15 OF THE BEST SMEs IN MALAYSIA

Turn to pages 4-8 to get to know them!

If you would like your organisation to be featured in this pullout, contact us at editor@leaderonomics.com
By PARTHIBAN VIJAYARAGHAVAN

CAREER PLANNING

3 TIPS FOR MILLENNIALS AND GEN ZS

1. UNDERSTAND YOURSELF
   It takes a while to understand yourself. In fact, very few people understand their full potential early on.
   This may be one of the fundamental reasons why millennials explore or job-hop in search of their true selves.
   Exploration could be one of the ways to find your passion and pursue your calling. However, the most efficient way is not to drift from your role or career, but to use it to understand yourself.

How?
1. Do a personality test. The DISC and Myers-Briggs Type Indicator are some of the basic ones to know your personality type.

2. Whenever you have free time, be conscious of the first thing that comes to your mind and capture it on paper.
   What are the things that drive you naturally? Which part of your job do you like/dislike the most? Do this over a month or two to find a pattern or common theme.
   Through these exercises, what do you discover about your strengths? What are you good at and what do you enjoy? What motivates you? What are your values?
   By understanding this, you save yourself a lot of time and pain in the future.

2. RESEARCH
   Research your career options. This will give you glimpses of sectors/industries that are growing.
   Focus to match your strengths to roles that will give you long-term meaningful work.
   Once you nail down the roles you believe will make the best use of your strengths, dive deeper into its details.
   What are the skills required for those roles, in terms of technical and soft skills? Develop and hone those skills.
   Again, the key is to have patience. As quoted by Albert Einstein, “If I had an hour to solve a problem I’d spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.”

3. PLAN AND EXECUTE
   According to Ram Charan and Larry Bossidy in their book, Execution: The Discipline of Getting Things Done, “Execution is a specific set of behaviours and techniques that one needs to master in order to have a competitive advantage. It’s a discipline of its own.”
   Once you’ve understood what makes you tick and after you’ve done your research, it’s now time to plan and execute your strategy.
   Is it just about searching for your “dream job”?
   Instead of looking for a job or role that accommodates your strengths and passion, learn to identify the areas within your roles where you can best leverage your strengths and passion.
   Therefore, be vocal about your interest to your leaders. Focus on personal branding and building your skill sets.

PREPARE YOURSELF

Check out this formula:

Luck = Opportunity + Preparedness

When we see someone landing their dream job, we immediately say the person is “lucky.”
Well, the person probably got the opportunity when they were well prepared to take it.

In this formula, you have no control of “Opportunity.” However, you have full control over “Preparedness.”

If you are not prepared, the probability of you being lucky in landing the opportunity is zero.

To prepare yourself, have SMART specific, measurable, attainable, relevant and time-bound) goals to improve your personal branding, build skill sets and expand your network.

Regularly check on your progress and ask for help to accelerate your learning.
Focus, discipline and execution are key elements here.

IN SUMMARY

Don’t simply drift or keep changing jobs. It may be painful to stay longer (especially if it is not what you love to do) but you will accelerate your career in the near future.

As Orson F. Whitney says, “No pain we suffer, no trial we experience is wasted.”
So, use the time and experience to understand yourself and discover your purpose.

Research extensively, identify the roles and skill sets needed to match your strengths and passion.

Lay a clear plan to build your personal branding, gain key technical and soft skills, and expand your network.

Have a written goal and create a purpose statement for yourself – this will greatly help you to stay on track.

All the best!
"Learning by doing" is a great concept. We grow, develop, and stumble upon great ideas by "doing." The more we do, the more life offers itself to us, whether it be in the form of opportunities, innovations, breakthroughs, or even valuable lessons brought by temporary failures.

THE STORY OF LEADERONOMICS

When Leaderonomics was founded, I wasn’t an expert on how to run or build a social enterprise. Just over 10 years ago, some colleagues and I had a vision to build leaders in Malaysia and help transform the country. We each brought our various skills and expertise into the fold, but we had no idea how things might turn out. We even doubted if our endeavour would be a success. But we had a vision. We had the passion to do something that we deeply believed in, and so we decided to give everything we had and learn as we go.

