

SELF LEADERSHIP

12 Powerful Mindsets & Methods
to Win in Life & Business



By Andrew Bryant

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Life as a Test

Do you ever feel that life is a test for which you didn't study or prepare for? Does work sometimes feel like a jigsaw puzzle and you are not sure if you have all the pieces?

Don't worry, we all have these feelings from time-to-time.

I think it's because, unlike a piece of electronic equipment, we don't come with an instruction manual. Sure, we go to school, but knowing the dates for famous battles or the sequence of the British Monarchy (although useful memory training) does not equip you for life and work in the 21st Century.

Through personal experience, research, and interviews with successful people, I have spent years putting together strategies to help myself and the people I coach to be more successful. Whether in life, love, health or career, wouldn't it be great to have an instruction manual that ensures success?

I call my strategies Self-leadership.

This mini-book contains some of my post popular tips, or life hacks. People who have adopted these mindsets and methods have succeeded in taking control of their lives or career.

Warning

Self-leadership is not a destination, it's a daily process. Once you read this book your life and career will not be magically transformed. However, you will be inspired to take daily action towards achieving results.

Based on my own experience, I predict that, at times you will fail to exercise self-leadership. You might 'lose it' in a conversation, you might miss your commitment to exercise it, or 'bomb' in a presentation to your boss. That's OK, because you can correct yourself, but you must take the feedback, adjust or adapt and keep going.

Just owning this book is not enough. You have to apply it. And the best way to know that you have self-leadership is when you can model it and teach others how they can become also self-leaders.

It's YOUR Life

Now it's time to get a little controversial!

Within 5-minutes of your birth, you were likely given; a name, a gender, a nationality, an ethnicity and a religion. None of these were your choice, but you might have found yourself defending these concepts or fighting against them and not knowing why.

It's true, we are born into an environment, and some environments are much safer, more comfortable and more nurturing than others. We can't change our past, but we can choose how we live our future.

Assuming you have made it to adulthood, it's time to take responsibility, it's your life and nobody can live it but you.

“Yes but”...Yes but this, Yes but that.

“Yes but, you don't understand my situation”

“Yes but” will rob you of the success you desire and deserve. “Yes but...” is saying that circumstances will beat you.

People who have overcome adversity or privilege to live a meaningful and impactful lives do not say, “Yes but”. It means providing excuses for failure.

Start a New Chapter

“It’s Your Life” used to be a TV show from the 50’s to 80’s in the USA and UK. In the show the host surprises a special guest, before taking them through their lives with the assistance of the ‘big red book’.

You can start writing your own ‘big red book’ today. By thinking differently and taking new actions, you change how your life will turn out. If you choose to be the ‘author’ of your life you will be ‘authentic’.

So let’s start today, find a notebook, or open a file on your computer/tablet and commit to start journaling for the next 60 days.

Together we are going to ‘design’ the best version of you.

Did you catch yourself saying, “Yes but”?

If you did, this is the first commitment you can make in that journal to start replacing, “Yes but” with “Yes and...”

When you say, “Yes and” you open up yourself to a whole world of new choices.

Some Motivation

Just in case your inner dialogue is saying, “this is all a bit hard”. Let me share with you the first of a few stories of self-leadership.

Damien was abused as a child, physically and psychologically. By age 6 he was living rough on the streets. Damien went through some tough times but made it to being an adult. One day, Damien decided to turn his life around. He set himself a challenge to get fit, and when he was fit, he decided to paddle a board from the Australian Gold Coast down to Sydney’s Bondi Beach. It’s a long way, look it up. Damien faced rough waves, sharks, dehydration and a host of other challenges, but he made it.

The experience allowed Damien to find peace with his past and he now dedicates himself to stamp out child abuse.

Damien, said that when life deals you a blow, you must “Accept, adapt and move on”.

This is a self-leadership mind-set. Stuff happens, but we can adapt and take action. Damien is also encouraging us to set a challenge and do something meaningful, more about that later.



Mindset #1:
OWN IT



Who owns what you think? Who owns what you feel?

Hopefully your answer is a strong, “I do!”

Mindset #1: **Own It**

Many people were expressly educated not to own two fundamental aspects of being human - the powers to think and feel. They were told specifically what to think and what to feel; often by well-meaning family members and teachers. It is well-intentioned to tell a child that one must think about looking before crossing a road, just as it is to teach them to fear poisonous snakes and spiders. This well intentioned ‘control’ goes too far when it teaches a child not to think he/she can achieve because of his/her background, or to hate because somebody has a different skin color or religion.

If you are reading this, you are conscious, and consciousness allows you to monitor your thoughts. This is essential to success as not all thoughts are equal. You might be standing on a balcony of a tall building and this thought comes into your mind, “I wonder what it would be like to jump off?” This is clearly not a healthy thought to follow through, and

hopefully your next thought would be in line with this conclusion. You might be looking at giving a presentation to your boss, client or investor, and you catch yourself thinking, “I’m not good at this, I’m going to tank.” This kind of thought is not going to prepare you to be successful. Your consciousness could allow you to replace this thought with, “I know my stuff, and how can I best prepare for maximum influence?”

