



A BLESSED CHRISTMAS TO ALL!

“Give to Live. Live to Give.”

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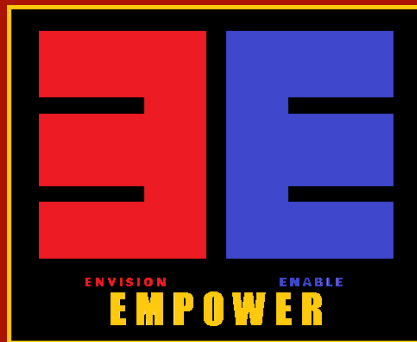
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4Q 2012 | Issue 7 | Brought to you by:



GIVE TO LIVE. LIVE TO GIVE.

*“It is easy to focus on what we want to receive, but the
power of giving is where the magic happens.”*

- @ValaAfshar

I’ve marked this quote as one of my twitter favorites as it
perfectly described my thoughts for this Christmas season
– and all throughout the year 2012. The quote echoed
another favorite: ***The hands that give, receive.***

This 2012, I’m so grateful that three items in my bucket list
were fulfilled (*two of them were surprise blessings*). While
there were low points and learnings this 2012, I remained
focused on our family mission:

***“To serve, learn and grow continuously, with love and joy,
for God, family and community around us.”***

By focusing on this purpose, I experienced the fulfilling joys
of serving and giving, which made whatever challenges I
faced small and conquerable. Receiving the two surprise
blessings were wonderful bonuses – *“where the magic
happened”* as my twitter favorite said.

This 2013, I commit to continue living my personal passion
and mission ***to discover, develop, maximize and share the
Power in U.*** As another one of my twitter favorites, Deepak
Chopra (@DeepakChopra), has said: ***“Anything that is of
value in life only multiplies when it is given.”*** - EC

POWER TOOLS

Recommended by
Elaine Cercado

WHY SHOULD YOU JOIN A VOLUNTEER PROGRAM?

Sylvia Ann Hewlett (@sahewlett), president of the Center for Talent Innovation (CTI), contributed in HBR Blog Network the article "Strengthen Your Workforce Through Volunteer Programs."

Some excerpts from her article:

According to the Deloitte Volunteer Impact Survey, **Gen Ys who frequently participate in their company's volunteer activities are more likely to be very proud to work for their company, feel very loyal, and are very satisfied with the progression of their careers.** These sentiments hold true across different generations – from the Gen X to the Baby Boomers, men and women.

Corporate volunteer programs range from one-day community service activities to mini-sabbaticals that send top performers to developing countries to lend their expertise to nonprofit organizations and proven entrepreneurs. Such volunteer assignments can do more than inject excitement into a humdrum job; **they can ignite a career. Who knows what kind of connections could result?**

They're not just a "nice to have" perk but **a retention tool, leadership development opportunity, and strategic business initiative.**

Reference:

http://blogs.hbr.org/hbr/hewlett/2012/03/strengthen_your_workforce_thro.html?cm_mmc=n-pv--AWAREN--HEWLETT_POST--030512

CHARITIES: WHICH CAUSE WILL YOU SUPPORT?

Choose a charity that is aligned to your values and cause.
My personal choice:

ANCOP (<http://www.cfccancop.org>)

"**ANCOP** is an acronym for **ANSWERING THE CRY OF THE POOR**. It is a program founded by Couples for Christ, now a duly registered entity under the name **CFC ANCOP-TEKTON FOUNDATION, INC.** **ANCOP** is a licensed Social Welfare Agency by the Philippines' Department of Social Welfare & Development. The child as one of the entry points is supported thru the **Child Sponsorship Program (CSP)** where donors have a direct link to the child and family through letters. This establishes emotional connection & sustained support. The physical well-being of the child and his family will likewise be addressed by the **Health & Nutrition Programs**. The family and community entry points are actualized through values formation and the Christian Life Program or CLP. The community as one of entry points is supported by the **Shelter** and **Livelihood** programs and is integrated in **Community Development**."