If you have something in mind you really want to do or work towards, stop waiting. Stop being held hostage by fear and take one or two steps now, today! Get the ball rolling. Don’t be the person who, in five years from now, says, “I should’ve started back in 2018.” Don’t allow excuses to hold back the gifts you can give to the world.

STOP GIVING EXCUSES

Someone contacted me about starting up their photography business but said they had no money to do so. OK, opening a studio may not be possible at the moment. But it costs nothing – but it costs noth-

learning. Let’s face it, it’s simply too much effort. The sad reality is that they don’t want something badly enough to the point that they’d do the work they just want the finished article.

Don’t be the person who, in five years from now, says, “I should’ve started back in 2018.” Don’t allow excuses to hold back the gifts you can give to the world.

With any idea, there’s no certainty of how it will turn out. Bill Gates, Steve Jobs, Mark Zuckerberg, Warren Buffett... none of them had any idea where their initial efforts would lead them. They were waiting for the end result to somehow magically appear before them.

To them, it’s simply too much effort. The sad reality is that they don’t want something badly enough to the point that they’d do the work... they just want the finished article.

The more we do, the more life offers itself to us, whether it be in the form of opportunities, innovations, breakthroughs, or even valuable lessons brought by temporary failures.
A JOB THING
One of the obvious roles that chief executive officer (CEO) and founder of A Job Thing Yasmin Azmi wanted to hire when he started his restaurant business was the head of its daily operations. Drawing on her past experience in the hotel sector, Teng decided to set up a head of operations to look after the running process for businesses like hers. While other online recruitment platforms focus on hiring for executive or management positions, a Job Thing specializes in helping businesses fill in senior and leadership positions on a short-term basis.

Having established a solid presence in Malaysia, the company is now set on expanding their reach to other countries in the region. Head of business development Liaw Li Sian shares that the company needs more opportunities in the technology sector, which is the area where A Job Thing can do much better than the present players in the local and international markets. Since setting the A Job Thing platform, the CEO and founder has witnessed its usage soar through the roof, especially now, looking at where A Job Thing currently stands in the market. She says it has helped them refine their value proposition and refine their business plan. "Whenever you’re preparing to go for a meeting with potential investors or people who could help your business, you always need to re-evaluate the value proposition, and then do what you need to do to scale the business," Teng says excitedly.

A Job Thing CEO and founder Teng

AJAYI (MALAYSIA)
Being a common product in many households. However, many people struggle with its usage. This is where Ajayi, the company that prides itself on taking food packaging machinery to new heights, comes in.

Their touch of innovation on the traditional sing film packaging makes it much more convenient to use, and it is one of the best products Ajayi is known for. Akyu started off in 1996 as a small company that mainly focused on food packaging machinery but has since ventured into producing food packaging products as well.

One of their biggest challenges today is gaining visibility among end consumers, as they are not quite used by people in terms of branding, as other bigger brands have been able to dominate the market. Nevertheless, managing director and founder Tony Limis optimistic about the future. He expects to see the food film packaging market in Malaysia capture the overseas markets in the next five years. To this, he says, it is necessary to go back to the basics. Tony admits that businesses owner tend to get too centered as time goes on and says that they need to take a step back to look at the business all over again. "What I love is that this is the culture our business has, the opportunity, it allows me to go back and really look into the whole business," says Tony.

Another area where Akyu, the company, is missing the mark, or the process that they have been taking is not doing enough along the way and only can they scale the business.

Tony says that he is as an SME, he supports private as they progress further into the competition will be important to prepare the company forward. “With the coaching and lessons gained, it actually allows me to understand my business better,” he says.

Ajayi (MALAisY)

THE THE BOOM BEVERAGE
Having successfully exported their products to the United Kingdom (UK), Germany, Poland, Malaysia, Brunei, Singapore, and China, Hausbear is looking to continue growing and develop small- and medium-sized enterprises (SMEs) as far as its horizon. At the end of its series of conferences marked by Discovery of two chapters – the AmBank BizRACE – the AmBank BizCONFERENCE series draws to a close after a nationwide tour of 15 cities, each featuring well-known entrepreneurs discussing burning issues of challenges and success. However, AmBank’s mission to support the knowledge to take their business to the next level.

