

bites

2Q 2012 | Issue 5 | Brought to you by:



ACHIEVE MEANINGFUL SUCCESS

How do you define and measure success? Do you measure by financial reward, position and power? Do you measure by the meaning, joy and contribution of what you do regardless of the material gains? What is successful to you may or may not mean the same to another as people come from different circumstances and use varied standards.

In this issue, e-bites will share a different way to define, measure and achieve success. Hopefully, you will be inspired and empowered to define, measure and achieve your own success – in a meaningful way.

THE NEW EMPOWER LOGO

“3E: ENVISION. ENABLE. EMPOWER”

ENVISION your mission to live a purposeful life.

ENABLE positive relationships through effective behaviors.

EMPOWER your strengths through relevant knowledge, enhanced skills and constant practice.

“Achieve Meaningful Success”

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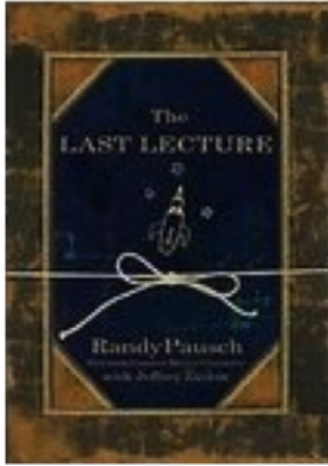
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POWER BOOK & TOOLS

Recommended by
Elaine Cercado

THE LAST LECTURE by RANDY PAUSCH

Some of my favorite quotes and learnings from the book:

"We cannot change the cards we are dealt, just how we play the hand."

"Have something to bring to the table, because that will make you more welcome."

"If you can find an opening, you can probably find a way to float through it."

"What we really want them to learn is far more important: teamwork, perseverance, sportsmanship, the value of hard work, and an ability to deal with adversity. This kind of indirect learning is what some of us like to call a "head fake."

"It's such a shame that people perceive you as being arrogant, because it's going to limit what you're going to be able to accomplish in life – said in a way that made me open to his criticisms, to listening to my hero...a 'Dutch' uncle, a person who gives you honest feedback."

And these are just in the first 33% of the book. Randy shares more of his inspiring strength, humor and wisdom about life & living. It's a refreshingly powerful book!!

Recommended WEBSITES & BLOGS

Blanchard Leader Chat (<http://leaderchat.org>) is a forum to discuss leadership and management issues. It is one of my favorites in twitter (@LeaderChat) as it tweets simple, practical and relevant leadership and HR-focused updates and resources. Here's one of my recent tweet favorites from @LeaderChat on self-leadership:

"7 Practical Questions That Will Multiply Your Influence"
<http://leadchangegroup.com/7-practical-questions-that-will-multiply-your-influence/>

HBR Blog Network (<http://blogs.hbr.org>) is an excellent source of blogs about leadership and management. I like that their blogs are mostly based on research and case studies. It is published by **Harvard Business Publishing**, which was founded in 1994 as a not-for-profit, wholly owned subsidiary of Harvard University. Its mission is to improve the practice of management and its impact in a changing world. Here's a recent HBR blog on sustaining success:

"Ten Reasons Winners Keep Winning, Aside from Skill"
<http://blogs.hbr.org/kanter/2012/08/ten-reasons-winners-keep-winni.html>

A Manager's Journey from Success to Significance

By Elaine Cercado

At first, there was the joy of success, then the pursuit of significance – through simplification and service. Such was my professional and personal journey – from a successful manager in a complicated corporate world to a servant leader in a simpler path.

If you are an experienced professional and at a crossroad, my story might just inspire you to make that important decision. If you are young and still building your career, you might still learn some life lessons that could help you sooner or later.

The Seeds and Fruits of Success

I worked in a multinational company (MNC) right after graduating from the university at the age of 18, and achieved early success in my career. I moved to bigger MNCs, and took bigger and more complex leadership roles. My first international assignment – with full expatriate benefits – came when I was 27 years old. I worked hard and enjoyed well the fruits of my labor. While there were challenges, it was a joyful journey – as I shared and celebrated the victories – together with the learnings and failures that inevitably came with every success – with my equally successful husband and son.

When I was in my 30's, I started to question what my purpose in life might be, and began to define what that was. While I was leading an organization and team to achieve business results, I was also yearning for something meaningful personally. Part of my discernment process was talking to people whom I trusted, reading books of authors who inspired me, and journaling my thoughts and prayers. It went on for some years. Then a friend at work gave

me a gift that helped me define my mission and vision in life. The gift was the book "The Path" by Laurie Beth Jones, which provided me a practical and simple yet deep and profound process from which I formed my personal mission and vision, and our family mission and vision statements.