OTHER CHARITIES OR INSTITUTIONS BASED IN SINGAPORE YOU MAY WANT
TO SUPPORT:

CareCorner (<http://www.carecorner.org.sg>)

Institute of Mental Health (www.imh.com.sg)

Caritas Singapore Community Council (<http://www.csc-singapore.org/indexflash.html>)

Gift of Love Hospice (35 Boon Lay Avenue, Singapore 649962)

GK1World (<http://www.gk1world.com>)

POWER NOTES

Find & Share JOY at the Workplace

By Elaine Cercado

**"Have you
found joy in
your life? Has
your life
brought joy to
others?"**

**The Bucket List
movie**

In the movie "The Bucket List", Morgan Freeman's character asked Jack Nicholson's character the following questions: **Have you found joy in your life? Has your life brought joy to others?**

For me, these questions serve as guide or criteria for life's fulfillment of one's purpose. The answers serve as indicators to the continued pursuit of what makes one's life meaningful, purposeful and joyful.

Happiness at the workplace

Since many of us spend long hours at work, the two questions should be asked and answered from a work context, alongside the personal context or life in general. Interestingly, I came across a recent article from Channel News Asia about Singapore's national level of happiness at work. The article highlighted the result of a survey done by NUS Business School, which summed up that *"Singaporeans are less happy but have a greater sense of achievement."*

The co-author of the survey, Dr Tambyah Siok Kuan, said that the decline in national happiness level (compared to 2006 survey results) could be due to the country being at a point where growth in national income is no longer being translated into greater happiness for the average person. She concluded that Singaporeans are looking for more non-material gratification now that the majority of the population has attained a certain standard of material comfort.

These results reinforce that lasting success is not measured by material wealth. Different people may use different measures of success at different points of their lives. **What I've personally learned in the last 20+ years is that finding real joy and then sharing that joy could make the most ordinary and simplest among us very successful.**

How do you find, share and sustain joy at the workplace?

- **Find Your PASSION**

I shared in a previous article the two things I ask my mentees to reflect on when finding their passion: What is that one thing that excites you most? Teach others three things about it. To those whose passion is very clear to them, the answers come almost instantaneously.

Stephen Covey, in his book *The 8th Habit* said, *"Passion comes from the heart and is manifest as optimism, excitement, emotional connection, determination. It fires unrelenting drive. Enthusiasm is deeply rooted in the power of choice rather than circumstance.... It is that which energizes your life and gives you your drive. It is the fuel at the heart of vision and discipline. It keeps you at it when everything else may say quit."* Your mission in life – or at work – should be fueled by your passion. If your mission has no passion, then it is not your path.

POWER NOTES

Find & Share JOY at the Workplace

(Continued)

By Elaine Cercado

- **Find Your PASSION**
- **HELP Others**
- **LEARN Continuously**
- **Stay ANCHORED**

(Continued from page 3)

- **HELP Others**
Oprah has said, **"Everybody has a purpose bigger than themselves. If you're only serving yourself...small life."** I strongly agree with Oprah! Team up with your officemates or friends to volunteer in a charity or institution that is aligned with your personal cause. Aside from cash donation, you may share your time and talents. In our E-Bites newsletter issue 7, I listed some of the charities and institutions that you may support in Singapore. I marked this recent tweet as favorite: **Live a recommendable life - shift from random to deliberate acts of kindness** (@ValaAfshar). Make that shift now!
- **LEARN Continuously**
Learn something totally unrelated to your current work or career. **The joy you gain from discovering and learning a new hobby, interest or sport could inspire you at work and could bring you in fellowship with others who may bring joy into your life.** I enjoy making digital scrapbook and movies using our iMovie software, which I learned through 'trial and error'. Through this, I've brought joy to some of our families and friends by creating movie projects for them in honor of their birthdays or other milestones. I also discovered the joy (and pain☺) of running with my

husband, and joined marathon runs in the last two years. The benefits of exercise have certainly positively impacted all aspects of my life.

- **Stay ANCHORED**
One insight from the NUS study on Singapore's level of happiness is that **material wealth is not a lasting anchor for lasting joy.** In fact, material success could even lead to dissatisfaction or discontentment, and could result to stress in one's health. We know from our study of Maslow's hierarchy of needs that we move through our fundamental needs, from the physiological and safety needs to the higher needs such as love / belongingness, esteem and self-actualization. As you move through life's journey: **Find your anchors (values, purpose, principles) & be firm with them. Once you are firmly anchored, you are strongly empowered!**

The Bucket List movie ended with the two lead characters fulfilling their joint bucket list – in their death (to know exactly how, you've got to watch the movie☺). I sincerely hope you don't wait this long to find joy and give joy to others. Find your passion. Help others. Learn something new. Stay anchored. Today is the perfect day to start!