Starting the AmBank BizCONFERENCE in April, Ong says: “The competition is a way for Guan Tian Furniture to propel the company forward. “With the exposure and training [has been] very valuable. We are thankful that we have gotten this far, because there are many experienced and well-established companies (in the race).” The platform thus creates beautiful spaces for clients, and provides an opportunity, it allows me to go back and really look into the whole business,” says Tony. He also notes that it was gratifying to see that it was possible to develop a product that was new and is easy for everyone. The renovation service is carried out by BuildEasy’s internal Centre of Excellence team (contracting).

The Boom Beverage CEO and founder Datuk Chen

PERSAFE ENGINEERING

Peru shares the story of an employee who has moved up the ranks due to his eagerness to learn. He was promoted to a general supervisory role after spending several years as a contractor, Peru says, “It brings me great joy to see him grow. I am confident that he will continue doing well and will have a bright future in the company.” Peru also notes that it was gratifying to see that his company was able to offer a platform for him to unlock the value of the company, and also as a talent for what he has done so far. The team is able to gauge the level of our competitive- edge. He says, “By participating in the BizRACE, we have been able to gauge the level of competition here and the quality of the entrepreneurs.”

Peru believes that this competition will raise Perusahaan’s standards and help to target new customers. He adds that the BizRACE has given him a certain edge. “I believe that the programme will uplift our portfolio of growth for another level!” he says.
In 2012, Linkk Busway Systems took over In 2012, Linkk Busway Systems took over the company’s situation has not permitted its cutting measures over the little ways to boost their company policies reflected that. In 2012, Linkk Busway Systems took over Peoplender... Peoplender... Peoplender... Peoplender... Peoplender...
CONTINUED FROM PAGE 7

SEGAMAT PANEL BOARDS

“When I fly into KLIA, ... it almost feels like I’m coming home,” says Peter Fitch. It comes as no surprise then, why the managing director and founder of Segamat Panel Boards chose to set up his business in Malaysia 16 years ago.

Originally specialising in high quality, thin panel medium-density fibreboard (MDF), the company enjoyed satisfying returns for a period of time. However, the business climate has now changed and with a lot of competition coming in from Thailand, Indonesia, and Vietnam, it is no longer a niche market. According to Fitch, another major issue they currently face is the decline of rubber wood – the raw material used to make thin panel products. This has forced the company to think out of the box to develop new products and reinvent themselves.

Fitch says, “We’ve enjoyed a good business, but we need to change, otherwise we’re going to become irrelevant.”

Although forging ahead through times of change is tough, having the right team makes all the difference – and Fitch acknowledges that it is really the people that set his company apart from the rest.

The core pioneer team for Segamat Panel Boards comprises people whom Fitch has known for almost two decades, and the strong personal relationships that they have formed over the years is what enables them to continue working together to run the business. The company has already developed a new product using new technology, and aspires to bring it to the market, scale it, and set up new businesses throughout Malaysia.

“Ultimately, winning is not the goal. The idea is to go through the process of looking at how other companies can reinvent themselves. So that’s where the value is, really.”

Going into the competition with this mindset, Fitch has already found the experience to be beneficial and wants to use this early stage to focus their efforts and vision. “It’s only the beginning,” he says.

SUPPLYCART

Did you know that there is now a technology that enables you to purchase all your office supplies with a mere few clicks on your laptop?

“We’re talking about Supplycart, of course! CEO and co-founder Jonathan Oh says. “It is an e-procurement platform for office supplies, products and services. We are a one-stop platform for offices to get everything they need for their office.”

Aside from office supplies, they supply equipment, furniture, pantry items, catering and even fresh fruit subscriptions!

Oh noticed that companies’ existing procurement methods for office supplies were very traditional. He saw it as an opportunity to use technology to improve this process and together with Soh Shangrong, they founded Supplycart a few years ago.

