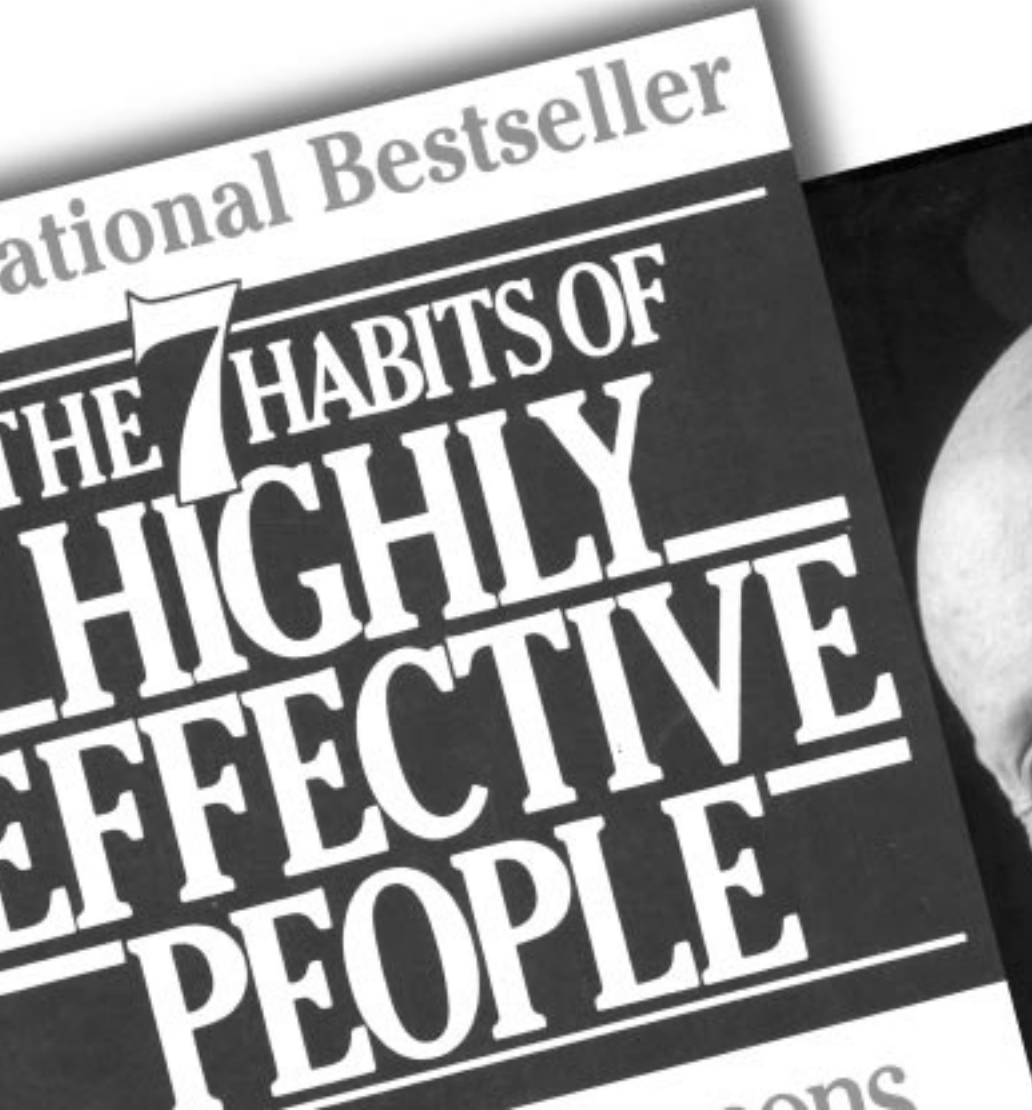


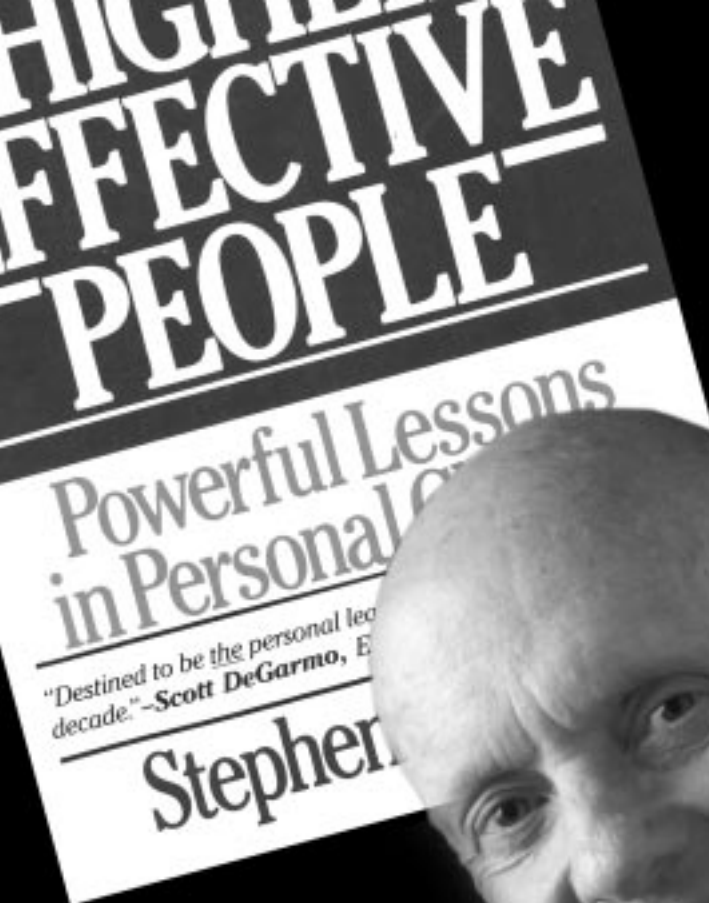
the **Compass**

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Are the 7 Habits still relevant today?

By Dr Stephen R Covey

This article appears as a foreword in the special 15th anniversary edition of "The 7 Habits of Highly Effective People" that was released recently.

The world has changed dramatically since *The 7 Habits of Highly Effective People* was first pub-

lished. Life is more complex, more stressful, more demanding. We have transitioned from the Industrial Age into the Information / Knowledge Worker Age-with all of its profound consequences. We face challenges and problems in our personal lives, our families, and our organizations unimagined even one or two decades ago. These challenges are not only of a new order of magnitude, they are altogether different in kind.

These sweeping changes in

society and rumbling shifts in the digitized global marketplace give rise to a very important question – one I’m asked fairly often: “Are The 7 Habits of Highly Effective People still relevant *today*?” And for that matter, “Will they be relevant ten, twenty, fifty, one hundred years from now?” My answer: the greater the change and more difficult our challenges, the *more* relevant the habits become. The reason: our problems and pain are universal and increasing, and the solutions to the problems are and always will be based upon universal, timeless, self-evident *principles* common to every enduring, prospering society throughout history. I did not invent them and take no credit for them. I’ve simply identified and organized them into a sequential framework.

One of the most profound learnings of my life is this: if you want to achieve your highest aspirations and overcome your greatest challenges, *identify and apply the principle or natural law that governs the results you seek*. How we apply a principle will vary greatly and will be determined by our unique strengths, talents, and creativity, but, ultimately, success in any endeavor is always derived from acting in harmony with the principles to which the success is tied.

Many people do not think this way, at least consciously. In fact, you will increasingly find that *principled* solutions stand in stark contrast to the common practices and thinking of our popular culture. Allow me to illustrate this contrast with a few of the most common human challenges we face.

Fear and insecurity. So many people today are gripped with a sense of fear. They fear for the future. They feel vulnerable in the work-place. They are afraid of losing their jobs and their ability to provide for their families. This vulnerability often fosters a resignation to risk less living

and to co-dependency with others at work and at home. Our culture's common response to this problem is to become more and more independent. "I'm going to focus on 'me and mine.' I'll do my job, do it well, and get on to my real joys off the job." Independence is an important, even vital, value and achievement. The problem is, we live in an *interdependent* reality, and our most important accomplishments require interdependency skills well beyond our present abilities.

