

e bites

[empower bites]

February 2011 | Issue 2

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Become great this 2011. Not just good, but great! But how do you define and achieve greatness?

“Become Great”

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“Give the world your best anyway” – Mother Teresa

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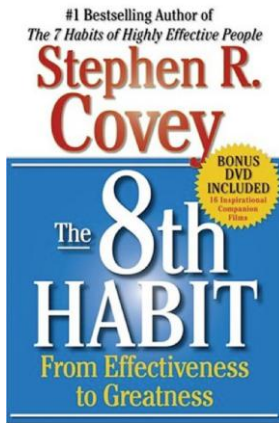
Empower Your Network

*The famous Stephen Covey, in his book, The 8TH Habit, wrote: The call and need of a new era is for **greatness**. It's for **fulfillment, passionate execution** and **significant contribution**.*

After I left the corporate world, I chose to pursue my passion in “maximizing a person's potentials”, and became determined not to measure success in terms of position, power or income.

I just focused on empowering a person by discovering and developing his/her potentials. It is about inspiring one person, one heart at a time. The business opportunities and income flowed inward as I progressed with this ‘outward’ commitment. Great indeed!

- Elaine Cercado



THE 8TH HABIT: From Effectiveness to Greatness

by Stephen Covey

POWER BOOKS

Thanks to Paulette Lirio for recommending this book.

“Since the shift happened during the global recession, **each citizen has to find a way to move on in quest of new solutions and successes.**

Success, while relative, may be defined very differently this time when each individual need to find new sources of energy in themselves to thrive and ride the wave of the still unstable global economy. Tapping deep into inner resources each person has, and helping others do the same is something meaningful to me since transformation is a necessity in all social fronts.

To be successful though in this transformation work, I have to work primarily in **developing my emotional intelligence** so I can

transcend obstacles that may hinder my personal transformation work and the transformation work I am involved with my family, business community, church community and greater society.

Trust and the speed of creating and sustaining trusting relationships are very much in the heart of it and are called for in all my relationships. I think this is a very basic core need from the first stage of our human development that if broken becomes a lifetime issue hindering us from our personal and leadership effectiveness.”

Paulette Lirio
de'POWERinU Partner

THE IMPORTANCE OF VALUES IN THE WORKPLACE

By Elaine Cercado

As a manager, I have hired and promoted people who were not necessarily the top graduate or the best expert. But I've always made it a point to hire and promote people who exuded a positive and professional approach; demonstrated their integrity and credibility; delivered consistently high quality of work (especially under pressure); and demonstrated enthusiasm, energy, confidence, humility, ability to learn quick, pro-activeness, emotional intelligence; among others.

*These are what I collectively call **operational values**, others may call these set of attitude or soft skills. I put equal, if not, more weight to these relative to the hard skills or competencies required of the job.*

How would managers know your operational values?

The concrete examples you give. When accomplishing your performance appraisal (for possible promotion) or answering an interview question (in a hiring exercise), remember to give specific examples. If you would show your change management skills, then cite a time when you adapted to a new company direction, e.g. when your company went through a significant change like a merger or acquisition that impacted the corporate vision or culture, or an

organizational restructuring that impacted your job or reporting relationship, or an industry technology shift that made you face new competitors.

When I started my regional job, I leveraged the experience of working with a culturally diverse team and used that as an example to show my adaptability to my bosses. When our business model & sales approach changed from a transactional to solution selling, I changed habits, learned new skills and went out of my comfort zone. It is important to give specific examples relevant to the position requirements, to show how you handled a specific situation / challenge, and to share the outcome of your approach. These would give the hiring manager a very good picture of your operational values.

The patterns you show in your records. Your records such as your resume, or your historical performance appraisals, speak for themselves. Your managers look at patterns in your resumes, at ratings in your appraisals, or at feedback from people you work with if your company practices 360-degree feedback process. An experienced manager would be able to read any inconsistencies or

POWER NOTES

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gaps in your records, and validate accordingly. I once hired a country sales manager because he exuded professionalism and confidence, gave specific examples that demonstrated his systematic approach to things, and showed in his record a pattern of working only with global brands and companies known for their world-class products and solutions. To me, his record showed his underlying values for excellence and integrity. I perceived him as someone who had standards and would not compromise them, even at the expense of making unpopular choices. And I was right indeed.

The X factor. This is the intangible, the gut feel, and the chemistry. It's hard to place a finger into this. As a manager, I've had my share of disappointments and learnings as I've hired people who gave excellent specific examples and showed great record patterns, and yet were unsuccessful in their roles. Whenever I looked back, the one thing I would say to myself was "I should have stuck to my gut feel" (during the hiring process). One example was when I hired a marketing professional who seemed introvert during the interview process. As it turned out, the person was indeed extremely introverted that it

became an obstacle to effective performance, as the role required a lot of team collaboration.

As a manager, my biggest learning is that for a critical position in the company, I have to look at the hard skills as well as the operational values, which I can find from all three key factors – the concrete details and quality of the interview, the patterns on the person's records, and the X factor. If the interview and records show the person is 90% perfect, and yet I have that 10% reservation, then I would re-evaluate. The point is that there has to be a big check mark in each of these three key factors.

POWER NOTES

JOINT PROJECT BY:



Finchy Filipino



EMPOWER YOUR NETWORK

(First in a series of Professional Talks)

21 May 2011 • 2:30pm

7107 Flavours, #02-02 Marina Square, 6 Raffles Boulevard

Fee: \$45 only (inclusive of 2-hour talk, Filipino merienda, networking session, attractive giveaways and lucky draw)

"Love Life. Live Passionately" limited tote canvass bags will be given for the first 5 registrants!



A talk for Filipino professionals on effective networking

In this constantly changing and demanding times - characterized by growing opportunities, increasing knowledge and high demand for value creation - professionals cannot simply rely on the same network and contacts.

To multiply and diversify opportunities as you create value, you must build or enhance relationships. Attend this talk to gain skills in voluntary, systematic and planned approach for effective networking!

*Speaker: Elaine B. S. Cercado
Managing Director, de'POWERinU Management Consultants LLP*

Call +65 6271 0208, or email depowerinu@me.com, SUBJECT: EMPOWER YOUR NETWORK. Learn how you can empower your network! Register now. Limited seats available.

"People are often unreasonable, illogical and self-centered; forgive them anyway.

If you are kind, people may accuse you of selfish, ulterior motives; be kind anyway.

If you are successful, you will win some false friends and some true friends; succeed anyway.

If you are honest and frank, people may cheat you; be honest and frank anyway.

What you spend years building, someone could destroy overnight; build anyway.

If you find serenity and happiness, they may be jealous; be happy anyway.

The good you do today, people will often forget tomorrow; do good anyway.

Give the world your best anyway.

You see, in the final analysis, it is between you and God; it was never between you and them anyway."

MOTHER TERESA

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