Aside from the technology aspect, what sets Supplycart apart from competitors, according to Oh, is that they are reliable and trustworthy.

“We care about making your company more efficient and we want to help you save time and cost,” he says.

Similar to other business owners, Oh admitted that in the process of growing the business, finding the right people is a challenge. He says the questions that come to their mind are: “Do we hire for skills or attitude and where would they be placed?”

The company which has now grown to include 14 employees, aspires to become the No. 1 office platform in Southeast Asia within the next five to 10 years.

Getting there will warrant the company to gain more exposure. As one of the top 15 AmBank BizRACE finalists, Oh shares: “Participating in this competition allows us to understand the SME market better. We joined it to gain more exposure to other SMEs.

“We also wanted to determine whether our vision and mission are aligned to the needs of the SME market. And this information comes through conversations.”

He adds: “From a business owner’s perspective, attending these trainings [as part of the competition] reminds me to look at things from an aerial view, as sometimes we can get too caught up in just doing things.

“The whole competition itself is an experience. It’s unlike any other competition,” he shares.

MY AONE LEARNING

As a PhD student in Universiti Malaya many years ago, Dr Darren Gouk was dissatisfied that he had to pay up to half his monthly income in agent fees when recruiting students to tutor on a part-time basis.

“Anyone can teach, everyone can learn” is what he believes, and with a desire to connect tutors directly to students, Dr Gouk painstakingly taught himself how to build a website after chancing upon a video tutorial.

And so the “first” version of AOne was created, and it has evolved to become what it is today – a marketplace that connects anyone who likes to teach with anyone who likes to learn.

As AOne’s partner centres grew more successful, their administrative and operational duties became more intense – especially since 95% of these centres were still using manual methods to keep track of and manage their daily operations.

Seeing a gap in the market, Dr Gouk expanded his business to include cloud-based management (AOneSchool) and automated fee payment solutions (AOnePay) for all parties involved.

Looking forward, Dr Gouk is keen on replicating the AOne systems and services in other Southeast Asia markets. He says that if there’s one thing this competition has taught him thus far, it is that Malaysian entrepreneurs should always think big.

“We’re living in a multicultural, multilingual environment. This works to our advantage for us to expand our business to other countries, for instance, Indonesia, Singapore, Thailand, even China,” he states.

Dr Gouk cares about creating things that will make a difference in our society, and acknowledges that the reason they joined the AmBank BizRACE was to be validated on AOne’s direction and growth.

“’It’s some sort of validation for what we’ve been doing and it brings a certain value to society. And that’s what I would always want to achieve: To create a product that eventually brings great impact to society, especially in the education industry,” Dr Gouk says.

BRINGING IT ALL TOGETHER

These 15 businesses could not be more diverse, but what they have in common is their drive to succeed. Many of the finalists have said that the opportunities to network and learn from industry experts through the AmBank BizRACE have broadened their horizons, and they are now eager to use the knowledge gained to grow their companies and make them thrive in today’s challenging business environment.
INCIDENTAL LEARNING
THE KEY TO BRIDGING WHAT YOU NEED AND WHAT YOU HAVE

By FARAH NADZIRAH
farah.nadzirah@leaderonomics.com

TODAY’s fast-paced VUCA (volatile, uncertain, complex, ambiguous) world and the future workforce require capable employees to meet the demands of the industry. With Industry 4.0 looming in the distance, companies are now facing a critical gap between industry needs and skills.

Soft skills such as complex problem-solving, emotional intelligence, people management and negotiation are highly in demand to keep pace with the era of disruptive innovation and digital transformation. Hence, the need for highly skilled talent to keep up with the times.

DEVELOP TALENTS FROM WITHIN
While hiring new talents might provide a company with the necessary skills needed, hiring is costly and there are other factors to consider when recruiting, such as personality and character. The solution: develop existing employees.

For HR leaders, the challenge lies in crafting relevant and engaging learning programmes to fill in the skills and capabilities gap. Learning strategies need to map where the organisation is currently (at current state) and the next phase it intends to be at (future state).

Ideally, these should not just be one-off learning programmes but continuous development programmes with new skills being taught at each phase. What’s more, with the current job market, continuous skills development is important for a person to remain employable and relevant.

