

Robin looks forward to.....
Be acutely helpful to a lot more people

Holding the leadership baton

Human Capital in conversation with Robin Sharma on what it takes to be a leader without a title in the corporate hierarchy, his timeless leadership principles and what makes him the most sought-after leadership advisers in the world.

■ BY SANNITA CHAKRABORTY SAHA

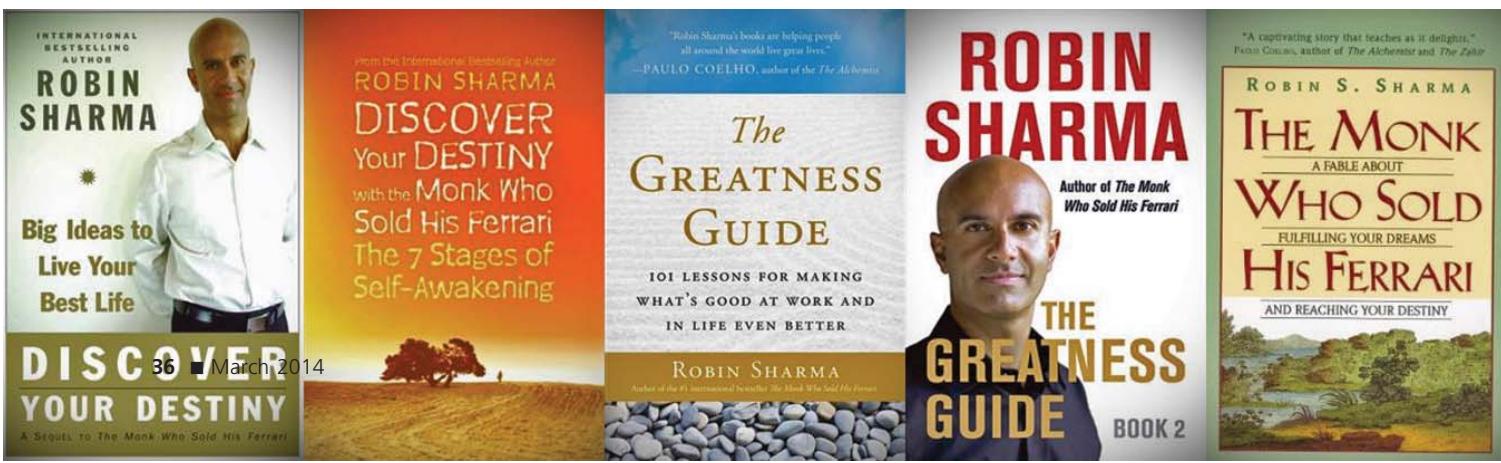
Robin Sharma's books have been helping and guiding people globally to live better lives, while transforming their personal and professional avatars. Billionaires, famous CEOs and wildly successful entrepreneurs seek his help to make quantum leaps in company profits and make positive impact in their business, while transmuting their personal lives. His high intensity workshops provide insights, tools and systems that drive real business value and show dramatic personal results. While many consider Robin's own

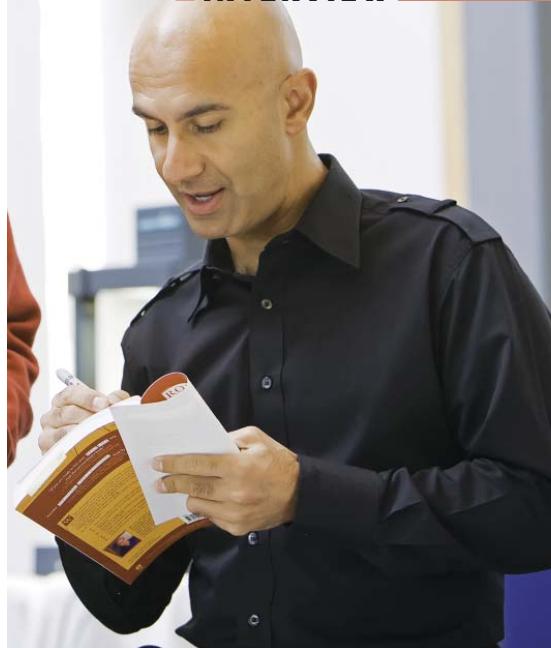
life to be somewhat like a Cinderella story, having quit his job as a lawyer in Toronto to self-publish a book, edited by his mother, and storing 2000 copies in his kitchen. His life changed when his second title *The Monk Who Sold His Ferrari* topped international bestseller lists and sold over 4,000,000 copies.

