

# The Rules of Success


How Managers Can Overcome  
Setback and Grow

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A silhouette of a person standing on a mountain peak with their arms raised in a 'V' shape, celebrating. The background is a hazy, golden sunrise or sunset over a range of mountains. The person is positioned in the center-left of the frame. A blue rectangular box is overlaid on the top right corner, containing white text.

# What does “Success” Mean for You?





# Findings from Survey

N=202

## General

1. Being happy
2. Doing something good
3. Self-realization

## Lower Management

1. Standing out
2. Growing as a person
3. Finding purpose

## Middle Management

1. Being healthy
2. Financial security
3. Leading others

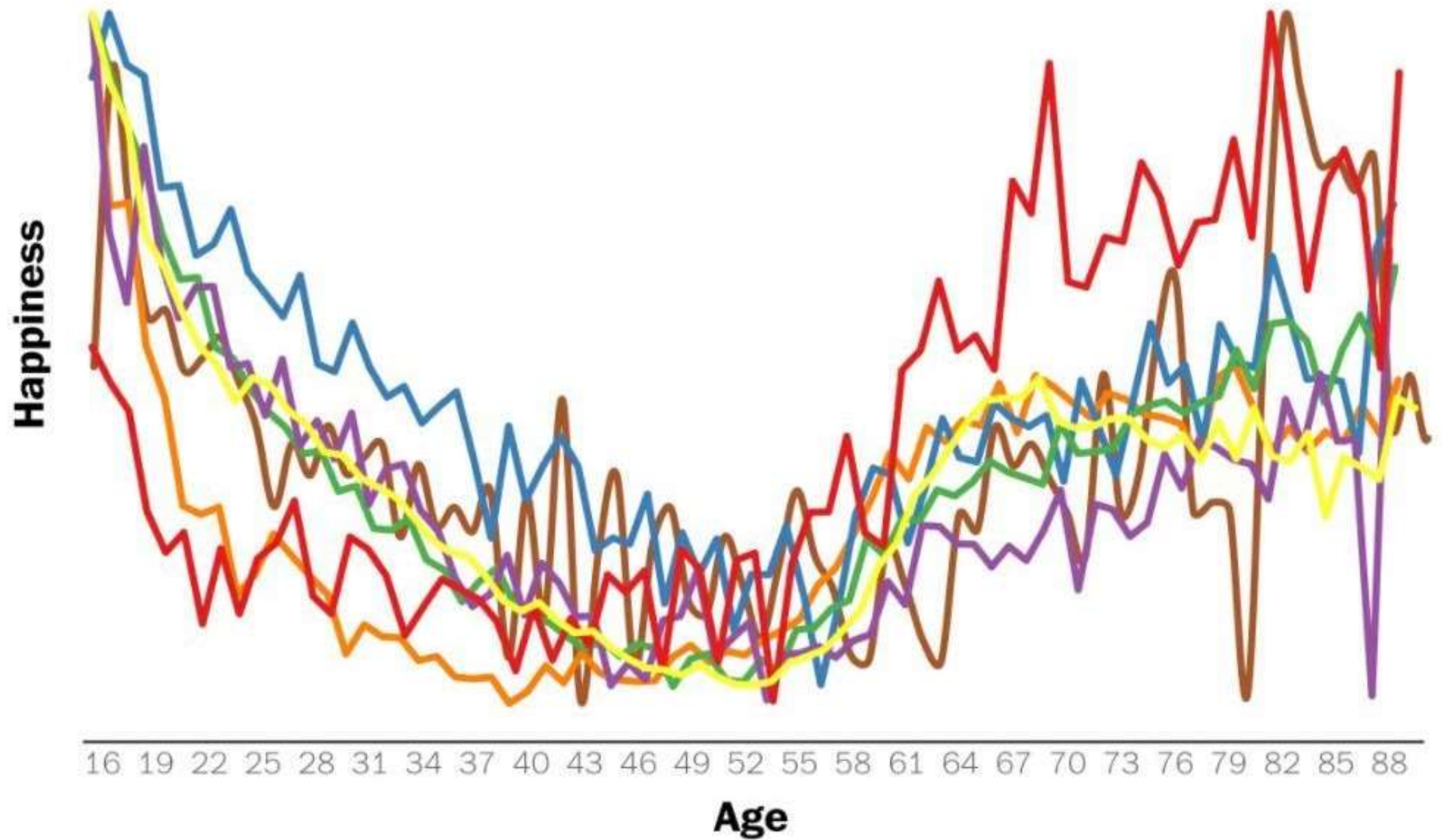
## Top Management

1. Financial independence
2. Developing others
3. Leading others

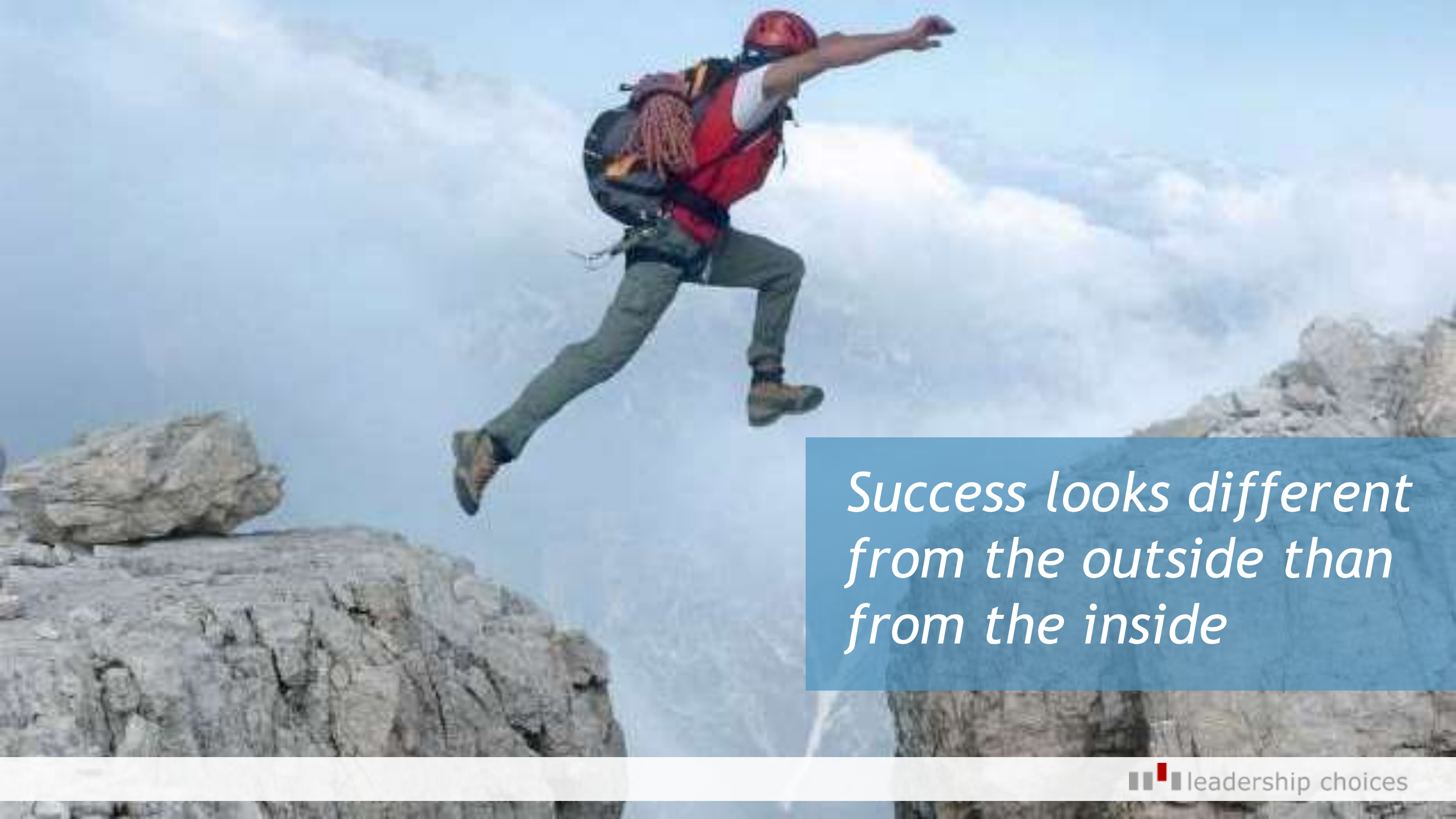
A photograph of two women in business attire. The woman on the left, with dark hair, is looking down at a small potted plant she is holding. The woman on the right, with blonde hair, is looking up and smiling while holding a larger potted plant. A semi-transparent blue banner with white text is overlaid across the middle of the image.