"*I want it now.*" People want things and want them now. "I want money. I want a nice, big house, a nice car, the biggest and best entertainment center. I want it all and I deserve it." Though today's "credit card" society makes it easy to "get now and pay later," economic realities eventually set in, and we are reminded, sometimes painfully, that our purchases cannot outstrip our ongoing ability to produce. Pretending otherwise is unsustainable. The demands of interest are unrelenting and unforgiving. Even working hard is not enough. With the dizzying rate of change in technology and increasing competition driven by the globalization of markets and technology, we must not only be educated, we must constantly re-educate and reinvent ourselves. We must develop our minds and continually sharpen and invest in the development of our competencies to avoid becoming obsolete. At work, the bosses drive results, and for good reason. Competition is fierce; survival is at stake. The need to produce *today* is today's reality and represents the demands of capital, but the real mantra of success is sustainability and growth. You may be able to meet your quarterly numbers, but the real question is, are you making the necessary investment that will sustain and increase that success one, five, and ten years from now? Our culture and Wall Street scream for results *today*. But the principle of *balancing*

the need to meet today's demands with the need to invest in the capabilities that will produce tomorrow's success is unavoidable. The same is true of your health, your marriage, your family relationships, and your community needs.

Blame and victimism. Wherever you find a problem, you will usually find the finger-pointing of blame. Society is addicted to playing the victim. "If only my boss wasn't such a controlling idiot ... If only I hadn't been born so poor ... If only I lived in a better place ... If only I hadn't inherited such a temper from my dad ... If only my kids weren't so rebellious ... If only the other department didn't mess up orders all the time ... If only we weren't in such a declining industry ... If only our people weren't so lazy and without drive ... If only my wife was more understanding ... If only ... If only." Blaming everyone and everything else for our problems and challenges may be the norm and may provide temporary relief from the pain, but it also chains us to these very problems. Show me someone who is humble enough to accept and take *responsibility* for his or her circumstances and courageous enough to take whatever *initiative* is necessary to creatively work his or her way through or around these challenges, and I'll show you the supreme power of choice.

Hopelessness. The children of blame are cynicism and hopelessness. When we succumb to believing that we are victims of our circumstances and yield to the plight of determinism, we lose hope, we lose drive, and we settle into resignation and stagnation. "I am a pawn, a puppet, a cog in the wheel and can do nothing about it. just tell me what to do." So many bright, talented people feel this and suffer the broad range of discouragement and depression that follows. The survival response of popular culture is

cynicism—"just lower your expectations of life to the point that you aren't disappointed by anyone or anything." The contrasting principle of growth and hope throughout history is the discovery that "I am the creative force of my life."

Lack of life balance. Life in our cell phone society is increasingly complex, demanding, stressful, and absolutely exhausting. For all our efforts to manage our time, do more, be more, and achieve greater efficiency through the wonders of modern technology, why is it we increasingly find ourselves in the "thick of thin things" subordinating health, family, integrity, and many of the things that matter most to our work? The problem is not our work, which is the sustaining engine of life. It's not the complexity or change. The problem is that our modern culture says, "go in earlier, stay later, be more efficient, live with the sacrifice for now – but the truth is that balance and peace of mind are not produced by these; they follow the person who develops a clear sense of his or her highest priorities and who lives with focus and integrity toward them.

"*What's in it for me?*" Our culture teaches us that if we want something in life, we have to "look out for number one." It says, "Life is a game, a race, a competition, and you better win it." Schoolmates, work colleagues, even family members are seen as competitors – the more they win, the less there is for you. Of course we try to appear generous and cheer for others' successes, but inwardly, privately, so many of us are eating our hearts out when others achieve. Many of the great things in the history of our civilization have been achieved by the independent will of a determined soul. But the greatest opportunities and boundless accomplishments of the Knowledge Worker Age are reserved for those who master the art of "we." True greatness will be

achieved through the abundant mind that works selflessly – with mutual respect, for mutual benefit.