Life tests you on how you own your thoughts; or in the immortal words of Henry Ford,

“ Whether you think you can, or you think you can’t - you’re right. ”

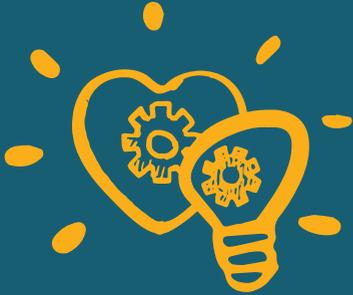
Owning your feelings is equally important. How many times have you said something like, “He makes me angry”, “She makes me frustrated”.

I know I have done this a lot, and it seems logical that someone else’s behavior causes you an emotional response. Certainly Hollywood movies promote this view, but it is disempowering. Why? Because they are your emotions, and if you accept he/she or they can make you feel a particular way, you are in hostage.

So step 1 is to own your thoughts and feelings and step 2 is to choose the good ones.

Mindset #2: CHOOSING TO THINK AND FEEL EFFECTIVELY





In the morning,
when the cockerel
crows, the sun
comes up and
in the cockerel's
mind he caused
the sun to rise
– but we know
different.

Mindset #2: Choosing to Think and Feel Effectively

Just because one thing precedes another, doesn't mean it caused it!

We live in a world of stimulus-response. Like dogs in a laboratory we have been conditioned to respond to bells. An email icon and ping occur on your PC, or a Facebook notification pops on your phone and you rush to check the information. We will look at managing your 'cues' a bit later, but first let's break the habit of jumping emotionally to each stimulus.

Start to notice and write in your journal, when you feel strongly triggered, either positively or negatively.

Some examples; 1) someone cut in front of you in traffic, 2) your spouse points out a fault, 3) your boss ignores an idea you put forward in a meeting, 4) you receive public acknowledgment for work well done.

Typically, but not necessarily, you would respond negatively with examples number 1 to 3, and positively to number 4. Since you own your thinking and feeling, you can choose a number of different responses to any stimulus or trigger.

A great self-leadership strategy is to experience curiosity, “I wonder why he/she did that” rather than “He made me angry!”

Life tests our emotional responses, if we react too quickly or too intensely, we can enter into a world of pain.

As you begin to journal your reactions, you can recognize patterns and we can start to write a new narrative or practice a new behavioral response.

A Personal Story

This story, which I sometimes share in my motivational speeches, is about a time when I was in a tough place. Back in 2000, I had experienced a business failure, and I was not feeling good about myself at that moment.

I was living in a cheap rented accommodation and I no longer had a car (sold to pay off debt). While I was waiting for a bus one morning, it started to rain which did not improve my mood.

When the bus arrived and the door swung open, I was greeted by a beaming smile, and “Isn’t it a great day?”

My first thought and feeling was to let the driver know, in how many ways it wasn’t a great day, but something about his authenticity made me stop.

I smiled, and agreed, if somewhat weakly, and entered the bus. As I looked around, I saw lots of smiling faces. I realized that the bus driver was making a positive difference to everyone’s life. It was at that point that I chose to apply my coaching skills to lead myself and positively influence others. Three years later I had written my first book and built an international business of speaking and coaching. I did this by getting in the driver’s seat.

Driver or Passenger?

In my second book, ‘Self Leadership – How to be a more successful, effective and efficient leader from the inside out (McGraw-Hill 2012)’, Dr. Ana Kazan and I used the metaphor of driver or passenger.

The concept is simple, when you are a passenger in a car or plane, you are comfortable and you are letting someone else make the decisions. When you are the driver or pilot, you take responsibility, you make decisions and you are accountable for the results.

To be a self-leader you need to move into the driver’s seat of your life and career. You have started to take notice

of your thoughts and feelings, next you will start to set intentions as to where you will go.

As a driver you accept that there will be bumps on the road, diversions and other vehicles. I will share with you some strategies to successfully navigate these.

It all starts with Intention

There are 3 I’s in my model of Self-leadership;

Intention, Influence and Impact.

Simply put, Intention is your “Why” and provides both motivation and direction for your life.



“ Why do you want to be successful? And what’s really important to you? ”

These two questions require some deep reflections and you may need a trusted friend or coach to help you get to the core of what drives you. The power of finding the answers is that you will never again need external motivation and you will have laser like focus on your way to getting there.

Let me give you a tip, money is not the answer. You might be surprised that we are not driven by money. Sure, we need some money and more of it creates greater comfort (up until a point). However, once we have enough money to cover our needs we are more likely to be driven by what money represents; power, influence, recognition, acceptance, security, rather than money itself.