*The Feeling of Success depends  
on the Peer Group you choose*

# *The Feeling of Success depends on Age*





A person wearing a red helmet, a red vest over a white shirt, and green pants is rappelling down a grey rock face. They are wearing a backpack and have ropes attached to their harness. The background is a blue sky with white clouds. The person is in a dynamic pose, with one leg extended forward and arms outstretched.

*Success looks different  
from the outside than  
from the inside*

# *Success can be partially influenced*

## Outside of our control

- Country of birth
- Genetic disposition
- Personality traits
- Intelligence
- Social class
- Access to education
- Gender
- Childhood relationships
- Luck

## Inside of our control

- Dedication
- Skills
- Career decisions
- Resilience
- Self-awareness
- Self-management
- Attitude
- Positive relationships
- Value system
- Purpose



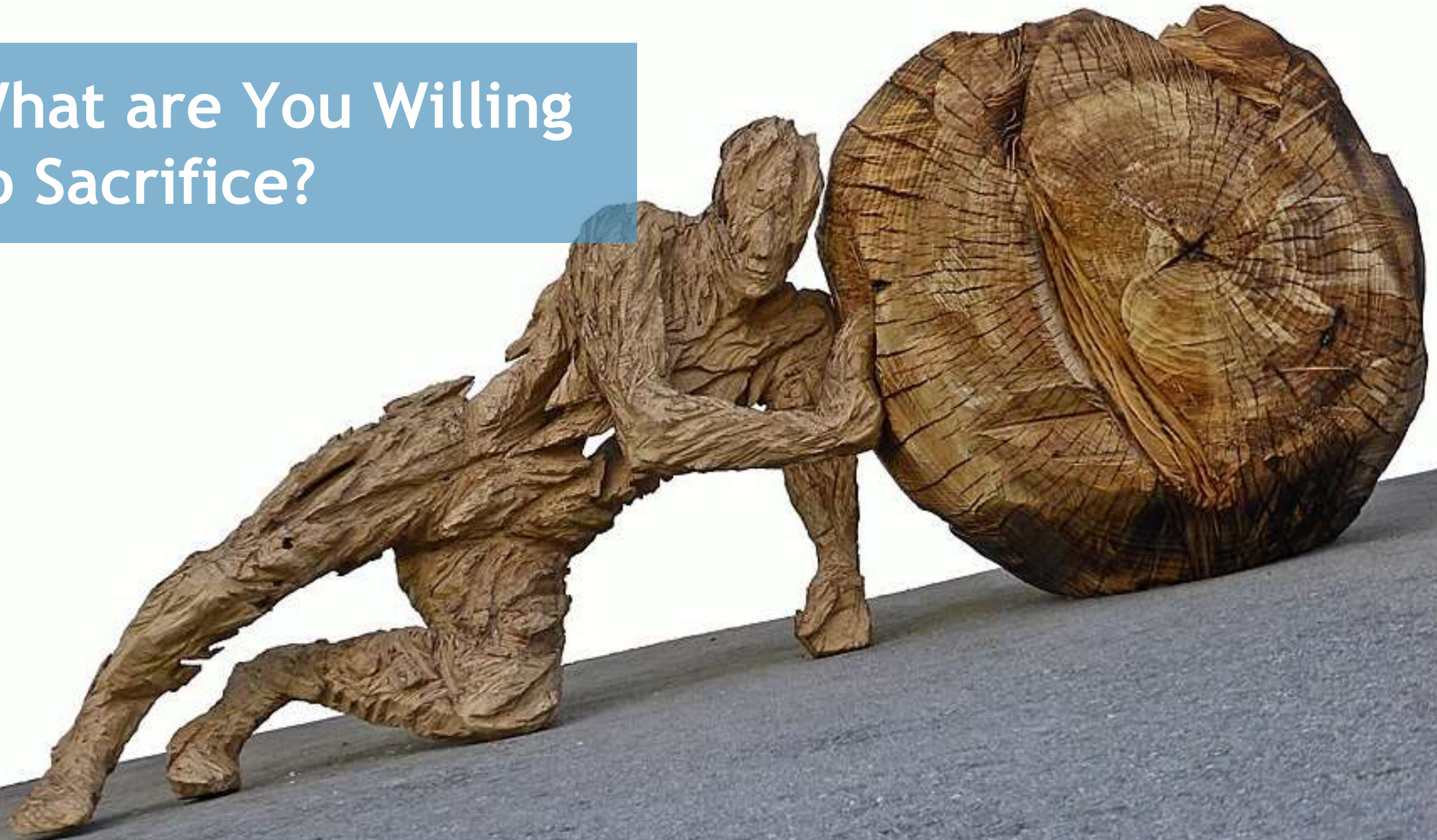


# The Formula of Success

$$\text{Success} = \left( \frac{(\text{Dedication} + \text{Skills} + \text{Choices}) \times \text{Cultural fit}}{\text{Derailers}} \right)^{\text{Resilience}}$$