The hunger to be understood. Few needs of the human heart are greater than the need to be understood – to have a voice that is heard, respected, and valued – to have influence. Most believe that the key to influence is communication – getting your point across clearly and speaking persuasively. In fact, if you think about it, don't you find that, while others are speaking to you, instead of really listening to understand, you are often busy preparing your response? The real beginning of influence comes as others sense you are being influenced by them – when they feel understood by you that you have listened deeply and sincerely, and that you are open. But most people are too vulnerable emotionally to listen deeply – to suspend their agenda long enough to focus on understanding before they communicate their own ideas. Our culture cries out for, even demands, understanding and influence. However, the principle of influence is governed by mutual understanding born of the commitment of at least one person to deep listening first.

Conflict and Differences. People share so much in common, yet are so magnificently different. They think differently; they have different and sometimes competing values, motivations, and objectives. Conflicts naturally arise out of these differences. Society's competitive approach to resolving the conflict and differences tends to center on "winning as much as you can." Though much good has come from the skillful art of compromise, where both sides give on their positions until an acceptable middle point is reached, neither side ends up truly pleased. What a waste to have differences drive people to the lowest common denominator between them! What a waste to fail to unleash

the principle of *creative cooperation* in developing solutions to problems that are better than either party's original notion!

Personal stagnation. Human nature is four dimensional – body, mind, heart, and spirit. Consider the differences and fruits of the two approaches:

BODY:

Cultural tendency: maintain lifestyle; treat health problems with surgery and medication.

Principle: prevent diseases and problems by aligning lifestyle to be in harmony with established, universally accepted principles of health.

MIND:

Culture: watch television, "entertain me."

Principle: read broadly and deeply, continuous education.

HEART:

Culture: use relationships with others to forward your personal, selfish interests.

Principle: deep, respectful listening and serving others brings greatest fulfillment and joy

SPIRIT:

Culture: succumb to growing secularism and cynicism

Principle: recognize that the source of our basic need for meaning and of the positive things we seek in life is principles – which natural laws I personally believe have their source in God.

I invite you to keep both these universal challenges and your own unique needs and challenges in mind. As you do, you will find enduring solutions and direction. You will also find the contrast between the popular culture's approach and the timeless, principled approach of the ages will become more and more evident.

On a final personal note, I want to repeat a question I constantly pose in my teaching: How many on their deathbeds wished they'd spent more time at the office – or watching TV?

The answer is, No one. They think about their loved ones, their families, and those they have served.

Even the great psychologist Abraham Maslow at the end of his life, put the happiness and fulfillment and contributions of his posterity ahead of his self-actualization (the top need of his famous "need hierarchy"). He called it self-transcendence.

This is so true with me. By far the greatest and most satisfying impact of the principles embodied in *The 7 Habits* comes out of the lives of my children and grandchildren.

For example, my nineteen-year-old granddaughter, Shannon, was "drawn" to serve the orphans of Romania and wrote Sandra and me of an epiphany one day after a little sick child threw up on her and then reached out for a hug. In that moment, Shannon inwardly resolved "I don't want to live a selfish life anymore. I must spend my life in service." As of this writing she has returned to Romania and is still serving the people.

All of our children are married and, with their spouses, have developed principle-based mission statements focused on service. To see them live these mission statements gives us joy in our posterity.

As you now commence reading *The 7 Habits of Highly Effective People*, I also promise you an exciting learning adventure. Share with your loved ones what you are learning. And most important, *start applying* what you are learning. Remember, to learn and not to *do* is really not to learn. To know and not to *do* is really not to know.

I have personally found living the 7 Habits a constant struggle primarily because the better you get, the very nature of the challenge changes, just like skiing, playing golf, tennis, or any sport does. Because I sincerely work and struggle every day at living these principle embodied habits, I warmly join you in this adventure 🌟

ADVOCATING THE POWER OF PRINCIPLES

By M Krishnamoorthy

This article appeared in the Business section of *The Sunday Star*, 29 May 2005

Short-term and quick fix approaches to improve business performance will not work in today's business environment, according to Dr Blaine N. Lee, author of *The Power Principle: Influence with Honor*.