I was coaching, a CEO who wanted my help for him to grow a business from

\$500, Million to a Billion dollars. I asked him “Why?” and his answer was along the lines of “because it’s a benchmark”. I asked him what his legacy would be and this got him thinking. He has subsequently set up a non-for-profit and started work, making sure his people got a share of the growth revenue.

I’m currently working with the leaders of another company who want to move from just under 2 Billion to 5 Billion, and whilst they also see the benchmark, they are driven by solving the problems for their clients, and the 5 Billion mark means they will have helped more people.

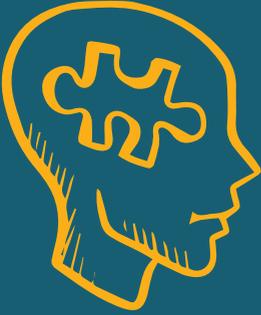
When you think you have found your “Why”, ask yourself, “And what’s important about that?” and when you get that answer, ask again “And what’s important about that?”

Keep asking until you get to the core of what drives you.



Mindset #3:

SELF- AWARENESS



Self-leadership emerges from self-awareness, which leads to greater ownership and behavioral flexibility, which in turn increases our ability to reach our goals.

Mindset #3: Self-Awareness

A study by Talent Smart found that 83% of top performers score high in self-awareness, regardless of industry or profession, yet just 2% of low performers possess this critical factor.

Let's look at two facets of self-awareness:

- 1. The things that are on our mind*
- 2. The things at the back of our mind*

The things that are on our mind include; images, words, associations and meanings. The things at the back of our mind include; values, motives, purpose, outcomes and intentions.

There is an often quoted (and misattributed) maxim, "The definition of insanity is to continue to do the same things over and over and expect different results". This quote suggests, that if you want different results you must change, and to change you must change your mind set before changing your action.

Self-awareness, allows us to ‘step back’ from a situation and ask, “Why am I doing this?”, “What causes me to see it this way?” and “How can I think and feel differently to get different results?”

And with these three questions you get a realization of what self-awareness is – the ability to take a ‘balcony view’ of what’s going on in your inner and outer world, and give you the power to choose.

Recently, I was coaching a General Manager (GM), who was in line for the director position if he could portray himself as, ‘a natural successor’. We were preparing him for a 2-day regional meeting where each of the GM’s would be challenged by the current director to challenge each other on each presentation.

I asked my coachee (let’s call him Simon), what previous behaviors he had engaged in that might not be seen as being of ‘natural successor’ category. With some reflection he identified that he tended to withdraw into himself when topics he was not familiar with were being discussed.

With this ‘balcony view’ Simon could see how this behavior could be perceived as disinterested, aloof or even insulting – certainly not the brand

he would need to portray as a natural successor.

Using the driver or passenger metaphor, I helped Simon make use of his self-awareness to affect his own behavior change for the regional meeting.

“ If you were a passenger in the car and you noticed that the driver was about to drive you both into a deep ditch, would you sit idly by or would you alert the driver or even grab the wheel? Of course you would alert the driver! ”

Simon realized, that he must, ‘put himself in the car’ and contribute for each presentation, to be fully engaged and communicate with words and body language that he is a ‘natural successor’ material.

Without self-awareness you are locked into a stimulus-response nightmare; operating from the unconscious and out of date programs and reacting to situations rather than influencing them.

If you want different results, you must change what you are doing and/or the

WHY DO YOU DO CERTAIN THINGS?

1. Because you believe you are right?
2. Because they are easy?
3. Because you were told?
4. Because you did it that way before?
5. Because you were intentional about what you wanted to achieve?
6. Because you got feedback that another way didn't work?
7. Just because?

way you are doing it. And to do this you must know why you do things (intention).

Simon recognized a pattern of behavior and was able to gain self-awareness about why he acted that way. In his case, he had not placed any importance on presentations outside of his immediate area. With this awareness he was able to make the change he needed to meet his outcome.

With Self-awareness comes the ability to predict your personal behavior and thus control it when needed or wanted.



Mindset #4:
**SELF-
CONFIDENCE**



Self Confidence is the critical success factor for life and career. I often encounter highly competent people who are sabotaging their full potential through a lack of confidence.

Mindset #4: Self-Confidence

As the famous William Shakespeare wrote:

“ Our doubts are traitors,
and make us lose the good
we often might win by fearing
to attempt. ”

Confidence is not arrogance, it isn't walking into a room thinking you are better than everyone else, it's walking in and not having to compare yourself to anyone at all.

To build your confidence you start with ownership of your personal power. I have already shared with you the importance of owning your thoughts and feelings. These are your internal powers. Your external powers are your ability to speak and your ability to take action.

Others will measure your confidence by what you say and how you say it, what you do and how you do it. People can be equally competent but the way they communicate confidence can vary significantly.

