

# Conclusion

All these chapters and topics explained on numerous matters we require to learn as a leader and deliberately practice mastering those matters.

It would be magnificent progress when you received the real-time opportunity to work out all these what we have explained in this book.

What I have discovered that all the leaders who are prosperous in their lives, all plunge into any initiatives or assignments whenever they come across.

They are not hesitant about accepting an assignment. The only way we can experience deeper is by performing numerous challenging works as a leader.

Any amount of book, certification, cannot benefit us to deeply know about these subjects until we encounter all these skills.

We need to share our own story from our own journey.

We need to create our own leadership brand.

According to a Nielson survey, 59% of consumers prefer to buy new products from brands familiar to them.

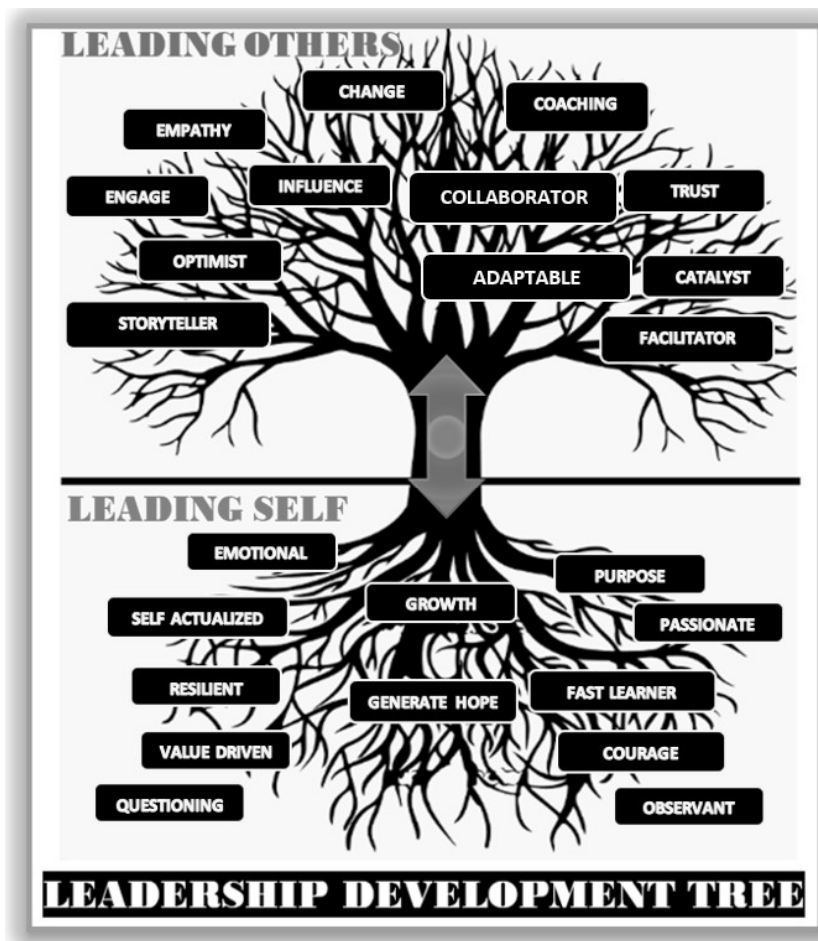
## **How do you establish a Leadership brand?**

The founder of Amazon, Jeff Bezos, says it even better: “Your brand is what other people say about you when you’re not in the room.”

- Every successful brand has an impressive purpose behind it. As a Leader, we should have very distinct our purpose.
- Differentiate from the competition and generate a unique value.

- For whom you are preparing yourself. Who will consume your service and why?
- The definite benefit, the value end-user will receive, it has to be accurately call out.
- Communicate, communicate and communicate
- Consistent with your message, do not confuse your end-users
- What are the few keywords associated with your offering for those you should be known for?
- Your brand should be remarkable for something, what is that you should be recognized for

Let us look into the leadership development tree.



Let us retrospect where we are in all these three pyramids.

### How appropriate are at your “Leading Self” Pyramid?

Please rank the 1–5 scale, 5 being the highest. Please give it a thought while rating yourself. It is you who require upgrading the present state.