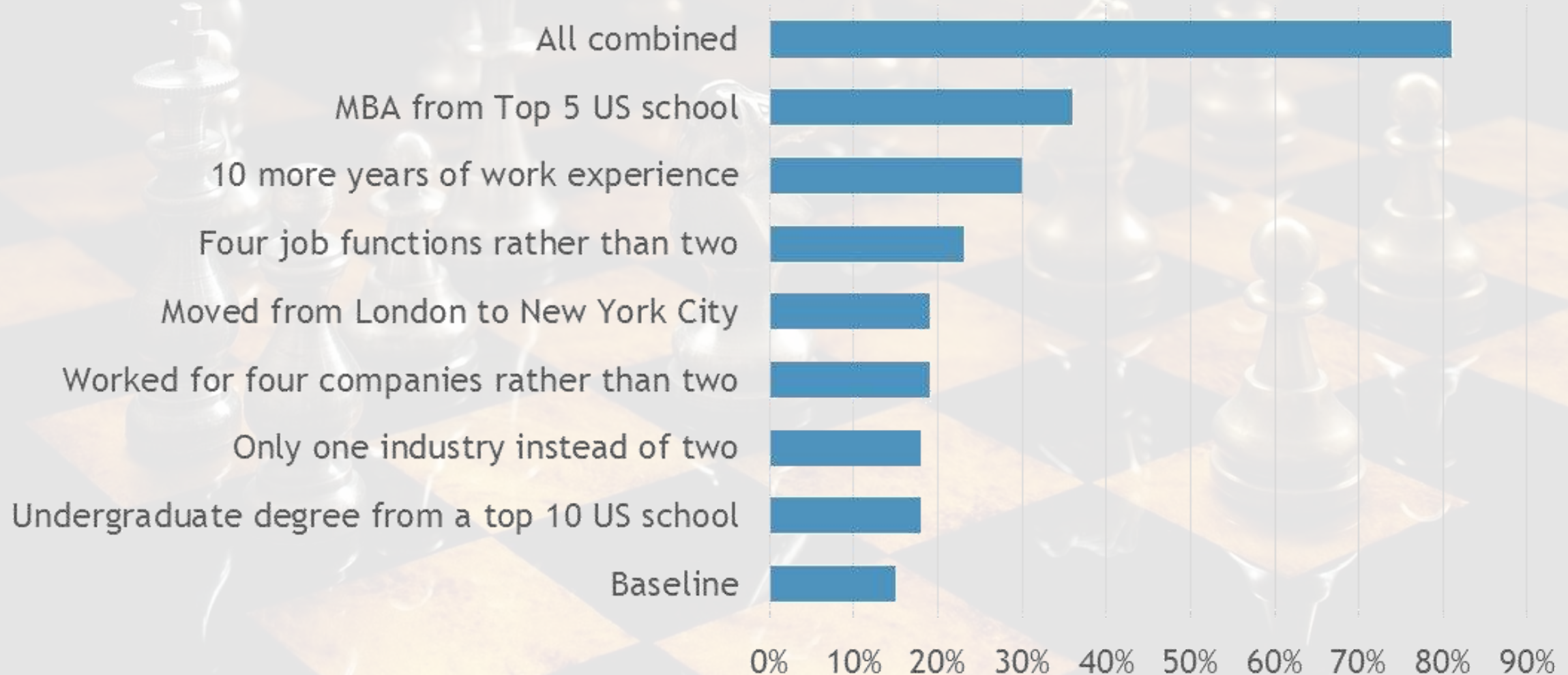


# What are You Willing to Sacrifice?





# How smart are Your Choices?

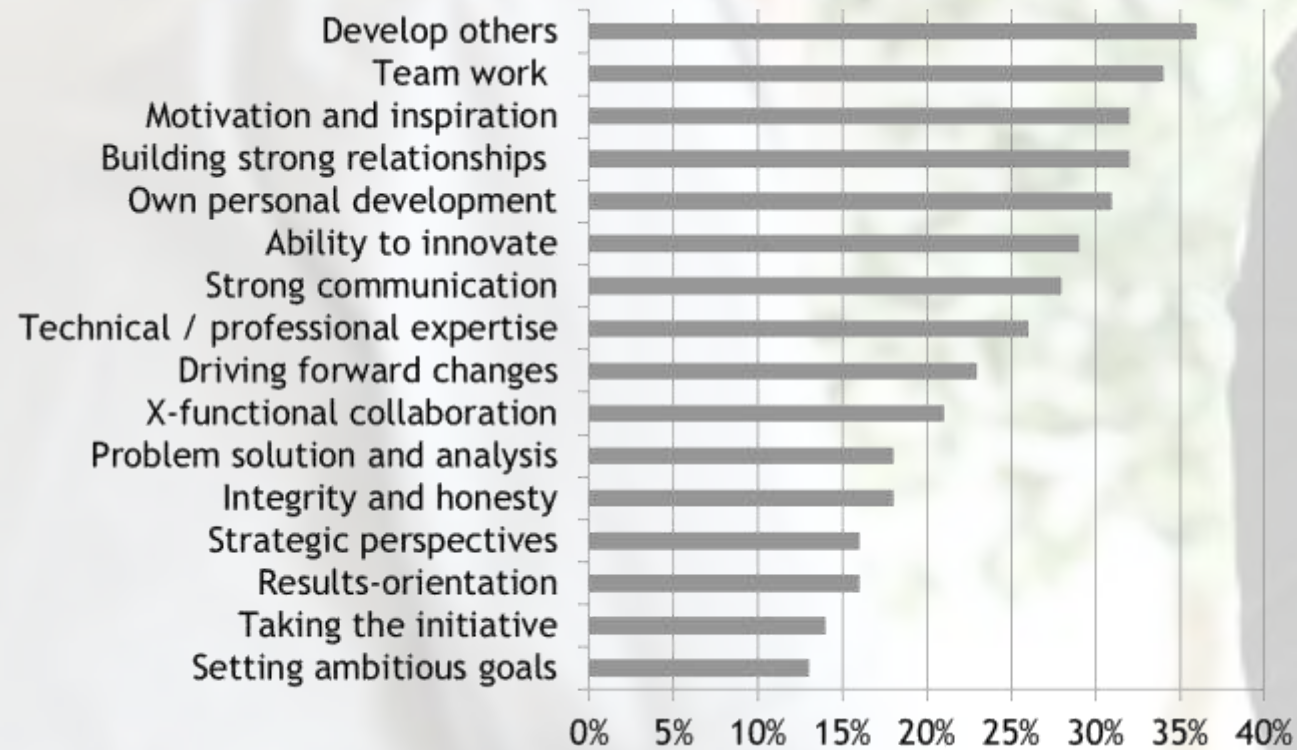




*80% of Success is  
not Messing up*



# Critical Leadership Skills



# Inaccurate Political Attention

- Political awareness
- Effective networking
- Proactive stakeholder management
- Building powerful alliances
- Emotional intelligence
- Constructive conflicts