Thus, it is important to expand the learning framework to nurture a learning environment across the organisation. It ensures employees remain motivated and are interested to learn when they see that the learning benefits them and is useful in their daily job tasks.

This structured learning model can be a stepping stone for employees to climb the corporate ladder.

LIFELONG LEARNER
As a young employee who’s just joined the workforce, I am always overwhelmed by my skills gap.

One day, I decided to speak to my boss about it as I feared it would either affect my performance or I might be perceived as underperforming.

His advice kept me going and gave me the determination to push on even when I felt overwhelmed. According to him, there is no specific time frame for anyone to learn all the skills.

You will learn along the way, because learning is incremental as new insight is gathered everyday and it is a long-term process.

I am sure many young graduates out there feel the same as I did.

Be comforted that every expert was once a beginner too and that skills are to be developed progressively.

As such, a continuous development programme is very much needed to support this learning process.

COLLECTING COMPETENCIES
I’ve always wondered, “How do I master the competencies needed to succeed in my current role before moving on to the next one?”

My research has led me to the conclusion that an average-skilled employee takes a longer time to move up the career ladder compared to a highly skilled one.

For these types of employees (average-skilled), an incremental learning approach works best in strengthening their existing competencies for their current role and upskilling them with new competencies to elevate their role within the company.

When learning a new skill, a learning curve is needed for the learner to implement the skill in his/her work routine.

When he/she is comfortable enough with the first skill, a new skill is then introduced and the practice continues.

It is a step-by-step learning that can move them from novice to master, and this process does not happen overnight.

STEP-BY-STEP LEARNING
The learning process gives individuals the flexibility to experiment with different strategies on how to utilise their newfound skills until they find the best fit.

Hence, it is important for the learning process to be continuous. It needs to be mapped alongside the individual’s competency, motivation, and strengths.

For example, when designing a learning calendar for employees, employers should take into account the competencies needed to help employees in their current role as well as how to equip them with the skills needed for the next level in their careers. And these competencies should be taught throughout the year, starting from the most basic to a more advanced level.

Recognise this learning process across the board. Encourage employees to seek personal development, and this will eventually translate into efficient business practices.

ON Hindsight
Realising the importance of having skillful and flexible talent, our Learning and Growth Team has been working alongside many HR leaders to design and deliver effective development programmes and provide the best learning experience in line with their organisational goals.

At Leaderonomics, we strongly believe in experiential learning through learning by doing.

Our customisable boot camps, workshops and learning calendars might be the integrated business strategy solutions you are looking for to equip your organisation for the future.

LEVEL UP!
INCREASE YOUR VALUE THROUGH CONTINUOUS LEARNING
Continuous learning is compulsory in today’s fast-paced workforce.

Find out how to map learning against competencies and motivation that leads to efficient business practices.

Contact us at info@leaderonomics.com to start charting a Learning Calendar for your employees today!
I like this article? Follow us! @leaderonomics on Facebook, Twitter, LinkedIn and Instagram.
A

By LISA QUAST
editor@leaderonomics.com

S my career coaching cli-

cient rushed in the door for

our lunch meeting, her eyes

darted around the coffee shop

until she found me.

Hurrying over, she sank into the chair

across the table.

"Wow, what a crazy morning," she

commented. "I don't think anything has

gone the way I'd hoped today."

When she pulled out her notepad and

pen from her bag, she bumped the table,

dropping both on the floor. "See what I

mean? Nothing is going right."

In a word, my client was frazzled. Ever

had one of those days?

TRY SOMETHING NEW

"Let's do something to change that," I

told her. "Are you game to try some-

thing?"

She smiled. "With the day I've had, I'll

try anything."

I had her stand a few feet away from

the table. I told her to remember what

she was looking at, she was facing a tall,

round table with two men seated at it.

Then I explained what I wanted her to do.

She was to march in place for a count

of 50. When she lifted her left leg up high

(to her waist level), she was to lift her

right fist to her chest. When she lifted her

right leg up, she was to lift her left fist –

alternating her arms with her legs.

