

work//life DAILY

Strategies to get you to the top

Only the gifted few can wing it and if you're wondering who they are — you're not one of them

Daniela Ongaro

The modern workplace has become a highly changeable environment where it's never been harder for leaders to achieve success. Gone are the days of serving your time with the company, patiently waiting in line a decade or so for the first promotion up the rungs of the corporate ladder.

Dr Peter Fuda (pictured), a global authority on leadership and adjunct professor at the Macquarie Graduate School of Management, says modern leaders must learn to thrive in an ever-shifting, increasingly demanding world.

"The relentless march of new technology, radical disruption of new business models, public failure of major institutions, highly aggressive and demanding shareholders ... we are experiencing more change than at any time in history and at an increasingly accelerated rate," he says. "Do you learn, adapt and dance with it, or what most people do, which is take that chaos and create more chaos?"

The leadership expert

Dr Fuda's strategy for success:

- **Leadership is a mindset not a position**

You can lead from anywhere. Think of Rosa Parks, a seamstress from Alabama whose refusal to give up a bus seat led to the civil rights movement.

- **Know your values**

Knowing what are your most important values, such as having human connections and relationship

or working in learning environments, will help you decide what opportunities to pursue.

- **Have higher standards for yourself than anybody else**

Do things from an internal fire not because it's what others expect of you.

- **Have a contribution mindset**

Look to add value and invest in relationships at work because you are effectively building up deposits. When it comes time to make a withdrawal, because you've given so much, people are desperate to do things back for you. Most people do the opposite and look for what they can get.

- **Look to improve 1 per cent every day**

In the modern environment, improvement is not one big thing, it happens as a series of very small, cumulative changes that build momentum until it's like a snowball that is unstoppable.

Don't:

- **Have an ego**

As you start to have success that will encourage you to have an ego and ego tends to encourage complacency. In a world where nothing stands still for very long, complacency is usually followed by atrophy. As the saying goes, "to succeed in the modern world you need a big brain and a small ego".

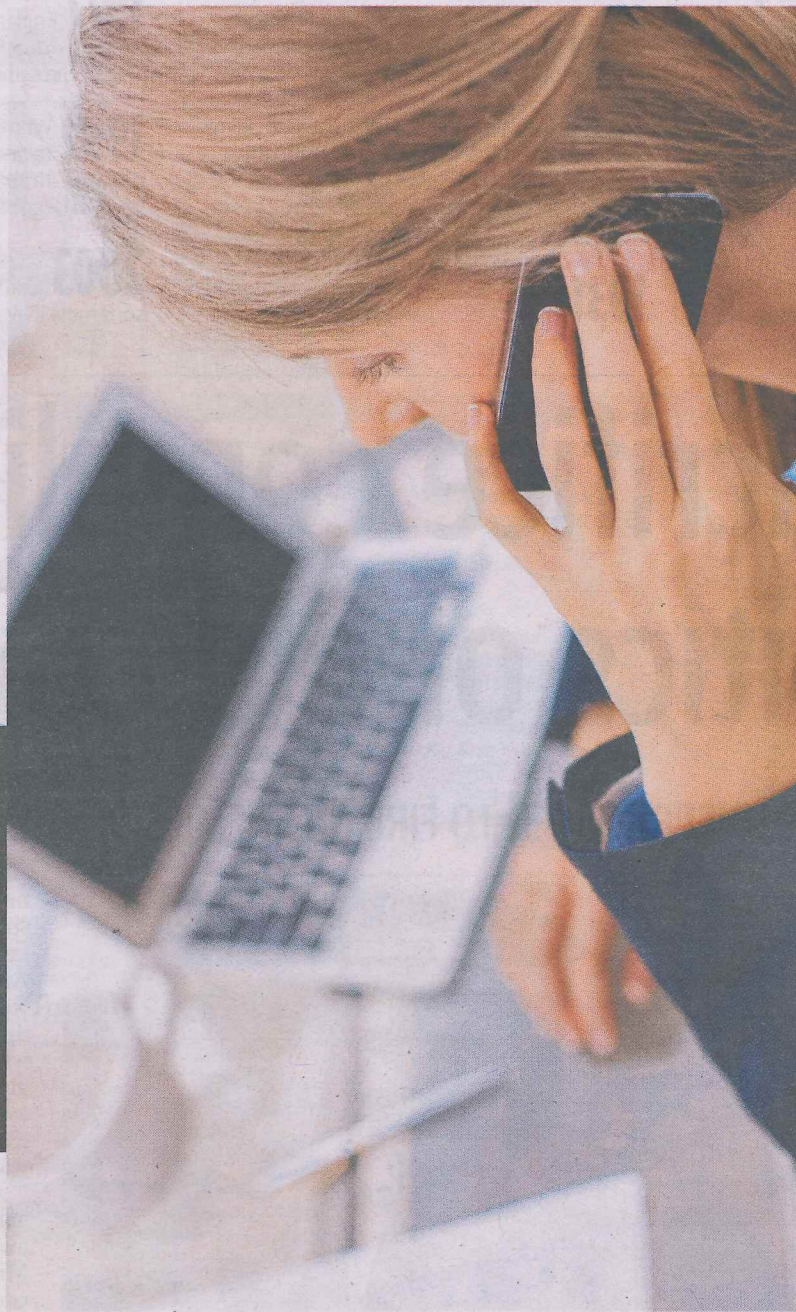
- **Have noble intentions because actions are what count**