# Dominant Blind Spots



Missing  
Perseverance





*“No, I would not welcome  
a contrasting point  
of view!”*

## Resistance to Feedback

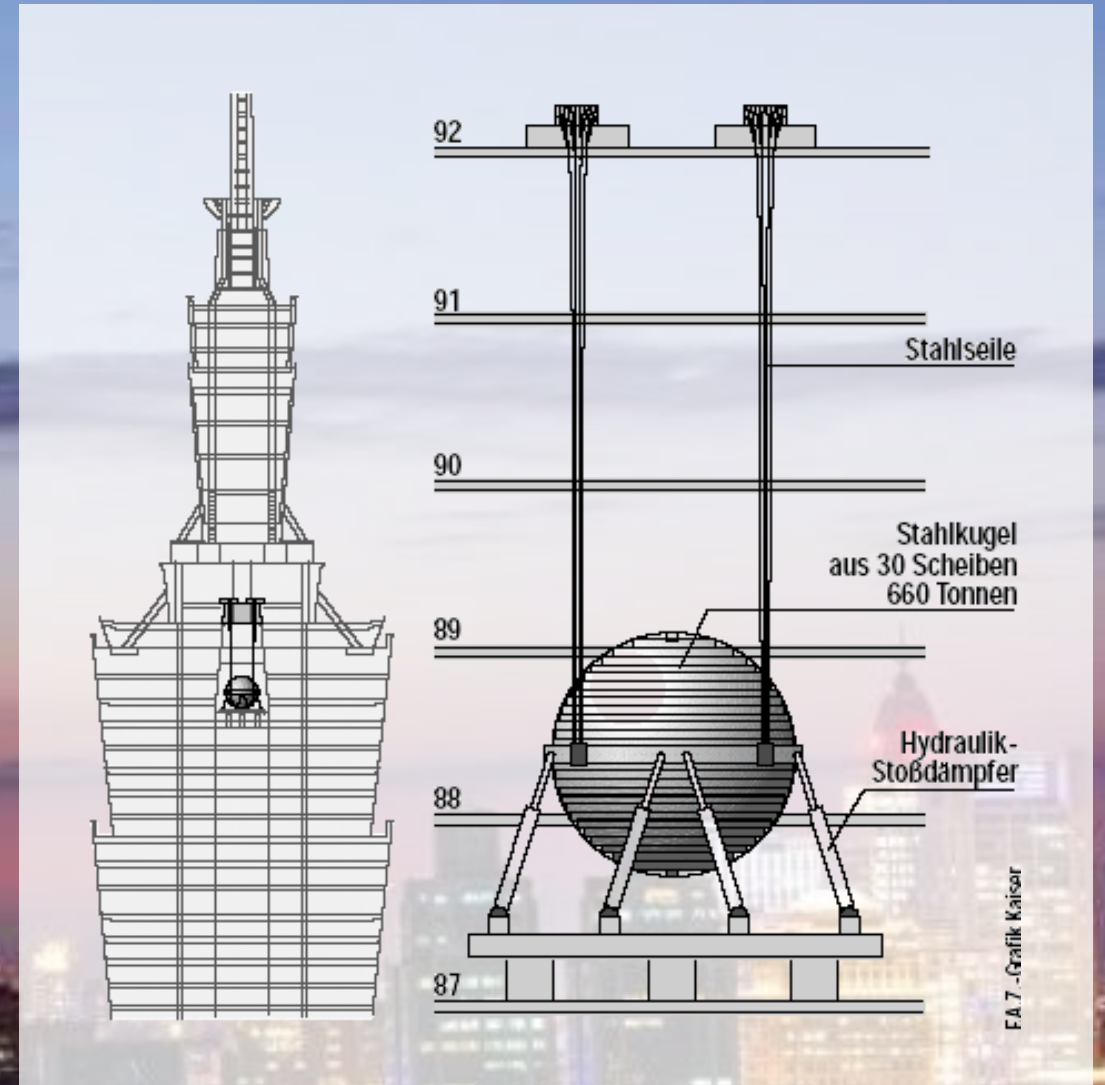
A black and white portrait of Sir Winston Churchill, smiling slightly, wearing a dark suit, white shirt, and a dark bow tie with white polka dots. The background is dark and out of focus.

*Success Is Going from Failure to Failure  
Without Losing Your Enthusiasm*

Sir Winston Churchill  
1874-1965



# Mastering Crisis





# The Story of Arthur Boorman





# Secondary Gain



# Hunting the Good Stuff



What are three things/encounters/people for which I feel truly grateful right now ...?

Today

1.

2.

3.

Yesterday

1.

2.

3.



# Find Your Purpose





Do Things for the  
Right Reasons!





Thank You!

