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# TALENZ

## Talenz

NEWSLETTER PUBLISHED BY THE YOUNG MANAGERS THINK TANK FOR THE YOUNG MANAGERS IN THE GENERAL INSURANCE INDUSTRY

### **Note from the Editorial team:**

*Trust 2013 has been meaningful and great to you till date!*

*The Think Tank is very much active and will be organizing a few key activities for all of you this year, starting from the coming Young Manager's Forum. We look forward to meeting some of you there, and for your continued support and encouragement.*

*Happy reading!*

## Success: Inspiration or Perspiration?

Breakfast talk by  
Christopher Tock on 27  
Nov 2012

The 2<sup>nd</sup> Breakfast Talk series with the theme “Success: Inspiration or Perspiration” was attended by 41 young managers of the industry.

Mr. Christopher Tock, founder/ Director of SocialGrooves.com shared his success story of how he had translated his early work experience to realize his noble intention and achievements till date. His company is

a social media consultancy that generates business through creating trends via influencers and online-on-ground action.

He was recently awarded the Young Entrepreneur Award, and is now a co-founder of Empowering Youth Endeavours (EYE) Project Management Sdn Bhd with the aim to raise marketability of local graduates by matching right talents to the right company.

Questions were posed by participants on his challenges and how did he

overcame them. It was truly an inspiring session for all who were present.

Participants were then treated to a networking breakfast. [YMTT]





## SELF e-LEARNING

Check out this website <http://www.mindtools.com> for free access to a variety of self learning/ knowledge materials. Free apps for smart device available to be downloaded too.



# This One Leadership Quality Will Make or Break You

*Mike Myatt*

One of the most often overlooked aspects of leadership is the need for pursuit. Great leaders are never satisfied with traditional practice, static thinking, conventional wisdom, or common performance. In fact, the best leaders are simply uncomfortable with anything that embraces the status quo. **Leadership is pursuit** – pursuit of excellence, of elegance, of truth, of what's next, of what if, of change, of value, of results, of relationships, of service, of knowledge, and of something bigger than yourself. In the text that follows I'll examine the value of being a pursuer.....



Here's the thing – pursuit leads to attainment. What you pursue will determine the paths you travel, the people you associate with, the character you develop, and ultimately, what you do or don't achieve. Having a mindset focused on pursuit is so critical to leadership that lacking this one quality can sentence you to mediocrity or even obsolescence. The manner, method, and motivation behind any pursuit is what sets truly great leaders apart from the masses. If you want to become a great leader, become a great pursuer.

A failure to embrace pursuit is to cede opportunity to others. A leader's failure to pursue clarity leaves them amidst the fog. Their failure to pursue creativity relegates them to the routine and mundane. Their failure to pursue talent sentences them to a world of isolation. Their failure to pursue change approves apathy. Their failure to pursue wisdom and discernment subjects them to distraction and folly. Their failure to pursue character leaves a question mark on their integrity. Let me put this as simply as I can – you cannot attain what you do not pursue.

Smart leaders understand it's not just enough to pursue, but pursuit must be intentional, focused, consistent, aggressive, and unyielding. You must pursue the right things, for the right reasons, and at the right times. Perhaps most of all, the best forms of pursuit enlist others in the chase. Pursuit in its purest form is highly collaborative, very inclusive and easily transferable. Pursuit operates at greatest strength when it leverages velocity and scale.

I also want to caution you against trivial pursuits – don't confuse pursuit with simple goal setting. Outcomes are clearly important, but as a leader, it's what happens after the outcome that you need to be in pursuit of. Pursue discovery, seek dissenting opinions, develop your ability unlearn by embracing how much you don't know, and find the kind of vision that truly does see around corners. Don't use your pursuits to shift



paradigms, pursue breaking them. Knowing what not to pursue is just as important as knowing what to pursue.