But there was a catch. She was to

march in place with her eyes tightly

closed.

She cocked her head sideways and

laughed.

"Don't worry, no one's going to think

you're crazy," I joked.

"When you get to 50, stop marching

and stand still until I ask you to open

your eyes."

"Okay, then. Here goes," she said.

She closed her eyes, started marching

and counted each step until she got to

50. Then she stopped.

"Now, slowly open your eyes and tell

me what you're facing," I told her.

She opened her eyes and gasped.

"How did that happen?" she asked.

She was facing a window that had

been almost directly behind her when

she started marching.

"I could have sworn I was marching in

place and hadn't moved at all," she com-

mented. "I can't believe I got so turned

around."

CAUSE AND EFFECT

That was exactly my point with

this fun exercise. Every day we're

impacted by the little things that

happen around us.

If we don't keep our eyes open and

our minds calm and present, we can

accidentally end up off course and feel

like we're off balance.

Whenever your day feels like it's

not going well, do something to

physically and mentally change the

situation.

Take a quick break. Go for a walk

to bask in the sun or to get a cup of

coffee. Whatever works for you.

Then visualise what you want to

accomplish and see it happening in

your mind.

RESET YOUR MIND

For my client, resetting her day to

get it back on track happened when

she sat quietly for a few minutes taking

deep breaths, and visualised holding a

successful progress meeting with her

project team that afternoon.

The choice is yours as to the kind of

day you'll have. If you feel like things are

going off track, take a quick time out to

get things back on course.

Lisa is a consultant in marketing,

strategic planning and talent

development. She is also a career coach

and writer. To engage with her, email us

at editor@leaderonomics.com.

HOLDING A BAD DAY?

DO A QUICK RESET TO TURN IT AROUND

LIKE THIS ARTICLE?
FOLLOW US @LEADERONOMICS
ON FACEBOOK, TWITTER, LINKEDIN
AND INSTAGRAM.

www.leaderonomics.com

If you are

experiencing

burnout, no amount

of external

motivation can

alleviate your

thoughts and

emotions. One way

out is to adopt self-

care strategies that

will help you adopt

new perspectives.
Check out these tips
on Leaderonomics.
com bit.ly

SSburnout

You can also
subscribe to our mailing list
and we’ll send it straight to your inbox. Easy!

www.leaderonomics.com

NO PRINT PULL-OUT
NEXT WEEK.
WE’RE GOING FULLY DIGITAL!

The Leaderonomics pull-out will not be available in print next week.
Instead, you can get a copy of our digital exclusive issue at

bit.ly/ldrEmag

Look out for two bonus pages in this week’s digital pull-out!

You’ll see us in print again on March 31st.
You can also subscribe to our mailing list and we’ll send it straight to your inbox. Easy!
By GEORGE KOHLRIESER
editor@leaderonomics.com

S

SURVIVAL mode involves only a limited amount of energy and opportunistic thinking – and it is up to leaders to inspire off over-extended, frustrated people and help them see the opportunities that come with any crisis. In order to lead the switch from the prevailing negative mindset to the idea that we are poised for a recovery, leaders need to “lead at the edge” – or in other words, lead the way to a positive mindset and a state of inspired energy. This all sounds great on paper but when the harsh reality consists of a daily diet of laying off people and cutting costs, moving into a state of “inspired energy” presents a challenge for any leader – particularly one surrounded by people laced with pain and anticipated loss. How does one person inspire others in such an environment?

PLAYING TO WIN
Moving forward requires a mindset change and that means taking control by strengthening one’s resolve to “play to win.” The first step is for leaders to actively understand the pain that they and their people are going through. With this empathetic state, leaders can then direct employees to look towards the benefits and opportunities often buried within a crisis. Playing to win requires good risk assessment, a clear game plan and most importantly, the ability to inspire people through knowledge and new ideas to join the ride. Leaders who can genuinely help people to see that “a change has a benefit” can turn “being a hostage” and being helpless into “playing not to lose.”

