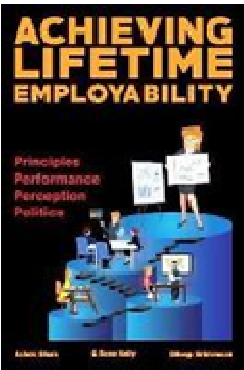


House of Lifetime Employability & Guiding Principles of Various Quotients



Excerpts from the book

Achieving Lifetime Employability

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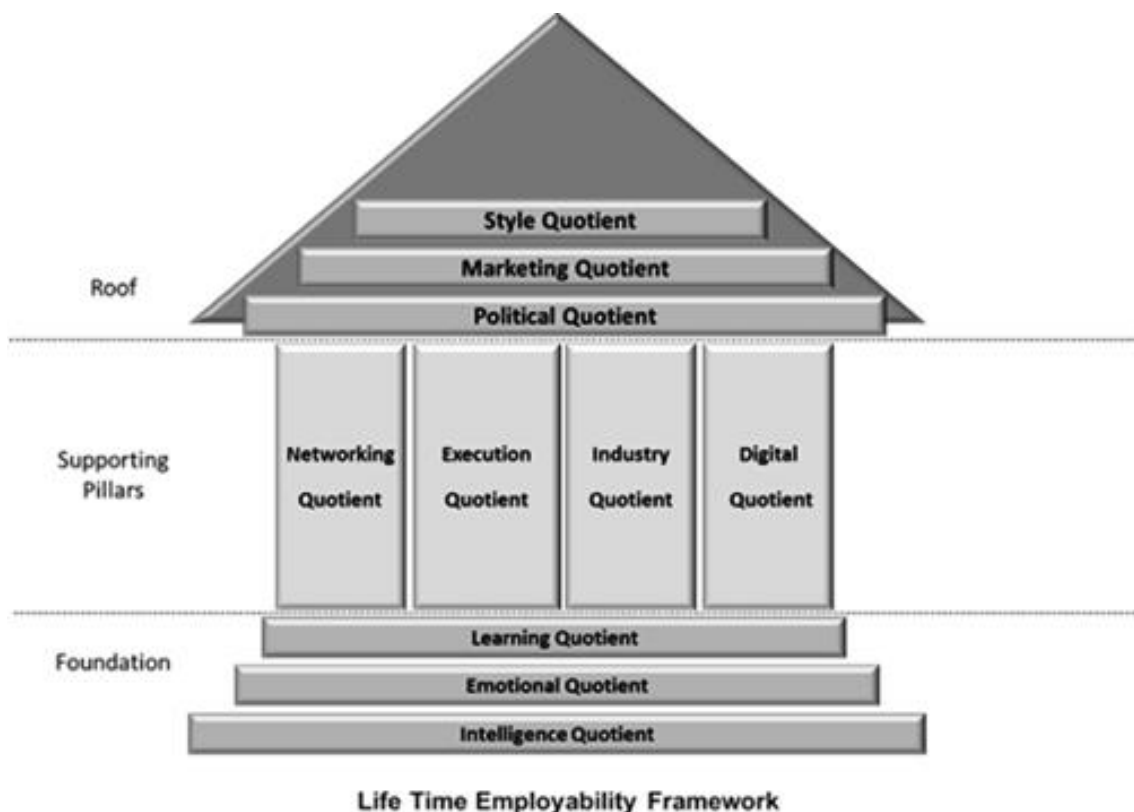
House of Lifetime Employability

The book on Achieving Lifetime Employability is put forth in a consistent realm, that of building a house . . . which we describe as a house of lifetime employability!

What you look for in building or buying a house is the perspective from which we have organized this book. At a minimum, you look for a solid foundation (**your principles**), a substantial structure of pillars (**your performance**), and a solid roof (how you are **perceived** and how you manage the power **politics** of your organization). Those are the same basic components which are essential to leadership and lifetime employability.

As we examine the elements of the Four P's, think of each of them in terms of quotients, or how you would measure yourself in each of them. Further, view those quotients in the context of a structure. How solid are the principles that guide you, your foundation? How would you measure up in terms of your supporting pillars, your performance? And, what about the face you project to those around you, your roof?

To examine those Four P's, Principles, Performance, Perception and Politics, we will do so as a collection of quotients. Those quotients, in our collective view, represent your House of Leadership, or your House of Lifetime Employability.



Here we present you the guiding principles for each of the quotients that have been explained at length in our book and make up the Lifetime Employability Framework.

Guiding Principles For IQ: Intelligence Quotient

1. Complement your intelligence with AI and other technology tools.
2. Remember current jobs will be replaced with “repetitive intelligence” technology—keep moving up the value. Disrupt yourself.