1. I have my **Purpose** clearly defined, and I am constantly examining my Purpose? Rate 1–5 scale, 5 is the Highest.
2. I am driven by my **Value and belief**. I can rate my value-driven progress at? Rate 1–5 scale, 5 is the Highest.
3. I am **Passionate** to attain my purpose and thoroughly working on it? Rate 1–5 scale, 5 is the Highest.
4. How far am I to reach the **Self Actualization** state? Rate 1–5 scale, 5 is the Highest.
5. I am constantly monitoring my **Resilience** status and I can rate my state is at? Rate 1–5 scale, 5 is the Highest.
6. I am **Self-driven**, and I know how to **re-energize** myself. I can rate my Motivation state is at? Rate 1–5 scale, 5 is the Highest.
7. I am always **Optimist** and learn from my **Setback**. I can rate my Positivity state is at? Rate 1–5 scale, 5 is the Highest.
8. I invariably seek for **New Ways of working**. I can rate my **Growth mindset** state is at? Rate 1–5 scale, 5 is the Highest.
9. I am always **Curious** and ask **powerful questions** to discover the unknown. I can rate my competence to discover the unique thing is at? Rate 1–5 scale, 5 is the Highest.
10. I am learning anything very rapidly with **Deliberate practice**. I can rate my learning ability? Rate 1–5 scale, 5 is the Highest.
11. I continually monitor **my Self-state and refine**, I invariably look into my Ego and cultivate, I look into my mental Bias and review. I can rate my mental inspection frequently exercise? Rate 1–5 scale, 5 is the Highest.
12. I am reviewing **Courage** state at a certain interval. I take action to overcome the limitation. I can rate my mental inspection frequently exercise? Rate 1–5 scale, 5 is the Highest.

Leading Self, the rate is =  $50/60 = 83\%$ , you need to be at **Level 5** in **Leading Self** Pyramid Hierarchy!

When you achieved Mastery in all these areas your followers will claim you as a Level 5 leader!

### **How good is at your “Leading Others” Pyramid?**

Please rank the 1–5 scale, 5 being the highest. Please give it a thought while rating yourself. It is you who require upgrading the current state.

1. I am **Empathetic** to my companions. I am continuously developing my empathetic skill; I can rate myself at 1–5 scale at? 5 is the Highest
2. I ensure I **Trust** my companions, I am credible and Trustable, I am continually working on these skills, I can rate myself at 1–5 scale at? 5 is the Highest
3. I Engage my companions, I **energize, empower, and encourage** my team members, I can rate myself at 1–5 scale at? 5 is the Highest
4. I **Coach** my companions, I am constantly refining my **coaching skills**, I can rate myself at 1–5 scale at? 5 is the Highest
5. I am cognizant of **Social skill, behavior science**, I am working on this to build up my social intelligence, I can rate myself at 1–5 scale at? 5 is the Highest
6. I am great a **Collaborator**, I am the **chief catalyst** for a collaborator, I can rate myself in 1–5 scale at? 5 is the Highest
7. I am excellent at **Change management**, I am a change agent, I work on this topic to strengthen myself, I can rate myself in 1–5 scale at? 5 is the Highest
8. I ensure I create **Psychological Safe heaven** at the organization, I welcome feedback and take action to enhance my competency, I can rate myself in 1–5 scale at? 5 is the Highest
9. I strive for winning the **heart and mind** of my companions, I can rate myself in 1–5 scale at? 5 is the Highest
10. I am a **storyteller** and I **facilitate, influence** better my companions though this approach, I can rate myself in 1–5 scale at? 5 is the Highest

11. I am **adaptable** with the changing scenarios, I am improving, I can rate my current state in the 1–5 scale at? 5 is the Highest Leading Others, the rate is =  $50/50 = 100\%$ , You are at **Level 5** in **Leading Others** in the Pyramid Hierarchy!

When you achieved Mastery in all these areas your followers will claim you as a Level 5 leader!