HC: From a lawyer to an author, to a leadership expert with Fortune 500 companies and many others, what is that success formula that has made you one of the most sought-after leadership advisers in the world?

RS: First of all, thank you so much for your interest in my work. I'm ever so excited to be coming back to India each time. I am looking forward to two of the leadership events scheduled to be held in Chennai and Hyderabad this month.

As for the formula, there really isn't one. I just offer hard-hitting information to fast growing companies that help them to unleash the leadership talent of each one of their people. The ideas work and I deliver the information and tactics in a way that is interesting, sometimes entertaining and always





Who is Robin Sharma?

Robin Sharma is one of the world's most widely read authors on leadership and personal success. Having authored number of life changing books such as *The Monk Who Sold His Ferrari*, *The Greatness Guide* and *Lead without a Title*, Sharma has evolved to become one of the most respected leadership advisors and success coaches globally. Ranked as the Top 5 leadership gurus worldwide by *SUCCESS* magazine in a survey of 22,000 business people, Sharma has been able to exalt the work and personal life of many to a whole new level of wow. His work has been published in over 62 countries and in nearly 75 languages, making him one of the most widely read authors in the world. Robin is a former litigation lawyer who holds two law degrees including a Masters of Law (Dalhousie Law School). Robin is the founder of Sharma Leadership International Inc., a training firm with only one focus: helping people in organizations *Lead Without a Title*.

inspiring. My daily participation within social media where I post leadership and success lessons has also contributed to the growth.

HC: How can Indian business leaders adopt the 'Lead Without a Title' philosophy and make it a deep part of their way of being?

RS: The reason why my book "*The Leader Who Had No Title*" has been embraced by so many successful companies is that the concept behind it is really a game-changer. Just imagine, if every single person who worked at every single Indian company shifted from just seeing themselves as an employee to viewing themselves as the CEO of their own job-the Picasso of their work responsibilities! Any person in any organization has the power to be the CEO of their own job. They have the power to influence other people. They have the power to carry out genius-level work. They have the power to have an impact on other people.

Remember, regardless of what you do within your organization or the current conditions of your life, it is absolutely essential for you to remember that you have the power to show leadership where you are now planted - and shine at brilliance in all that you do.

The number one competitive advantage of any business right now is its ability to grow leaders without title in every level of the organization faster than the competition. Indian leaders can embrace this philosophy by living it-through modeling, mastery, excellence, innovation and integrity. As you know, the best way to influence a team is to be your message, i.e., align your video with your audio.

HC: You were once quoted, "In creating leaders without titles, we are going to have organizations with people at the helm putting forth their best." What is the thought behind this belief? How can Indian organizations achieve this Utopian dream?

RS: I'm not sure if I actually said that as I don't really speak in terms

of "putting forth", etc. However, maybe that sentence was somehow attributed to me. Anyway, I do agree that if businesspeople '*Lead Without a Title*', their productivity, performance and impact will soar. The ideas in the book that make this happen are actually not "Utopian" but real-world tactics that people in the best companies are currently using. And, that's one of the keys that I teach: Shift from being busy to focusing on the few priorities that will change the game. Our world loves complexity. However, the key to genius-level performance is simplicity, total focus and flawless execution around the few, highest-leverage things.

HC: How can one be a leader no matter where he is in the organization hierarchy? Please share the timeless principles of achieving this in the world of autocratic shifts?