It's important to keep in mind that nothing tells the world more about a leader than what or who they pursue – that which you pursue **is** that which you value. If you message to your organization you value talent, but don't treat people well and don't spend time developing the talent around you, then I would suggest you value rhetoric more than talent. Put simply, you can wax eloquent all you like, but your actions will ultimately reveal what you truly value.

Lastly, the best leaders pursue being better leaders. They know to fail in this pursuit is nothing short of a guarantee they'll be replaced by those who don't. All leaders would be well served to go back to school on what I refer to as the art and science of *pursuitology*.

What's been the best thing you've pursued? What pursuit has led you astray. Reflect?

**Mike Myatt** - Leadership advisor to Fortune 500 CEOs and Boards, author of *Leadership Matters . . . The CEO Survival Manual* and managing director and chief strategy officer at N2growth. Prior to N2growth he served as president and COO of a commercial real estate investment bank, managing director of a law firm, director of Internet strategy for the country's largest web enablement firm, and he founded what was prior to its sale one of the country's Top 50 interactive advertising agencies. He is also a syndicated columnist and contributing editor on topics of leadership and innovation.

### Breakfast Talk snapshots!



A note of appreciation to  
all participations in making  
this session a success!

# The 10 Reasons Why we Fail

By David DiSalvo

LEARNING  
CORNER

Luke: "I can't believe it"  
Yoda: "That is why you fail..."

His research into the traits of influencers and **achievers** continues, and as he turn more pieces of this puzzle around to fit the whole, more ideas appear to him as a fit for this space. In this edition, reflections on falling short — more precisely, why we fail despite ourselves.

The **10** reasons are:

- 1 • Like Yoda said, you just don't believe it
- 2 • Other people have convinced you of your "station"
- 3 • You don't want to be a disrupter
- 4 • You think, "what if I die tomorrow?"
- 5 • You wonder how you will be remembered
- 6 • You think there must be a pre-established role for your life, and you might be screwing with it
- 7 • Your career appears to be well-established and that's good....right?
- 8 • You are afraid of losing what you have built
- 9 • You think, "maybe i've hit my ceiling."
- 10 • Confusion about where to go.



For full version / details, please click to

<http://www.forbes.com/sites/daviddisalvo/2012/08/07/the-10-reasons-why-we-fail/>

David DiSalvo a science, technology and culture writer who contributes to Forbes, Scientific American Mind, The Wall Street Journal, Psychology Today, Esquire, Mental Floss and a smattering of other publications. His first nonfiction book, "What Makes Your Brain Happy and Why You Should Do the Opposite" (Prometheus, 2011) is available in paperback and Kindle, and his second book, "The Brain in Your Kitchen" is now available for Kindle. More at my website: [www.daviddisalvo.org](http://www.daviddisalvo.org).



## 3<sup>rd</sup> Young Managers Forum

27 March 2013

### “Developing Talent”

The objective of the Forum:

- To create a platform for recognizing young talents from the general insurance industry
- Synergizing/ harmonizing talents and capabilities of these young talents
- Creating a networking opportunity for the young talents from the general insurance industry

An exciting programme is being planned which includes a corporate story telling on the need for talent development and a session on developing talent.

We have also identified several issues and problems on talent management which we want to also hear from the participants on how the industry can overcome these issues/ problems using the world café concept.

The target audience is the mid-level managers up to age 40 years old.

We expect to see 100 young managers there! Let you be one of them!

Check with your HR/Learning/ Training Department for further details on nomination for participation.

CLOSING DATE FOR PARTICIPATION IS 11 MARCH 2011

PIAM's Circular to all member companies has been issued to all on 5 Feb 2013 for nomination by your respective company to be a part of this exciting 3<sup>rd</sup> Forum.

**COMING  
SOON:  
Inter-Company  
Games**



Something exciting is being planned for the young managers to have a friendly sports competition amongst the members of the general insurance industry.... Get yourselves fit to represent your company and stay tuned for details.

### BE HEARD!

Share your thoughts/ feedback on the newsletter, or to provide any suggestions etc to [talenz@piam.org.my](mailto:talenz@piam.org.my)