### **Leadership skills to focus on**

1. How do you want to rate your **Ambition** skill on the 1–5 scale? 5 is at the Master level?
2. How do you want to rate your “**Willingness to work hard**” skill on the 1–5 scale? 5 is at the Master level?
3. How do you want to rate your **Enterprise** skill (Creativity, Problem-solving, Teamwork, Communication, strategic thinking..) on the 1–5 scale? 5 is at the Master level?
4. How do you want to rate your **Astuteness** skill on the 1–5 scale? 5 is at the Master level?
5. How do you want to rate your **Ability to “Stick to It”** skill on a 1–5 scale? 5 is at the Master level?
6. How do you want to rate your **capacity for Lucid writing** skills on the 1–5 scale? 5 is at the Master level?
7. How do you want to rate your **Imagination** skill on the 1–5 scale? 5 is at the Master level?
8. How do you want to rate your **ability to spot the opportunity** skill on the 1–5 scale? 5 is at the Master level?
9. How do you want to rate your **Enthusiasm** skill in the 1–5 scale? 5 is at the Master level?
10. How do you want to rate your **Capacity to speak Lucidly** skill on a 1–5 scale? 5 is at the Master level?
11. How do you want to rate your **Single Mindedness** skill on a 1–5 scale? 5 is at the Master level?
12. How do you want to rate your **willingness to take risk** skills on the 1–5 scale? 5 is at the Master level?

13. How do you want to rate your **Ability to take decision** skills on the 1–5 scale? 5 is at the Master level?
14. How do you want to rate your **curiosity** skill on the 1–5 scale? 5 is at the Master level?
15. How do you want to rate your **Empathy** skill in the 1–5 scale? 5 is at the Master level?
16. How do you want to rate your **Skill with Numbers** on the 1–5 scale? 5 is at the Master level?
17. How do you want to rate your **Capacity for abstract thought** skills on the 1–5 scale? 5 is at the Master level?
18. How do you want to rate your **Integrity** skill in the 1–5 scale? 5 is at the Master level?
19. How do you want to rate your **Ability to administer efficient** skill in the 1–5 scale? 5 is at the Master level?
20. How do you want to rate your **Analytical ability** skill in the 1–5 scale? 5 is at the Master level?
21. How do you want to rate your **Resilience** skill on a 1–5 scale? 5 is at the Master level?
22. How do you want to rate your **Open-mindedness** skill on the 1–5 scale? 5 is at the Master level?
23. How do you want to rate your **Adaptability** skill in the 1–5 scale? 5 is at the Master level?
24. How do you want to rate your **learning ability** skill in the 1–5 scale? 5 is at the Master level?
25. How do you want to rate your **team engagement, empowerment** skills on the 1–5 scale? 5 is at the master level?

Leadership skills, the rate is =  $125/125 = 100\%$ ; You are at **Level 5** in Leading Skills for leaders Hierarchy.

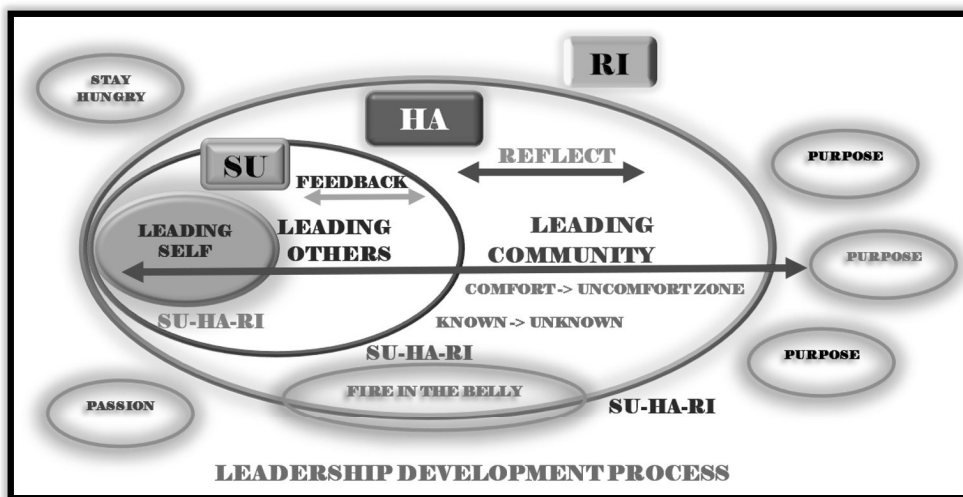
When you achieved Mastery in all these areas your followers will claim you as a Level 5 leader!

Research by psychoanalysts, neuroscientists and neurologists suggest people learn best when they are stretched outside their comfort zones.