WHAT MAKES A GREAT LEADER?
Any leader who has not worked on his or her self will have difficulties leading properly. Great leaders start with themselves – understanding their own foundations and being aware of their secure bases (the people, places, events, beliefs, and other experiences that have shaped them).

PLAY TO WIN

RECLAIMING YOUR POWER
There are many great stories of teams and individuals who have made something good out of the worst possible crises. A crisis – with its ability to raise questions about what really is important and where an individual or an organisation is really going – can sometimes be the straw that breaks the camel’s back. A crisis can also be the cloud with the silver lining. In order to handle crises and their intrinsic questions, leaders must be able to reclaim their own power and enable those around them to do the same. Taking back the power can take many forms. It could entail organisations going back to their core values or products or ways of doing things that suited them better, or, contrarily, innovate and move in a completely different direction. It could mean figuring out what new talents will be needed in the future. It may involve developing emotional intelligence as a leader, being better at business processes, expanding knowledge in business areas, or going into new professional arenas. In a retrenchment situation, taking back the power might mean contacting people in your social network or exploring entrepreneurship possibilities. Trusted friends can play a key support role in a transition.

Anybody who has suffered a major loss – whether it is a personal or professional one – knows that people, supported by others, can have an extraordinary resilience to bounce back from even the most unthinkable crises. It simply requires the emotional and technical skills to do so. The current world financial crisis is no different. Great leaders all suffer great losses but have learnt this extraordinary resilience to bounce back from all kinds of adversity.

Great leaders understand the importance of risk assessment – and possess the ability to take calculated risks. They also have two fundamental characteristics:

1. POWER and ABILITY
Leaders use their power and ability positively to impact both themselves and others. Part of this implies following the Lincoln philosophy of “teams of rivals”, or, in other words, engaging potential enemies and winning them over as allies so that they bring in people with different ideas who will challenge the status quo. This approach ensures the most vibrant potential for innovation and new ideas.

2. INFLUENCE
Ironically, by the time leaders have achieved complete formal authority, the successful ones are those who then use informal authority – influence – to make things happen rather than by exerting their hierarchical power. They are able to influence others through powerful dialogue, seeking a greater truth by thinking together.

What makes a great leader? Any leader who has not worked on his or her self will have difficulties leading properly. Great leaders start with themselves – understanding their own foundations and being aware of their secure bases (the people, places, events, beliefs, and other experiences that have shaped them).

Only from this point can one become focused on external goals and then aspire to take the fear out of others. Great leaders are secure-bases to others with an ingrained sense of confidence in themselves. They are not overwhelmed by fear and do not fall prey to helplessness that could only be destructive to themselves and those around them. Great leaders are rarely taken hostage and are not afraid of argumentation or people pushing back. Secure-base leaders are not afraid to make decisions based on the input of others, including their adversaries. Accepting valuing and seeing the potential in individuals is intrinsic to them. Great leaders do not use threats, nor communicate with an over-emphasis on danger. Great leaders understand the importance of risk assessment – and possess the ability to take calculated risks. They also have two fundamental characteristics:

1. POWER and ABILITY
Leaders use their power and ability positively to impact both themselves and others. Part of this implies following the Lincoln philosophy of “teams of rivals”, or, in other words, engaging potential enemies and winning them over as allies so that they bring in people with different ideas who will challenge the status quo. This approach ensures the most vibrant potential for innovation and new ideas.

2. INFLUENCE
Ironically, by the time leaders have achieved complete formal authority, the successful ones are those who then use informal authority – influence – to make things happen rather than by exerting their hierarchical power. They are able to influence others through powerful dialogue, seeking a greater truth by thinking together.
LIFE LESSONS FROM A GENIUS

By HYMA PILLAY
editor@leaderonomics.com

Shortly after his 21st birthday, Stephen William Hawking was diagnosed with a motor neuron disease, and was told that he only had two years to live. He lived till a fruitful age of 76 (Jan 8, 1942–Mar 14, 2018).

Hawking is a name that does not need much introduction. Known as one of the most brilliant minds in the world, he is famous for his theory on black holes and time.

Other than his genius equations and theories, Hawking is also well known for his positive spirit. Despite being bound to a wheelchair and not having any control over his movement, he constantly gives a positive vibe. He never allows his disease to get in the way of his work and always keeps up a great sense of humour.

