be a parent, sibling, spouse, friend, co-worker, or child. Whoever that is for you, if you won’t pursue your dream for your own sake, do it for them. You’ll make two people happy in the process.

By the way, two days after reading my father’s letter, I walked into my office and resigned from my 20-year career to pursue my dream. And it’s been the best decision I have ever made.

Thanks, Dad.
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