3. Listening, Understanding, Teaching and Inspecting is the best way to enhance intelligence (LUTI).
4. Invest in learning that requires testing, certifying and presenting (stretch; Test yourself). Seek CII (Continuous Innovation and Improvement).
5. Select institutions for formal training that offers scenario planning, case studies and discussions.
6. Go beyond online learning from Khan Academy. (More “traditional” learning; 2-way learning)
7. Do not be intimidated to network with higher intelligence individuals and groups.
8. Suspend judgement of others— Compliment other’s intelligence. Leverage other’s value. Be aware of other’s hidden intelligence.
9. Leverage others—you cannot know everything!
10. Calibrate your IQ when looking for new opportunities. Think through the skills you have vs. what the skills the opportunity requires. Do your homework.

Guiding Principles For EQ: Emotional Quotient

1. Actively Engage—Confront and embrace EI opportunities; do not shy away. This practice will internalize and you’re your ability to address emotional or sensitive situations.
2. Respond Immediately—Emotions are now. Practice a sense of urgency, as opposed to waiting for a better time.
3. Cultivate your network—Prepare a nimble network of advisors you can call upon for different situations.
4. Confirm the Facts—Why? What? When? How? Know the cause and know the proposed resolution.
5. Focus on the Goal—Every situation has emotions, and every situation is tied to an intended objective. Respond to the emotions but focus on the goal.
6. Move on—Address the situation, then move on. Do not allow emotions to linger; do not gloat; do not sulk.
7. Stay in the Present—Yesterday’s situation belongs to yesterday; not today.
8. Master the Analytics—Social media and other tools provide analytics to enhance EI. Learn them and use them.
9. Shift the Balance—Negative emotions are typically expressed more than positive ones. In those circumstances, shift the balance from the negative to the positive by accentuating successes.
10. Invest, Learn and Practice—Make EI an integral part of your interactions.

Guiding Principles For LQ: Learning Quotient

1. Establish your personal Learning Hub
2. Be hungry to learn.
3. Attend seminars, TED talks, etc.
4. Take a lead from your Leaders’ learning efforts.
5. Learn to unlearn.
6. Develop your cognitive skills.
7. Seek opportunities to invest in learning
8. Devote 2% + in annual salary in your learning hub.
9. To learn more effectively . . . teach others!
10. Learn from Your Customer

Guiding principles For XQ: Execution Quotient

1. Think . . . perform or perish!
2. Loyalty is assigned to talent, not people.
3. Get results ethically!
4. Digitize your execution (ERP systems; smart contacts, etc.)
5. Maintain your external focus.
6. Create new knowledge—Drive towards IP or new knowledge.
7. Work to help your boss make his/her numbers.
8. Beware of watermelon metrics.
9. Seek autonomy with accountability.
10. Numbers-Numbers-Numbers!

Guiding Principles For NQ: Network Quotient

1. Networking is your career “net worth.”
2. Be Deliberate about Networking.
3. Network with those that know more than you.
4. Mastering E-Networking will pay huge dividends.
5. Be what you expect your Network to be.
6. Cultivate your Network; you cultivate your brand.
7. Get noticed by your Network.

8. Screen your Network periodically.
9. Leverage and be levered.
10. Be Thankful.

Guiding Principles For InQ: Industry Quotient

1. Understand the various processes and business practices within your organization (ie, how the company makes money; how money flows in and out of the company; what are its revenue and expense models.)
2. Look beyond the current industry linkages to what the next touchpoints could be.
3. Learn the trends and emerging Industry Ecosystems.
4. Look at your company from the outside. Who are your customers? Who are their customers? How do they make money?
5. Learn your customer's journey.
6. Stay abreast of new and emerging start-ups.

Guiding Principles For DQ: Digital Quotient

1. There are no barriers to entry when it comes to innovation and use of digital technology.
2. Operational success does not equate to Digital Success, unlearning and disrupting yourself is key.
3. Be open to new business models, as digital disrupts traditional models
4. Learn to adopt fast, fail fast, and move on. Emotional attachment will leave you behind.
5. Keep asking yourself, am I digital? Am I enlarging my digital footprint?
6. Be forward-thinking, understand that digitization in an organization is a requirement, not an option so go with the flow and lead.

Guiding Principles For SQ: Style Quotient

1. Perception is a new reality.
2. Style is as important as substance.
3. Invest in Style.
4. Style will enhance your brand.
5. Conquer style—Practice/Practice/Practice.
6. Master story telling.
7. Master articulation.
8. Master confrontation-debates.
9. Be Authentic.
10. Achieve GRAVITAS (Described by others as the ultimate in credibility).

Guiding Principles for PQ: Political Quotient

1. Stay aware of your organization's powerbase, quietly and discreetly
2. Identify the key influencers in the organization build your connections with them and their followers.
3. Keep your emotions in check.
4. Maintain your visibility inside and outside the organization's power base.
5. Keep expanding your Circle of Influence.

Guiding Principles For MQ: Marketing Quotient

1. Define your target audience
2. Assert your value proposition
3. Actively Engage your Network
4. Sense, Intercept and Act on Negative Perceptions
5. Pro-Actively Employ Social Media and Technology
6. Own your success and make it visible
7. Give Back
8. Promote Accomplishments of others
9. Timing

"You can never know who you really are or what you can do until you discover yourself"

"You must add value to yourself to be relevant"

"Until you take time to discover yourself, you never know what you can achieve or how far you can go"