



CHIRON

Newsletter

Volume II

February 2015

From the Director's Desk

Dear Reader,

We welcome you to the second edition of our Chiron newsletter.



This issue we focus on leadership and success factors and the like, we appreciate the feedback for the last issue, and keep it coming.

Good is the enemy of the great, this is how Jim Collins, the celebrated author of the bestseller "**Good to great**" starts his book.

What does this statement mean?

What really comes in the way of attaining greatness for a company or for an individual is something good that we settle for.

Let me explain, when we are comfortable with something good that's happening in our lives then we try not to move out of that zone, and this stops us from moving to the next level and to becoming truly great at something else.

Jim Collins in his book talks about a concept called level 5 leaders-individuals who blend extreme personal humility with intense professional will.

Level 5 leaders are not ones' with high-profiles and big personalities who make headlines and become celebrities, they on the other hand are self-effacing, quiet, reserved and sometimes shy.

If you watch Akira Kurosawa's 1954 masterpiece, *The seven samurai*, you will see level 5 leadership in full force.

Kambei is a samurai and the main character. He's experienced, patient, and a natural leader. He is the one who pieces together the group of samurai who are needed to protect a village from bandits, and it's his judgement and personality that keeps the motley group on the right path.

Kambei is humility personified but extremely tough in executing his given task, displaying level 5 leadership qualities, right from setting a new vision and strategy to getting the right people on the bus and the wrong people off it, he moves his team from good to great.

Cheers!

R.A.Nadesan

Campus Round up

Winners All – Quiz Time'15

Chiron Leadership Skills organized a Fun & Learn Quiz Programme for the **1st Year BBA Students of SRM University**. The questions revolved around General Knowledge as well as Business Management. There were some tricky rounds also where the participants had to use logic and common sense than General Knowledge. Over 300 students participated and motivated the finalists of "Quiz Time-2015".

All 300+ students were divided into groups of 3 and given a written test on general knowledge topics. Students who cleared the written test were selected to participate in the final rounds. There were 8 teams (24 students) shortlisted for the final rounds.

The finalists enjoyed the visual rounds where they had to identify the products, logos or the celebrity in the visuals. The audience joined in the fun by giving out the correct answers even before the finalists and the Quiz Master had to switch questions mid-way. But, it was all fun and everybody enjoyed it.

The contestants pounced on the tricky questions like *"how many seconds in a year?"* *"What is the longest word in the dictionary"* and gave away the correct answers much to the delight of the audience. The easiest round was of course the questions on "Food" where the contestants reeled off the answers even before the questions were completed. Toughest rounds were surprisingly on the topic "India" where the quiz master probed the general knowledge of the students.

Three teams were declared as the winners and received attractive prizes. There was a special prize for the most enthusiastic participant as well.

Everybody was a winner at the end of the quiz as they thoroughly enjoyed and shared the camaraderie throughout the duration of the programme



Just “Like” That

A friend (for reasons best known to him) decided to share on Facebook, the entire funeral proceedings of a legendary filmmaker, who passed away recently.

This was probably well intended I guess, however, when I happened to glance at the bottom left hand corner, I was horrified, this share had attracted about 140 “likes”.

Why would people want to “like” something, which would have been traumatising for many others?

I was discussing this with a colleague and he said this was perhaps the only way people could show appreciation, concern or empathy on facebook, as it clearly lacked options.

So post FB, the word “like” has quietly seeped into regular usage to become an all-purpose word, we can now “like” a wedding or a funeral and still find acceptance.

This was just a thought in passing, I happened to read a book a few months back called “Wave” it was written by a New York based Sri Lankan author, and her name was Sonali Deriniyagala.

I had to read it in one shot because it was so unputdownable, but at the end I was so devastated.

This is possibly the most moving book I have read about love and grief.

Sonali was celebrating Christmas at Yala a resort in Srilanka, her entire family, husband, two sons and Parents were with her.

On 26 December 2004, when the tsunami broke across the shores of the Indian Ocean, Sonali along with her family was pulled into the ocean, swirled around and dragged back ashore alone, within a few minutes she had lost her entire family, everybody.

When more than 300,000 people had lost their lives in a dozen countries, she was a kind of statistical outlier.