OUR JOURNEY SO FAR

By
Elaine Cercado

We celebrated our fourth year as a limited liability partnership (LLP) consultancy based in Singapore last March 2012. When I look back at our past 4-year journey, I'm amazed by how blessed we've been despite the very limited resources we had and the challenges we faced. Equipped mainly with a burning passion and mission **"to discover, develop, maximize and share the power in U,"** exciting windows and doors of opportunities opened for us throughout. Together with my wonderful LLP Partners, I am honored and grateful to take our journey further – toward the best that is yet to come.

A quick look at our last 4 years

Global Collaborations. We are privileged to have partnered and worked successfully on key MNC projects with some of the best and most reputable global learning companies such as CEGOS (UK, Germany and Asia-Pacific), IMPAX (US), Change International (Germany), MyLearningBoutique (Switzerland), High Impact (Philippines), and most recently, Upskills (Philippines).

SME Ventures. In Singapore, amidst the very competitive environment, we found our niche in the SME sector by doing consulting works through support from SPRING, WDA and HCS on HR development initiatives and through the recent Innovation & Capability Voucher (ICV), in collaboration with another consultancy, PDLA Asia.

Industry Certifications. My partners and I have achieved national and industry certifications in training, assessment and consulting in Singapore and Australia. We certainly practiced what we preached as we applied the mission to ourselves – we continuously developed the power within us.

Relevant Programs. Our own range of solutions – the TCOB (Taking Care of Business) solutions for SMEs and the EMPOWER mentoring-coaching programs have been updated a few times to ensure they stay relevant with the changing needs and demands of our current and prospective clients.

Individual Impacts. One of the best parts of what we do is seeing, hearing and feeling the actual transformation at the personal level. This kind of affirmation strengthens our resolve to continue what we do at de'POWERinU (DPU). When a mentee facing a crossroad is able to make a choice, or when a mentee going through difficult times with her boss and colleagues rises above the challenges, or when a mentee shares her newfound mission and vision statement with much conviction – these are my favorite moments as a mentor and coach – when I could impact one heart, one life at a time.

This issue's title **"Give to Live. Live to Give"** is the perfect description to our journey so far. We've been giving to live out our DPU mission. And DPU lives on so we can give our time, talents and treasures.

Discover. Develop.
Maximize.
Share.
The POWER in U!

- Our Passion, Our
Mission

EMPOWER MENTORING-COACHING PROGRAM MODULES

- **PURPOSE:** *finding your mission & vision*
- **RELATIONSHIPS:** *impacting people positively and valuing diversity*
- **SELF-MANAGEMENT:** *improving time & stress management, balance and emotional intelligence*
- **LEADERSHIP:** *leading those from up, down, side and out*
- **SITUATIONS:** *solving problems and making decisions*
- **FINANCES:** *understanding and building your financial plan*

Program options & schedule

- One-to-one or small group mentoring
- One module may take one to two sessions
- Ideally, one session every week; one session lasts about two hours

To inquire or to book a session, email depowerinu@me.com, subject: EMPOWER Mentoring-Coaching, or call +65 6271 0208.

1Q 2013 CALENDAR

January 2013

"Delivering Powerful Talks" part 2 – An EMPOWER seminar with SFC Singapore

February 2013

[Empower Series 6] Purpose: Defining Your Mission & Vision - *open enrolment*

E-Bites Issue 8

March 2013

A TCOB (Taking Care of Business) training course for SMEs (details tba) - *open enrolment*

1Q 2013

A GLC training event with CEGOS (tbc)

OTHER BITS

Download all past e-bites [empower bites] issues from <http://www.slideshare.net/elainecercado>. (See "Documents")

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www.facebook.com/POWERinUTrainingandCoaching/

Follow me at www.twitter.com/ElaineCercado (@ElaineCercado)

Grant us, then, the grace for giving
With a spirit large and free,
That our life and all our living
We may consecrate to Thee.

—Murray

You may give without loving, but you can't
love without giving.



e bites [empower bites]

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Registration No. T08LL0335D

30 Keppel Bay Drive #07-42

Singapore, 098650

Tel +65 6271 0208

Website www.depowerinu.com
www.powerinu.com.sg

Email your feedback or suggestions to
depowerinu@me.com
info@powerinu.com.sg