I remember dropping my first iPad and slightly bending the case by the volume button. This resulted in the volume adjust icon being permanently on the screen. I went to a store that sold Apple products and asked the assistant for help. He said he could fix it but did not look or sound confident. My lack of trust in his confidence was confirmed when he told me that he might crack the screen in his attempt to fix my problem.

His lack of confidence prompted me to get a second opinion. This time, at a booth by the train station that fixed phones. I asked the young guy there for help and he said, “No problem”. I asked about cracking the screen, and he said, “Sure that could happen but I know what I’m doing.”

Do you have a voice, do you have a perspective? Are you able to take action?

The answer to these questions should be a confident, “Yes”. Take ownership of these two facets of personal power.

Will your perspectives always be correct?
Will your actions always bring success?

Of course not! But when you speak and act confidently your results will definitely be better than if you act from self-doubt.

Build your confidence by taking stock and ownership of the things that you have said and done that have been successful.

You have learned to walk, you have learned to talk and you have learned to read. Have you acknowledged yourself for these things? Probably not, but if you have ever watched somebody recover from an accident or disease, you will know how difficult these things are.

Now, you have mastered some other skills that others will find difficult. Take ownership of these and acknowledge your strength. This will build your confidence.

With clear intention, self-awareness and self-confidence you can begin to self-lead, and be intentionally you. In the words of the British actor, Sir Anthony Hopkins:

“ It’s none of my business what people say of me and think of me. I am what I am and I do what I do. I expect nothing and accept everything. And it makes life so much easier. ”

Mindset #5:

SELF- EFFICACY





Self-efficacy is a word from psychology that means the belief that whatever comes our way, we can handle it.

Mindset #5: Self-Efficacy

With self-efficacy we are prepared to try new things, take the feedback and keep moving. With self-efficacy we are more resilient and can be creative and innovative.

With confidence we take ownership of the present, and with self-efficacy we take ownership of our future. Self-efficacy is built through an acceptance of the consequences of any situation no matter whether they are good or bad and the belief that you can deal with them.

The mantra for self-efficacy is:

“ There is no failure - only feedback for improvement. ”

The Nike tagline JUST DO IT, may prove to be the most prophetic advice of the century.

At school and university, we are usually trained to get the right answers. So is it any wonder that we fear taking action lest we should fail? Yet, failing has fast become the new modus operandi in today's start-ups. Software companies have developed agile design to get prototypes out and feedback in, as fast as possible.

Waiting to get it perfect is no longer feasible or even desirable. And in life, making mistakes leads to progress and faking perfection leads to unhappiness.

Taking action, getting feedback, checking assumptions, and making adjustments are the real secrets to success. By having this mind-set and behavioral habit, you will develop the resilience to handle whatever comes your way.

Developing a 'Do it' attitude and habit requires, overcoming fear, developing

your self-efficacy and increasing your confidence.

Using feedback to adjust behavior to improve performance will create positive results, which in turn reinforces self-confidence when we take ownership of those results.

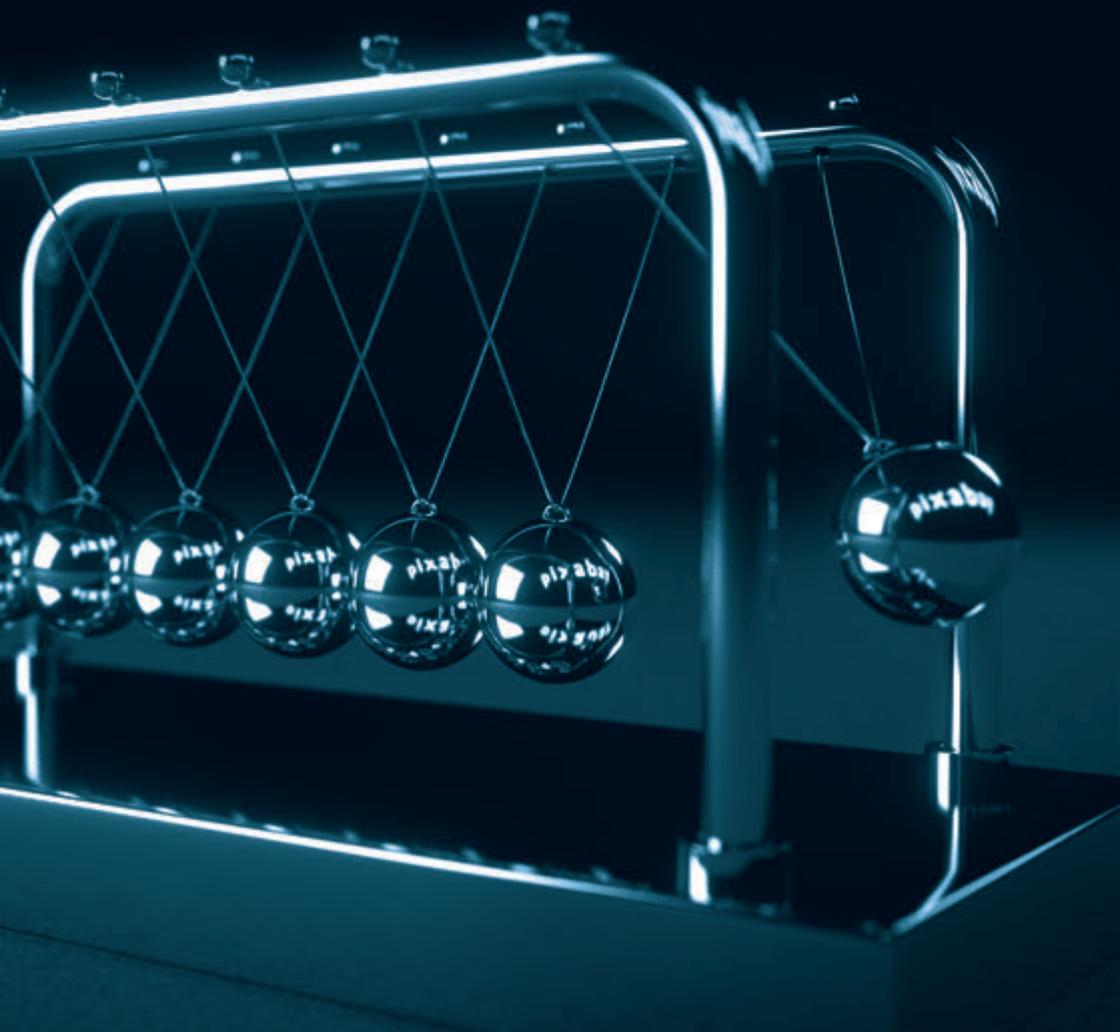
So, set some bold goals now! Write them in your journal. Take action, get the feedback, and if need be, make adjustments. Who knows what you might achieve?