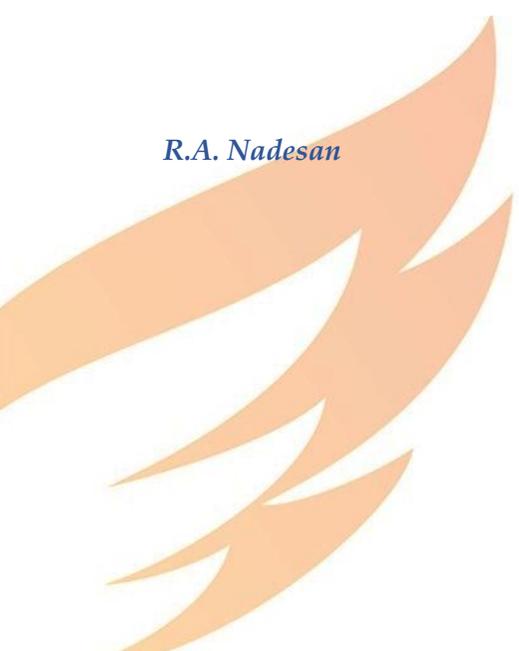
The book was all about rebuilding her life after that, moving from shock, disbelief, to denial and finally acceptance.

Even now after so many years have passed she has not been able to come to terms with what has happened, her last line says it all.

Now I sit in this garden in New York, and I hear them, jubilant, gleeful on our lawn."

Sonali's Resilience, Courage and fierce determination, I would click a “like” for this anytime.

R.A. Nadesan



13 Habits of Exceptionally Likeable People

Dr. Travis Bradberry

Too many people succumb to the mistaken belief that being likeable comes from natural, unteachable traits that belong only to a lucky few—the good looking, the fiercely social, and the incredibly talented. It's easy to fall prey to this misconception. In reality, being likeable is under your control, and it's a matter of emotional intelligence (EQ).

In a study conducted at UCLA, subjects rated over 500 adjectives based on their perceived significance to likeability. The top-rated adjectives had nothing to do with being gregarious, intelligent, or attractive (innate characteristics). Instead, the top adjectives were sincerity, transparency, and capacity for understanding (another person).

These adjectives, and others like them, describe people who are skilled in the social side of emotional intelligence. TalentSmart research data from more than a million people shows that people who possess these skills aren't just highly likeable, they outperform those who don't by a large margin.

We did some digging to uncover the key behaviors that emotionally intelligent people engage in that make them so likeable. Here are 13 of the best:

They Ask Questions

The biggest mistake people make when it comes to listening is they're so focused on what they're going to say next or how what

the other person is saying is going to affect them that they fail to hear what's being said. The words come through loud and clear, but the meaning is lost.

A simple way to avoid this is to ask a lot of questions. People like to know you're listening, and something as simple as a clarification question shows that not only are you listening, you also care about what they're saying. You'll be surprised how much respect and appreciation you gain just by asking questions.

They Put Away Their Phones

Nothing will turn someone off to you like a mid-conversation text message or even a quick glance at your phone. When you commit to a conversation, focus all of your energy on the conversation. You will find that conversations are more enjoyable and effective when you immerse yourself in them.

They Are Genuine

Being genuine and honest is essential to being likeable. No one likes a fake. People gravitate toward those who are genuine because they know they can trust them. It is difficult to like someone when you don't know who they really are and how they really feel.

Likeable people know who they are. They are confident enough to be comfortable in their own skin. By concentrating on what drives you and makes you happy as an

individual, you become a much more interesting person than if you attempt to win people over by making choices that you think will make them like you.

They Don't Pass Judgment

If you want to be likeable you must be open-minded. Being open-minded makes you approachable and interesting to others. No one wants to have a conversation with someone who has already formed an opinion and is not willing to listen.

Having an open mind is crucial in the workplace where approachability means access to new ideas and help. To eliminate preconceived notions and judgment, you need to see the world through other people's eyes. This doesn't require you believe what they believe or condone their behavior, it simply means you quit passing judgment long enough to truly understand what makes them tick. Only then can you let them be who they are.

They Don't Seek Attention

People are averse to those who are desperate for attention. You don't need to develop a big, extroverted personality to be likeable. Simply being friendly and considerate is all you need to win people over. When you speak in a friendly, confident, and concise manner, you will notice that people are much more attentive and persuadable than if you try to show them you're important. People catch on to your attitude quickly and are more attracted to the right attitude than what—or how many people—you know.

When you're being given attention, such as when you're being recognized for an

accomplishment, shift the focus to all the people who worked hard to help you get there. This may sound cliché, but if it's genuine, the fact that you pay attention to others and appreciate their help will show that you're appreciative and humble—two adjectives that are closely tied to likeability.