Success has nothing to do with noble intentions, it only matters what you do. Pay attention to results you get because they are the surest indication of what might need to change.

- **Tolerate mediocrity from yourself or others**

Most people are living a comfortable life, giving about a six out of 10 so it's difficult to differentiate yourself but you should never accept this.

- **Let perfect get in the way of better**



Networking inside and outside the company is still an essential career move.

When you're 80 per cent done, move on because the last 20 per cent is a waste of time. There's a difference between perfecting something and perfectionism. Trying to perfect your craft is about doing good — perfectionism is about looking good.

- **Don't wing it**

Be thoughtful, planned and purposeful. Only the gifted few can wing it and if you're wondering who they are — you're not one of them.

The recruitment expert

Randstad group director, Steve Shepherd, 49 (pictured) has 25 years experience in recruitment services and says learning from those you admire is a good start but maintain your authenticity.

"You may not add all their style but select the piece you want and add it to your portfolio," he says.

His "best practice" tips:

- **Self-educate**

Lots of employees expect their employers to train them but the workplace is changing so fast that if you want to get ahead you have to tap into what is happening in your field. Make sure you are well-read in your field of employment.

- **Network**

Within and outside the organisation. Externally, use social networks, trade association and meet other individuals in similar roles. Internally, you need to go old school, meet face-to-face and

build social relationship with fellow employees. Knowing who is in the company and their experience allows you to call on them and know when and where it can add value.

- **Collaborate**

The collective brains of an organisation is far more powerful than an individual.

A key mistake people make is working solo. Don't be afraid to ask for help or get someone else's view.

The CEO

Paul Migliorini (pictured), head of Regus Australia and NZ and a C-suite executive for nine years says success is about balancing career and personal commitments.

"My priorities have always been health, family and work ... to succeed in a career you need to be focused and dedicated but not to the detriment of everything else," he says, adding he is home by six every night.

A global productivity survey conducted by Regus last year found flexible work practices produced "significant unticks" in productivity, engagement, tenure and staff satisfaction, he says.

"Follow your passion and what you enjoy because that gives you the drive for real conviction and real engagement," he says.

"Don't tie yourself to the office — effective working is not how many hours a day you sit at your desk."

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I trust you therefore I am smart?

Intelligent people are more trusting of others than their less smart counterparts, researchers have claimed — because they are better judges of character.

Bright individuals may also be more trusting because they are better at weighing up situations, according to researchers from Oxford University.

The study, published in the journal PLOS ONE, examined data from an American social attitudes survey, which evaluates people's social status, their behaviours and social attitudes as well as intelligence.

The researchers found a link between people with above-average intelligence and those who are more trusting. They also found that trusting individuals are more likely to have better health and greater happiness.

Sociologist Noah Carl, lead author of the study, says: "Intelligence is shown to be linked with trusting others, even after taking into account factors like marital status, education and income."

This suggests that being a good judge of character is an in-built human trait that has evolved through natural selection. The report says that one explanation for the link is that "intelligent individuals are better at evaluating others' trustworthiness, meaning that they tend to select relationships with people who are unlikely to betray their trust."

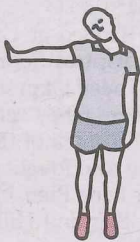
& relax

NERVE STRETCH

Sitting in an office chair, in a slouched posture, can cause irritation of the nerves running from the spine down the arm — a common symptom of RSI.



Firstly, hold the arm out to your side, slowly bend the wrist forward and bring your opposite ear to your shoulder.



Then bend the wrist backwards and bring your near-sided ear to the other shoulder.

Repeat 20 times

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