The self-leader does not say, "I will get good and then I will be confident". The self-leader says,

“ I will take action and build my confidence. ”

Mindset #6:

INFLUENCE





Influence can simply be described as getting somebody to do something, which he/she wouldn't have done if you didn't ask.

Mindset #6: Influence

Self-leaders have a confident voice, clear intention and the self-efficacy to ask.

Self-leaders make better sales people and marketers because they are clear about what they want, what they have to offer and are not afraid to ask.

If you are going to ask for a pay-rise, pitch for funding or ask a client to buy your product, you will need to practice your self-leadership, if you want to increase your chance of success.

So when you want to influence, listen to what the other person or people are saying or doing. Their words and actions, just like yours, are communicating their intentions.

When somebody shares something with you; ask, "That's interesting, and what's important about that?"

Whatever the person says next is a belief, a value or an intention that will drive his/her future

behavior. Why? Because people do what's important to them.

If you can connect what you want them to say "Yes" to, with what is their existing intention you have a sure-fire strategy for influence.

Let me share a story about how you will be able to influence others, if you apply self-leadership to influence yourself.

In 2010, a shy Spanish-speaking South American woman, left her home and family to start a challenging new job in Singapore.

I asked her, what she was thinking and feeling at that time. "I was very afraid" she said.

What was she afraid of? "Of working with people better than me", she said.

DOES THIS RESONATE?

Do you compare yourself with others, and give them more credibility than you give yourself?

I asked Victoria (not her real name) what she thought she brought to the job, what strengths she had that would enable her to be good.

"I am focused and understand the complexity of projects, and can work with different people from different cultures and build trust."

I asked her, "How many people in the world can do what you do, the way you do it?" And her answer was, "Not very many". So I asked why she should be afraid that others would be better than her.

"I'm shy and sometimes I have an idea but can't speak up in meetings."

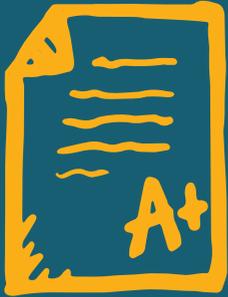
Victoria was failing to influence because she lacked confidence in her abilities and the self-efficacy to speak up.

Through coaching, Victoria realized that she is someone of value, that she has been through so many challenges and overcame them. She became aware that she had been negatively comparing herself with other people, and that this was not only unhelpful, but often the reverse was true. Victoria has now stopped comparing and has been very successful as an influential leader on some very complex projects. The key to her influence success is to be intentional and confident.

Mindset #7:

IMPACT





Who you are as a human being is not up for judgment. You should value yourself 100% because you are unique and capable of learning and growing.

(more about this in the methods section on self-talk).

Mindset #7: Impact

The world does not measure your self-worth, it just measures your impact. What you say and what you do, will be measured against criteria, depending on context.

If your job is to dig ditches. Your impact is measured by the depth and length of the ditch you dig each day. The good news is that as we progress in life, we will be paid less for what we do, and more for what we influence others to do.