They Are Consistent

Few things make you more unlikeable than when you're all over the place. When people approach you, they like to know whom they're dealing with and what sort of response they can expect. To be consistent you must be reliable, and you must ensure that even when your mood goes up and down it doesn't affect how you treat other people.

They Use Positive Body Language

Becoming cognizant of your gestures, expressions, and tone of voice (and making certain they're positive) will draw people to you like ants to a picnic. Using an enthusiastic tone, uncrossing your arms, maintaining eye contact, and leaning towards the person who's speaking are all forms of positive body language that high-EQ people use to draw others in. Positive body language can make all the difference in a conversation.

It's true that *how* you say something can be more important than *what* you say.

They Leave a Strong First Impression

Research shows most people decide whether or not they like you within the first seven seconds of meeting you. They then spend the rest of the conversation internally justifying their initial reaction.

This may sound terrifying, but by knowing this you can take advantage of it to make huge gains in your likeability. First impressions are tied intimately to positive body language. Strong posture, a firm handshake, smiling, and opening your shoulders to the person you are talking to will help ensure that your first impression is a good one.

They Greet People by Name

Your name is an essential part of your identity, and it feels terrific when people use it. Likeable people make certain they use others' names every time they see them. You shouldn't use someone's name only when you greet him. Research shows that people feel validated when the person they're speaking with refers to them by name during a conversation.

If you're great with faces but have trouble with names, have some fun with it and make remembering people's names a brain exercise. When you meet someone, don't be afraid to ask her name a second time if you forget it right after you hear it. You'll need to keep her name handy if you're going to remember it the next time you see her.

They Smile

People naturally (and unconsciously) mirror the body language of the person they're talking to. If you want people to like you, smile at them during a conversation and they will unconsciously return the favor and feel good as a result.

They Know When To Open Up

Be careful to avoid sharing personal problems and confessions too quickly, as this will get you labeled a complainer. Likeable people let the other person guide when it's the right time for them to open up.

They Know Who to Touch (and They Touch Them)

When you touch someone during a conversation, you release oxytocin in their brain, a neurotransmitter that makes their brain associate you with trust and a slew of other positive feelings. A simple touch on the shoulder, a hug, or a friendly handshake is all it takes to release oxytocin. Of course, you have to touch the right person in the right way to release oxytocin, as unwanted or inappropriate touching has the opposite effect. Just remember, relationships are built not just from words, but also from general feelings about each other. Touching someone appropriately is a great way to show you care.

They Balance Passion and Fun

People gravitate toward those who are passionate. That said, it's easy for passionate people to come across as too serious or uninterested because they tend to get absorbed in their work. Likeable people balance their passion with the ability to have fun. At work they are serious, yet friendly. They still get things done because

they are socially effective in short amounts of time and they capitalize on valuable social moments. They minimize small talk and gossip and instead focus on having meaningful interactions with their coworkers. They remember what you said to them yesterday or last week, which shows that you're just as important to them as their work.

Bringing It All Together

Likeable people are invaluable and unique. They network with ease, promote harmony in the workplace, bring out the best in

everyone around them, and generally seem to have the most fun. Add these skills to your repertoire and watch your likeability soar!

ABOUT THE AUTHOR:

Dr. Travis Bradberry is the award-winning co-author of the #1 bestselling book, *Emotional Intelligence 2.0*, and the cofounder of TalentSmart, the world's leading provider of emotional intelligence tests and training, serving more than 75% of Fortune 500 companies. His bestselling books have been translated into 25 languages and are available in more than 150 countries. Dr. Bradberry has written for, or been covered by, *Newsweek*, *BusinessWeek*, *Fortune*, *Forbes*, *Fast Company, Inc.*, *USA Today*, *The Wall Street Journal*, *The Washington Post*, and *The Harvard Business Review*.



A young lady was taking flying lessons with her flying instructor, on a twin-seater aircraft, but suddenly, the instructor fainted.....

The lady panicked and messaged the flight traffic control.....

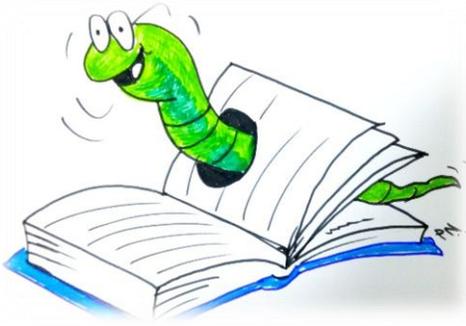
Lady: *“Help!!!! My instructor collapsed !!! what should I do ??”*

Air traffic control: *“Ma’m , please relax and tell me your height and position”*

Lady: *“Height 5feet 3 inches, Position: sitting”*

Air traffic control: *“ OK...repeat after me.....Our Father, who art in Heaven!!!..”*

Book Worm



Talent is Overrated

What Really Separates World-Class Performers From Everybody Else?