Hawking pushed through his most difficult times and went on to gain countless great achievements.

I believe that Hawking had the perfect mathematical equation for happiness, and here is how we can too.

1. THERE WILL ALWAYS BE NEW THINGS TO LEARN FROM, IF YOU ARE CURIOUS ENOUGH

“Remember to look up at the stars and not down at your feet. Try to make sense of what you see and wonder about what makes the universe exist. Be curious. And however difficult life may seem, there is always something you can do and succeed at. It matters that you don’t just give up.” – Hawking

This world we live in is constantly growing and developing in many ways. If we look out for it, there are countless new things we can learn every day.

Learning never stops. Look around your surroundings, even the people you spend time with. There is so much out there to learn from. Read a new book, meet a new friend, or sign up for a new class. If you pay more attention to the things around you, you might even learn something new just by going for a walk outside.

2. DON’T SET LIMITS FOR YOURSELF

“Concentrate on things your disability doesn’t prevent you doing well, and don’t regret the things it interferes with. Don’t be disabled in spirit as well as physically.” – Hawking

Despite his disease, Hawking never backed down from his research. He always found ways to conduct his work, and went on to publish numerous books, including bestsellers A Brief History of Time and The Universe in a Nutshell.

Never set limitations for what you can achieve. Self-doubt and self-limitation often get in the way of achieving our goals.

Instead, start believing in yourself. If you truly set your mind to something, believe that you can achieve it through diligence and perseverance.

3. PERSEVERE

“It is no good getting furious if you get stuck. What I do is keep thinking about the problem but work on something else. Sometimes it is years before I see the way forward. In the case of information loss and black holes, it was 29 years.” – Hawking

Hawking family photographs, shared by them for the film The Theory Of Everything.

When things don’t work out the way we want it to, giving up always seems like the easiest option.

Our mind and body are conditioned for survival, therefore it is only natural to think “run” when the obstacles placed before us are too big to overcome.

Obstacles are just temporary, and personally, I believe that difficult times are the best teachers in life. They make you stronger and wiser. When you face your next obstacle, instead of running away, run towards it!

4. SHARE YOUR KNOWLEDGE

“I hope I have helped to raise the profile of science and to show that physics is not a mystery but can be understood by ordinary people.” – Hawking

Hawking was always a firm believer that knowledge should be shared. Through his books and lectures, he made it easy for people to understand his theories by communicating it clearly.

We have different skills and different things that we learn from (especially if we put point 1 to practice).

Put your wisdom to good use and share it with others. I believe that knowledge is one of the most precious gifts one can ever receive.

IN CONCLUSION

Hawking is a man who defeated the odds and pushed through huge obstacles. He is an inspiration and an excellent role model to many. If Hawking could do it, so can you.

To be content and happy, both in your career and personal life, one should add curiosity and learning, multiply hard work and perseverance, subtract self-limiting beliefs and divide knowledge to others.

“There should be no boundary to human endeavours. However bad life may seem, while there is life, there is hope.” – Hawking

Hyma Pillay enjoys learning new things. She is especially fond of doing this by speaking to people, as she believes that each individual has unique gifts and wisdom, and that there’s always so much you can learn from the people around you. You can email her at editor@leaderonomics.com. For more inspirational thoughts, visit www.leaderonomics.com

FEATURING TOP SPEAKERS FROM THE GLOBAL SPEAKERS FEDERATION

Debra Fine
CSP

Scott Friedman
CSP

Rebecca Morgan
CSP, CMC

Manoj Menon
Pioneer & MD,
Frost & Sullivan APAC

Proceeds from the event will be donated to NGOs in Malaysia.

SAVE THE DATE

LEADERSHIP IN THE AGE OF DISRUPTION

8 MAY 2018 (TUESDAY)
9AM - 6PM
VENUE: BANK NEGARA MALAYSIA
PRICE: RM580.00 per pax

For more information and to reserve your seat, email info@leaderonomics.com

Leaderonomics
The Science of Building Leaders