The key to success is leverage. Or as the Greek philosopher and engineer Archimedes said, “Give me a place to stand and with a lever I will move the whole world.”

A pop star is not paid once for singing a song, he/she is paid royalties on every time that his/her recorded song is played. The coder who writes an app, gets paid every time it's downloaded or subscribed to.

As a leader you leverage, every time you develop a member of your team, or coach them to leverage their team.

Self-leadership could be simply, influencing yourself to achieve your objectives, however, when you help other people to access their self-leadership you leverage the number of people who will take responsibility for their personal power, and be accountable for their results.

If you are in sales, your impact could be measured in how many units of your product you sell. However, as a self-leader you will measure your impact in the leverage you give your client.

I was recently at a sales kickoff for one of my clients, Red Hat, and the CEO,

Jim Whitehurst, said this:

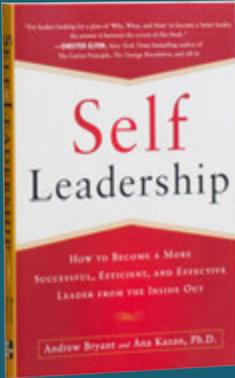
“ You don't need a Ph.D. in sales to understand that if you solve the existential problems of your customers - you will be successful. ”

Self-leaders are not selfish. They recognize that we are always in relationships, or part of a community. Personal success is to be applauded, but those people who make a difference to others will be celebrated.

Once you take responsibility for yourself, you will become less needy and be able to positively influence others, which in-turn will also make you feel better about yourself.

SELF- LEADERSHIP METHODS





In our book, ‘Self Leadership – How to be a more successful, effective and efficient leader from the inside out (McGraw-Hill 2012)’, Dr. Ana Kazan and I shared a number of tested mental and behavioral actions to attain and maintain self-leadership.

Self- Leadership Methods

In my speeches, coaching and workshops (live and online), I also share various methods or life-hacks for a more successful life and career. You have learned 7 Mindsets and now here are 5 methods to consolidate your self-leadership.

1. Change your narrative

We all have an inner dialogue – the words we say to ourselves. These could be things like, “you can do it” or “it’s too hard”. With self-awareness (supported by journaling) we can catch our self-talk and notice a pattern or narrative.

What you think affects what you feel, and what you feel influences what you say and do, and what (and how) you say and do creates your impact – therefore you need the best scripts. As previously mentioned, today is the start of a new chapter. What do you want to write and who do you want to be.

2. Choose your best self

Self-leaders realize that we must ‘be’, before we ‘do’, before we ‘have’. So most goal setting is backwards because people write down what they want to have. Instead, this method requires you to reflect and commit to who you want to be so that you will naturally be doing the things that will result in you having what you want.

For example – you might want to ‘be’ happier. Well, if you choose to be grateful for what you already have, you will immediately feel happier. Research and my own experience has proved this to be true. Not only are people who are grateful (and write this in their journal) happier, they tend to attract more opportunities and therefore have more to be happy for.

If you want to be a better leader, start visualizing yourself as the confident person who thinks strategically (rather than reacting), and releases the passion in others towards a noble vision.

Now you choose.

3. Say, “NO” more often

There are two sides to any decision – Saying “Yes” to what you want and saying “No” to what you don’t want. The first two methods are about saying, “Yes” to a more positive narrative and

image yourself, now you must say, “NO!” to the things that will derail you from achieving these things. I’m not talking about a polite ‘no’, I’m talking about an absolute, physical rejection, an uncompromising and decisive, “Hell No!” to all that will stop you from achieving success in life and career. These include:

- Other people’s opinions of who you should be
- Negative self-talk about your self
- Habits that are not aligned to your ideal self
- The need for approval before you feel good about yourself
- Discounting your value in the market place
- Being indecisive or procrastinating

So make a list of the things you will say, “NO” to and go to a place where you can privately make a lot of noise. Pin that list up and shout, “NO!” at it until, you will never allow those things in your life again.

Please note, this exercise is about developing your power to say no, and

about overcoming years of conditioning that has tabooed you from saying, “NO”. I am not suggesting you scream, “NO”, next time your boss asks for something. But use this skill with the power of influence, to get what you really want.

4. Do a Dance of Joy

Affirmation and celebrations are essential to reinforce your self-leadership and ensure success in life and career. It’s too easy to focus on how far we have to go and not notice what we have already accomplished.

Each time you accomplish something you set out to do, such as; went for exercise, wrote in your journal, made a sales call, or coached a staff member – celebrate. Now, how you celebrate is your choice, it could be as simple as a little ‘dance of joy’ or giving yourself a reward.

The key is to acknowledge your journey, to reinforce positive habits, and to enjoy life.

5. Create Cues for Success

Our brains are busy, and if we can help them to be tuned in to success without thinking too hard then we make success easier. Examples include:

Simple methods, but they add up to make a more successful you.

