

**"Your leadership is
revealed by what
happens in your
absence."**



7

Truths from
the book

**WHEN YOU ARE
NOT IN
THE ROOM**



The
Hidden
Story
of What
You Are
Really
Building

Javier Castillo Gil

TELONDON
2019

"You're Building Something—Even When You're Not Looking"

It's happening anyway.
Design it with intent.

1

What legacy is your
silence creating?

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2019

"Execution Is Not the Endgame— Culture Is"

Companies obsessed with execution miss the point: it's the culture that makes execution sustainable.

2

What if performance was just a side effect?

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TELLUSION
2019

"Leadership Without Congruence Is Theater"

You are not remembered for what you said, but for what you normalized.

3

Are you performing leadership—or practicing it?

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TELLUSION
2018

"Strategy Dies Where Behavior Begins"

A brilliant strategy gets
crushed by behaviors
that aren't aligned.

4

Are your systems
reinforcing what your slides
promise?

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"Engagement Isn't a Mood—It's a Reaction"

People don't disengage
randomly. They
disengage in response.

5

What if disengagement is
just the organization's
mirror?

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2019

"You Are Leading People; Not Processes or Outcomes"

Fears, beliefs, and hopes walk into work every day. That's what you're leading.

6

Can you lead effectively without truly understanding them?

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2018

"Built to Depend on You Isn't Built to Last"

You can't scale what you
won't let go of.

7

Are you building something
that only works with you in
the room?

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2019

It's Time to Build What Lasts

'When You Are Not in the Room'
is now available on Amazon

- *Paperback special early-reader price for limited time.*
- *Hardcover launch on August 6.*
- *Kindle soon to follow.*

Start reading. Start rethinking.
Start leading for what remains.

**Comment below with the
truth that hit hardest—
or grab the book today.**

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