By Geoff Colvin

In this best-selling book, author Geoff Colvin breaks the myth that people are naturally 'talented' and he gives his account backed up by scientific research on how through

'deliberate practice, one could achieve mastery in any domain.

Very simply put, deliberate practice is a regime designed by a coach that is repeatable, provides instant feedback and is inherently painful. While this is easy to imagine if we are training for a sport or a musical instrument, it's harder to understand how it applies at work. Luckily, Colvin helps us with the question. Here is how he has given the different steps:

Before work

- Set process goals e.g. I will ensure I will ask for the audience's expectations
- Create a plan e.g. I will ask for expectations at the start and re-check at every break.
- Believe in yourself and the fact that all this work will pay off

During work

Observe yourself closely e.g. elite marathon runners focus really hard on themselves during a race by counting breaths, strides etc. while ordinary runners try to focus on other things. This enables elite runners to find more practice options by asking "Could I be pushing myself more here"

After the work

- Self-evaluate e.g. how did I do when compared with 1) Steve Jobs and 2) my previous performance?
- Take responsibility for everything that went wrong.
- Plan for next attempt i.e. Experiment with a new technique during the next attempt.

The simple insight here is that anything that we have done well in our lives has consciously or unconsciously involved deliberate practice. It requires a discipline to view what we do as opportunities to learn, to prepare intensely, reflect and incorporate learnings in our next attempt.

Deliberate Practice is activity designed to improve performance and has 4 characteristics:

- It is designed, often with a teacher's help[
- It can be repeated a lot
- Feedback on results is always available
- It is very demanding and it is not much fun



Bouquets &

Brick Bats

“Truly an amazing idea and concept. It will highlight an interaction between students and outer world with an effective and interesting learning. Looking forward to it”

Saurabh Sharma.
B.Tech student
SRM University(NCR Campus)

“I have gone through the newsletter and found it interesting and informative. I also liked your review of the film PK. keep the good work going. My best wishes.”

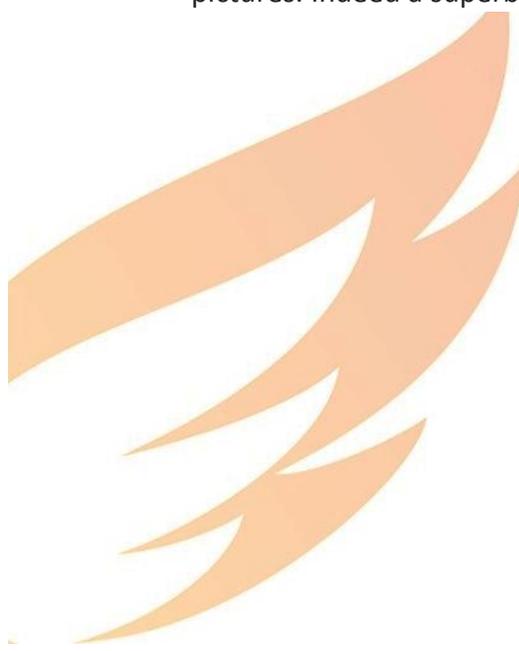
R.D.BALAJI
H.O.D
SRM Sivaji Ganesan Film Institute

“Congratulations for rolling out your Newsletter. We assure you that we will also contribute our thoughts for your newsletter for the forthcoming issue”

Narender
Director
Instivate Learning Solutions Pvt. Ltd

“Congratulations on the newsletter. It is absolutely wonderful. Excellent quality of articles and pictures. Indeed a superb endeavour. I am so happy and proud to be associated with this, “

Swapna Nair
Coordinaor – EduLife



They said it

*“Let me tell you something you already know.
The world ain’t all sunshine and rainbows. It’s
a very mean and nasty place and I don’t care
how tough you are it will beat you to your knees
and keep you there permanently if you let it.*



*You, me, or nobody is gonna hit as hard as life. But it ain’t about how hard ya hit.
It’s about how hard you can get hit and keep moving forward. How much you can
take and keep moving forward. That’s how winning is done”*

Rocky Balboa

Readers Corner

Dear Readers

This is your space to express yourself. You can write, draw or even post photographs on news and views that interests you. Put on your thinking cap and send in your creations to

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