- If you want to exercise in the morning, have your gym gear ready beside your bed, so that when your alarm goes off you don’t have to stumble around finding stuff.
- If you need to make sales call, have your list prepared and ready the night before so that you can start dialing first thing in the morning when you are fresh.
- Have a motivational track to play when you need to get ready for an important meeting or presentation
- Practice a few deep breaths before meeting anybody new. This will get you centered and allow you to let go of any baggage so that you can start with a good impression.
- Make sure your favorite shirt/dress/suit are always ready and pressed. It feels great to wear clothes that are comfortable and make you look good.
- Collect quotes that inspire you. Post them around your work space.



SUMMARY



Living small does not serve the world. When you become the best version of yourself, you inspire others to do the same.

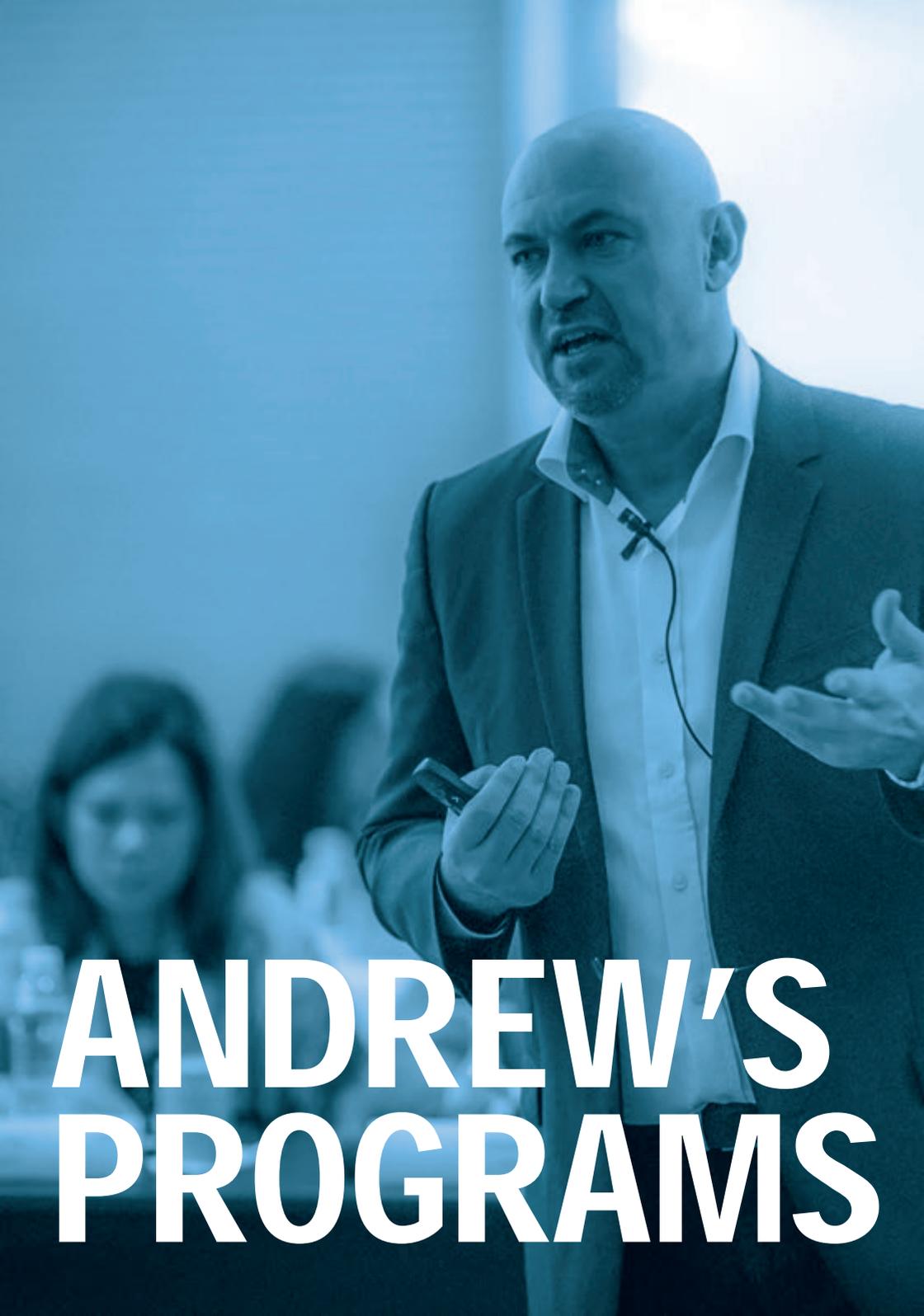
Summary

It's your life, self-leadership is about being in the driver's seat and living authentically.

When you find that your self-leadership is inspiring others, you will be motivated to keep doing more.