"Today's business environment is marked by turbulent and unpredictable change while top management and its workers are under increasing pressure to perform," said Lee, a senior executive advisor and founding vice-president of Franklin Covey Co., which is well-known in the corporate training world.

"The next wave of value creation to drive profitable growth can be generated simply through superb leadership coupled with an intense focus on business execution to realize the core corporate objectives of their organizations," Lee told about 50 Malaysian CEOs, managers and directors who attended his workshop in Kuala Lumpur recently.

"You build your people; they will build your company," he said.

"What we need are the enduring principles in building personal and professional relationships in order to enjoy a more balanced, more rewarding and more effective life."

Lee, who is passionate about and committed to sustaining enduring personal and organizational excellence, said: "The principles you live by create the world you live in; change the principles you live by and you can change the world."

"CEOs in today's business world are wondering how they can catch the

next big wave of profitable growth through principle-centered leadership."

(In his book, Lee writes that core principles are those that dramatically affect people's careers and lives, and shows how principle-centered power is the ability to influence others' behavior, not to control, change, or manipulate it.)

"Principle-centered people are constantly educated by their experiences," he said in an energetic and personalized presentation to Malaysian leaders.

"They read, they seek training, they take classes, they listen to others, they learn through their ears and their eyes."

"They are curious, and are constantly expanding their competence through self-initiated ways."

Lee is also an internationally acclaimed speaker at business seminars, personal development workshops, team-building retreats, and large-scale organizational development programs.

He holds a PhD in instructional psychology and has taught psychology, behavioral science, management, and leadership at the US Air Force Academy, colleges and universities in the US.

He told his Malaysian audience that the top executive of any organization must unite the organization, and create a passion and commitment for inspiring others through his or her exemplary leadership by living Stephen Covey's *7 Habits of Highly Effective People*.

These seven effective habits are: be proactive; begin with the end in mind; put first things first; think win-win; seek first to understand, then to be understood; synergize; and sharpen the saw.



"Leaders," he said, "should identify the vision and direction for the organization. A true leader should be able to build commitment and passion among the people around him.

Swinder Grewal, chief operating officer of Rangkaian Segar Sdn Bhd, said that attending Lee's three-day program helped her to find some solutions for problems and issues she encountered daily.

"He reinforced my thoughts on principle-centered leadership culture in our organization. We are already using some of the techniques that he explained," she said.

"A principle-centered culture will help create common understanding among the senior management members of my group toward the common goals."

"His principles of vision, leadership and human relationship are practical tools for success in any organization," she added.

Melewar Industrial Group Berhad's vice-president Low Choong Sing said Lee's techniques were refreshing and effective in improving leadership skills to cope with today's business expectations.

"It is a beneficial course for myself and the organization. Providing the right leadership is very critical for companies to succeed," said Low ▲

Dr Blaine Lee will facilitate the "Principle-Centered Leadership" workshop in KL on March 20-22, 2006. For more details, please contact us at 03-7955 1148 or log on to our website www.franklincoveymalaysia.com

DEALING WITH THE UNREASONABLE AND IRRATIONAL

Q&A with the authors of *Crucial Conversations*

Dear Authors,
What if you are not dealing with a reasonable, rational, and decent person? Is this possible or do you genuinely believe that each person with whom we interact fits this description?

I look forward to your comments.

All the best,

Skeptical

•••••

Dear Skeptical,
The “fundamental attribution error” is the automatic assumption we often make that the other person’s motives are bad. This can happen when someone says or does something we think is harmful or threatening. We immediately attribute bad motive—we tell a villain story: “they are evil or selfish; they do bad things because they enjoy it.”

To keep from making the fundamental attribution error, we recommend challenging your story with questions. One such question is “Why would a reasonable, rational, and decent person act this way?”

Posing the question is NOT making an assumption that all people are reasonable, rational, and decent; rather, posing the question IS an effort to consider other possibilities.

This question helps us explore other assumptions and not automatically assume that the worst story we can come up with is the only one we should consider. When we replace our certainty that the other person is bad and wrong with the recognition that we don’t know why the person did what he or she did, our emotion changes from anger and frustration to curiosity and maybe even concern.