What actions are you picking up and where you look at your when your performance is unsatisfactory? **Self-assessment and taking actions** are the sole form through which we can grow into a stronger leader. There are no other alternatives. Every month for many years this ritual has to adhere to.

Evaluate your “**Scorecard**” and see how often you are following a good process.

What did you do that got you your success? What caused your failures? Look at the problems from another person’s point of view and then develop a plan from that perspective.



The above diagram illustrates the Leadership development process. One of the fundamental pull is Purpose-driven. We all require to set a purpose for our existence. A significant purpose for which we are seeking to accomplish. Leading self is an endless evolution process.

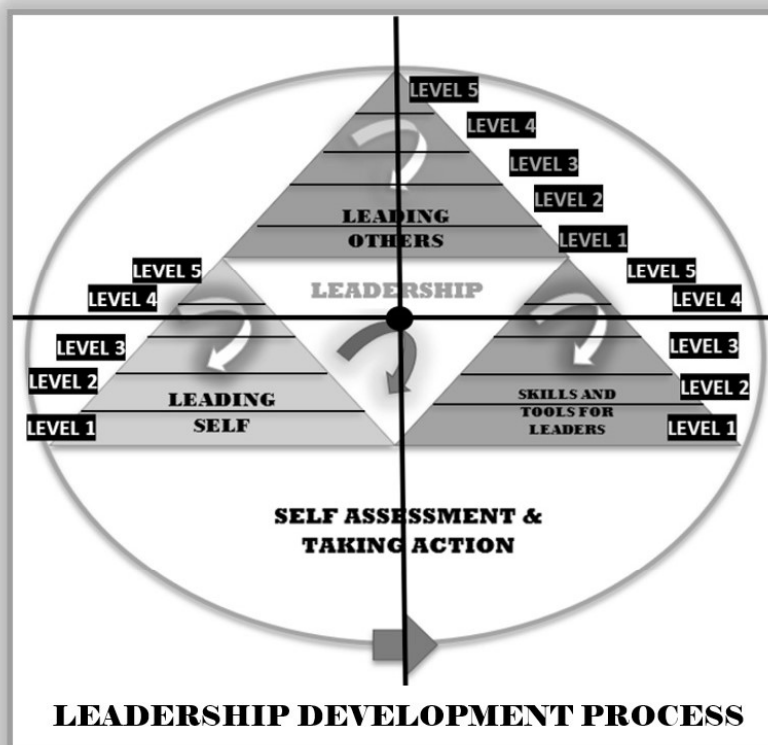
In this model we go to **Su-Ha-Ri** state.

**Shu-ha-ri** is a Japanese martial art concept which illustrates the stages of learning to mastery.

- **Shu** “protect”, “obey”—traditional wisdom—learning fundamentals, techniques, heuristics, proverbs

- **Ha** “detach”, “digress”—breaking with tradition—detachment from the illusions of self
- **Ri** “leave”, “separate”—transcendence—there are no techniques or proverbs, all moves are natural, becoming one with spirit alone without clinging to forms; transforming the physical.

Leading others again an endless development process, and we pass through **Su-Ha-Ri** state. As a part of the Leadership development process, we establish excelling in Community leadership. All these are interconnected. In every stage, development takes place through feedback collection and self-reflection. We take action to transform ourselves. Everything takes place beyond our comfort zone. We have to be passionate to satisfy our purpose. We have to stay hungry, and we should have fire in the belly to accomplish the purpose. We can certainly raise our leadership capability when we adopt this model.





In the above diagram, explains that Leading self, Leading others and tools & Skills have 5 steps prosperity stages. We have to invariably self-gauge and analyze how we are raising into mastery state. Level 5 is absolute in each pyramid. This is an ongoing flow of leadership development process.

I have asked a couple of my leadership friends, what made them successful? I have captured their words into the self-made word cloud. All these words are important to grow into a successful leader.

**AN AWESOME LEADER= f (LEADING SELF, LEADING OTHERS, TOOLS & SKILLS)**



***A note from Steve Jobs Sandford commencement address:***

*When I was 17, I read a quote that went something like: “If you live each day as if it was your last, someday you’ll most certainly be right.” It made an impression on me, and since then, for the past 33 years, I have looked in the mirror every morning and asked myself: “If today were the last day of*