RS: Well, no matter what our job is, we can show leadership. That is because leadership has less to do with a title and more to do with a mindset. Leadership is more about three things: your impact, or ability to get results; your influence, which means leaving people better than you found them; and your inspiration, your ability to uplift people rather than bring them down. It is less about a position and more about doing our best work, wowing customers, going the extra mile, releasing excuses and being inspirational by our excellence. Anyone can do these things without the need for a title.

HC: You said, "All individuals are here on this earth with a purpose, and each one of us have a talent that we are unaware of. Its only when we discover those talents our lives became much more fulfilling," How does one discover their talent potential without the help of a mentor?

RS: We discover our talent by going to our limits. The more we do work that scares us and pursue hard things, the more we'll grow as peak performers--and discover more of our gifts and talents. Most people in

business, and in their personal lives, design everything so they can avoid doing what makes them feel uncomfortable. Yet any good business person knows we are not only paid to work but also we are paid to be scared. So the more you confront your fears, the more confidence grows within you and the more fulfilling your life will be.

The smallest of actions is always better than the noblest of intentions. High performers have a bias towards action. There's great power in just starting. Taking a single step towards a goal/dream/result sets forces in play that create consequences. Small daily improvements over time lead to stunning results. Also, remember that most of the things we fear never happen. So why let these hallucinations called fears keep us small in our lives.

As I said on a recent global webinar, I did to appreciate those who follow my work around the world: "The seduction of safety is more dangerous than the perception of uncertainty."

HC: The business dynamics has had an overhaul with young leaders taking centre stage. What are the key leadership challenges with this breed of business leaders?

RS: The job of a leader without title is to leave a trail of leaders behind them. We're not paid just to be busy and do our work. We're paid to grow leaders at every level around us. However, the business dynamics has had an overhaul with young leaders taking centre stage. Some of the key leadership challenges with this breed of young business leaders are:

- Fighting a sense of entitlement

Robin's favourite reads

- The Art of Happiness - *Howard Cutler*
- The Art of Worldly Wisdom - *Baltasar Gracian*
- The Autobiography of Benjamin Franklin - *Ben Franklin*
- The Brand You 50 - *Tom Peters*
- The Dark Side of The Light Chasers - *Debbie Ford*
- Dig Your Well Before You're Thirsty - *Harvey Mackay*
- The Four Agreements - *Don Miguel Ruiz*

Success statistics

- In an independent survey of over 22,000 businesspeople, Robin is ranked in The Top 5 of the world's leadership gurus along with Jack Welch, Jim Collins and John Maxwell. (Source: leadership gurus.net)
- Robin's books on leadership and peak performance at work have sold over 6,000,000 copies in 60+ countries.
- Speaking.com voted Robin as one of The Top 5 Leadership Speakers in the world.
- The Monk Who Sold His Ferrari is the 5th bestselling book in the history of Israel. It has been on India's Top 10 bestseller list of over two years. Robin's books have been the fastest selling books in Turkish publishing history.
- Robin's runaway bestseller "The Leader Who Had No Title" was the #1 Business book on amazon.com.
- Robin's fans and endorsers include Nobel Prize winner Desmond Tutu, rock star Jon Bon Jovi, a member of The British Royal family and heads of state from around the world.



- Having to deal with the complexity of technology
- Working in a culture that celebrates entertainment over education
- Living in a world that encourages superficiality versus depth, commitment and rigor

HC: You said in an interview, "Leadership is not a popularity contest; it's about leaving your ego at the door." Do you see the current generation of budding leaders as a modest lot or full with ego?

RS: Great question! Well, it depends on the person. Some leaders are very ego driven. However, the best are driven by the pursuit of excellence, and the way being of value to others feels, and the fire in the belly to do something great. Look at Steve Jobs and Jeff Bezos and Warren Buffet--they did it for the craft and art versus for the applause and cash. Remember, regardless of what you do within your organization and the current circumstances of your life, the single most important fact is that you have is the power to show leadership. Wherever you are in your career or life, you should always play to your peak abilities. **HC**