Now, instead of being pushed by our anger into silence or violence, we’re much more likely, in a condition of curiosity, to ask questions and engage in dialogue. As we talk over the problem and gather more information, we’re in a better position to ascertain the other person’s motive and intent. If we find out that our initial impulse was mistaken (the other person’s motives are not hurtful), we’re in a good position to solve problems together. However, if we discover that their motives are hurtful toward us, perhaps they’re political or personal, instead of being trapped in a fight-or-flight reflex with our brain turned off by hot emotion, our mind is active and engaged and we’re in a better position to decide what to do about this potential enemy. All options ranging from ending the rela-

tionship and disengaging to escalating the problem up the chain of command are available to us.

Mastering your stories is NOT a positive mental attitude technique that assumes that everyone’s motives are good. It IS a set of skills that keep us from assuming that all people’s motives are bad and hurtful. All in all, this increases the probability of us getting what we really want.

Best Wishes,

Ron

(from *Crucial Skills Newsletter*: Volume 3, Issue 21, June 01, 2005)

Ron McMillan is coauthor of the New York Times bestseller “Crucial Conversations: Tools for Talking When Stakes are High.” Readers of *The Compass* will remember his article, “Mutuality: the Missing Ingredient in Communication”, which appeared in our January issue in conjunction with his “Crucial Conversations” workshop in Kuala Lumpur. The next “Crucial Conversations” workshop is on 27-28 February 2006 at the Sheraton Imperial Hotel, KL, and will be led by a certified Malaysian facilitator. Please contact us at 03-7955 1148 or email us at ben@malaysianinfoscience.com for registration details.

For tips on working on your own perspective and on avoiding the fundamental attribution error, see Chapter 3 (Start with Heart) of the book “Crucial Conversations: Tools for Talking When Stakes are High,” and Chapter 2 (Master My Stories) of the book “Crucial Confrontations: Tools for Resolving Broken Promises, Violated Expectations, and Bad Behavior.”

ACHIEVER WITH HEART Recognition VS Pandian, *FranklinCovey Malaysia*

VS Pandian, better known as Pandian, embodies the concept of “achiever with heart.” As one of our most distinguished international partners, Pandian models principle centered leadership with grace and respect. His gentle yet powerful voice has influenced us at FC International and touched the lives of many.

We hope that you will find inspiration from this story below and join us in congratulating Pandian for being an Achiever With Heart.

How long have you been with FC International? How did you join the business?

I have been with FC International since January 1993. I joined this business after having done an active stint in the corporate sector for 9 years in total, managing and leading people. For 6 of the 9 years, I was responsible for profit performance of a subsidiary of a public company.

I heard about The 7 Habits book from a friend. I learnt that the VP of CLC International (the predecessor to

FC) was in town to do the 7 Habits program for Petronas, the national petroleum company. I got the chance to meet with him, and discussed representation rights for Malaysia. I also introduced a potential client to him in that first meeting to show that I meant both passion and business!