"To serve, and continuously learn and grow, with love and joy, for God, family and community around us." (Cercado family mission statement, January 2005)

"To develop the potentials and gifts of people I'm with – at home, in the community and at work – and to serve as an inspiration and model to them." (Extract from my personal mission, 27 April 2005)

While I was already managing and leading a team in my MNC job, I was not sure if I was fulfilling my mission in the professional context. I was certain though that I could do more and better. At home and my faith community, things were at least shaping and gravitating toward my personal and family missions.

In 2008, the convergence of personal, family and professional missions happened – and I felt the bigness and significance of my mission coming to life! This actually proved true what Laurie Beth Jones listed as 11 false assumptions about missions, which included "my job is my mission, my role is my mission, and my 'to-do' list is my mission". Indeed, Laurie's process produced missions broad enough to encompass all aspects of life.

Simplification and Transition

I wrote in my journal on 14th of October 2007 ***"Simplify your life and you'll be one step closer to me."*** I knew in my heart that was

POWER NOTES

"To know even one life has breathed easier because you have loved; this is to have succeeded."

Bessie Stanley

A Manager's Journey from Success to Significance

(Continued)

By Elaine Cercado

POWER NOTES

"I have a strong belief we are called to do what we do. And when we're called, we're given the energy... You move, a door opens, and you walk through that door. In time, another door opens and you walk through that door."

Frances Hesselbein

(Continued from page 3)

God's answer to my prayer. His grand plans began to unfold quickly in December 2007, and by 16th of January 2008, I spent my last day at the MNC I worked with for 16 years. I wrote in my personal blog then, *"During my farewell speech...I recalled my journey that started when I was single. I got married, raised a child, migrated to another country and progressed. God has truly blessed me with a supportive company, great friends and team at work, an enriching career, and a balanced life throughout."*

Redefining what success meant to me became my next step in the journey. I wrote in my 25 April 2008 blog, *"When I first told Elai (my son, who was 11 then) about the change at work, he asked me candidly 'but Mom, why will you stop when you are successful already?' I explained that I've wanted to make a change and reinforced that success is not just measured by one's work position or money. Two insights came out: I felt thankful that Elai understood my work realities, i.e. high work demands. On the other hand, I was concerned he'd define success solely based on material gains. I also realized that my 20-year career success has defined me and that it would be a challenge transitioning to my new life. Hence, I resolved to redefine my life by redefining success in terms of His goodness and faithfulness to a mission."*

Re-Defined Success

The transition process didn't happen overnight, and to-date, it's still a continuous 'work in progress'. But it has been a journey full of blessings and affirmations so far. The big change has actually

fortified the important and constant elements in my life – the love in the family, the joy of service and friendships in the community, the gifts of time and talents, and faith in God.

One poem best captured the newfound success I have found:

"What is success? To laugh often and love much; To win the respect of intelligent people and the affection of children; To earn the appreciation of honest critics and endure the betrayal of false friends; To appreciate beauty; To find the best in other; To leave the world a bit better, whether by a healthy child, a garden patch, Or a redeemed social condition; To know even one life has breathed easier because you have loved; This is to have succeeded." (Excerpts from poem by Bessie Stanley, 1904)

I believe we all have our special calling and purpose in life. In our website, I recommended the book "Finishing Well, Book 3: What's Next?" The story of Frances Hesselbein, former head of Girl Scouts of America and volunteer in many other non-profit organizations inspired me. She said: *"I have a strong belief we are called to do what we do. And when we're called, we're given the energy... You move, a door opens, and you walk through that door. In time, another door opens and you walk through that door."* In this path I'm journeying, I am indeed excited and energized to open the next door and experience the next adventure that waits!



EVENTS

Up Close with LISA MACUJA
Empower Series 4

12 May 2012
SP Jain Center of Management

EMPOWER MENTORING PROGRAMS

- **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 over three to five sessions, depending on the agreed focus
- 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, or call +65 6271 0208.

ONGOING / UPCOMING EVENTS

July 2012

Soft Launch

New de'POWERinU website

- Check out our revised site – www.depowerinu.com
- Read & comment in our POWER Notes.

August 2012

Launch

Empower Mentoring Group in Facebook

- Receive articles, tips, blogs, newsletters, event invites. Network with other professionals.
- Email depowerinu@me.com if you wish to join

September 2012 (date & venue to be confirmed soon)

Empower Series 5

Finances: Understanding Your Resources

November 2012 (date & venue to be confirmed soon)

Empower Series 6

Purpose: Defining Your Mission & Vision

Email depowerinu@me.com for Empower series details

OTHER BITS

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

"The measure of your life will not be in what you accumulate, but in what you give away."
Wayne Dyer

"If you learn from defeat, you haven't really lost."
Zig Ziglar



e bites [empower bites]

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