From the words of Dr. Seuss, in the book 'Places You Will Go':

“ You have brains in your head,
You have feet in your shoes,
You can steer yourself,
In any direction you choose! ”



ANDREW'S PROGRAMS

Andrew's Programs

1. Leadership & Motivational Speaker

Whether a convention, company leadership meeting, or sales kick off, Andrew can customize an inspirational and relevant keynote speech or workshop.

“Having worked in the conferencing and events industry for quite some time, claims of ‘engaging’ and ‘cutting edge content’ from professional speakers can end up to be nothing more than rhetoric. Not so with Andrew! Commanding the stage from start to finish, filling the room with energy, all whilst imparting practical strategies and tools for our senior business audience, Andrew really set the tone for our 3 day show and made a big impact on our audience.”

- *Natalie Williams, Deloitte*

“Andrew’s captivating key-note session at our latest partner event has been greatly appreciated. His session was highly engaging and impactful for the audience. What makes him truly unique is his ability to customize and deliver to meet his clients’ needs. It was a pleasure to see him in action.”

- *Monica Jerath, Hewlett Packard*

2. Executive Coach

As a coach to ‘C-Suite and Senior Leaders, Andrew has a wealth of experience in how to develop strategic leadership, executive presence and influence. Face-to-face or video conference coaching sessions with Andrew are available for a limited number of executives or entrepreneurs each year.

“It’s extremely difficult for me to articulate just how much Andrew has done for me professionally. He is a tough, no holds barred, leadership coach who took the time to understand me and work through my improvement areas with patience and thoughtfulness. I came away from each of my coaching sessions learning more things than I can count.

He is insightful, knowledgeable and extremely effective. He is an expert in self-leadership, executive presence, emotional intelligence among many other

management and leadership disciplines and I am grateful to have been given the opportunity to be coached by him. His practical approach to coaching together with the tools and tips he equipped me with have set me up with a solid foundation to grow and be confident in my career. I will forever be indebted to Andrew for his excellent coaching, guidance, knowledge and support.”

- *Anjali Thalayasingam, Virtusa*

3. Master Coach for Organizational Leadership Development

Andrew has developed a global network of experienced coaches, and oversees leadership and culture development for a number of global companies.

“Andrew is easily the most outstanding coach / consultant I’ve met in the field of personal communications, leadership, and executive development. The work he did for me and my team was truly transformational and contributed to extraordinary business results. There is no question in my mind that the work he does has a very real impact on financial performance of a business. I wouldn’t hesitate to recommend Andrew to any senior manager/executive who wants their personal soft skills, or those of their top leaders, to become market-leading.”

- *Grant Halloran, CEO*

4. Facilitating Workshops and Leadership Retreats

Andrew has designed and delivered part, single and multiple day programs for clients on topics on self-leadership as well as organizational leadership, executive presence, women in leadership, coaching, mentoring, influence and communication excellence. His facilitation style is highly engaging, with lots of gamification for participants to gain new perspectives as well as new knowledge.

“I have used Andrew’s services over a period of 5 years in Microsoft to support some very ambitious change management initiatives. His extraordinary communication and presentation skills, his rich use of language coupled with a very authentic style has made a very positive impact in our organization. Without hesitation, I would recommend Andrew any time, he clearly stands out as an inspiring leadership and transformational coach.”

- *Matthias von Bescherer, Microsoft*

“Passionate. Insightful. Practical. Three words come to mind when I think of Andrew’s workshops. He has a knack for keeping participants engaged and his interactive style keeps an audience, be that 12 people or 12k people, eager to learn more from him. His high energy levels and customized presentations appeal to audiences across multiple levels. He is at ease working with a culturally diverse audience as is aware of nuances of learning that come from different cultural learning styles. I have seen Andrew in action more than once and each time it has been a great learning experience!”

- *Dr. Tanvi Gautam, Singapore Management University*

For more information:

Connect with Andrew on LinkedIn: <https://sg.linkedin.com/in/andrewbryant>

Or visit www.selfleadership.com or www.andrew-bryant.com

Andrew Bryant is a high energy speaker and insightful coach, with a powerful message about how to lead yourself and influence others to achieve success.



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Andrew has worked with audiences as large as 12,000, facilitated team alignment with small and mid-sized groups, and worked 1-on-1 with 'C-level' executives to become better leaders. Results from working with Andrew have included; positive changes in organization culture and people's mindsets, increased sales, productivity and teamwork with reduced negative conflict.

With Dr. Ana Kazan Ph.D. he wrote the book 'Self-Leadership: How to Become a More Successful, Efficient and Effective Leader from the Inside Out' (McGraw-Hill 2012). This book is a guide to personal power as well as being used on MBA programs to teach how to influence employees to take ownership and be accountable for results.

Living in Asia for the last 14-years and working globally, Andrew has insights and perspective on what it takes to be an effective entrepreneur and leader of people in a multi-cultural world.

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