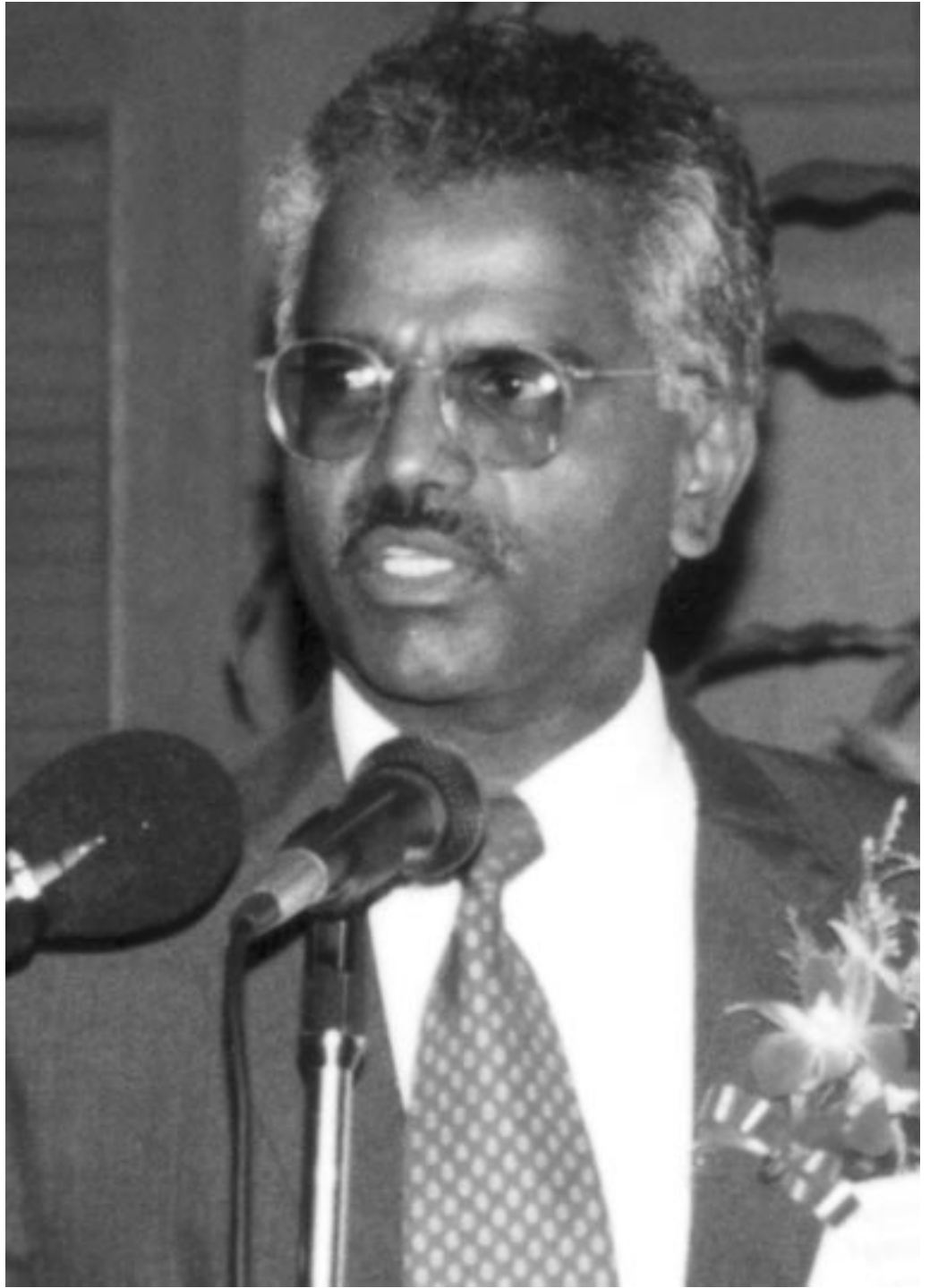
How has your work with FC impacted your personal and professional life?

I would like to believe that I am a better person today than I was before being associated with FC and its

curriculum, especially The 7 Habits. I think I am healthier today than I was about 15 years ago! One recent health test showed that my metabolic age is 10 years below my chronological age! Isn't that something?

People in FC USA have always been wonderful to work with. They are very strong on empathy while being candid about business expectations – they have been high on consideration while holding fort on courage. The professional approaches to the interactions have allowed my team and I to mature.

'I want them to aspire for greater things out there, and feel that they have touched the lives of thousands of people in meaningful ways while they worked with us.'



What do you like best about your work? Can you share an example?

I cannot tell the difference between work and “play”. It is fun to be working with such powerful material that can transform lives and organizations.

One participant who attended one of my programs more than 5 years ago remembered vividly a personal story that I have shared about learning to swim despite the fact that I did not know how to swim for the first 42

years of my life. She was inspired by that story and went on to take up swimming lessons, came to love swimming and overcame her fear of deep water.

From the business angle, stories of the following kind inspire me a great deal. This incident happened some years ago when we were doing FC work in India. I had a 63-year old CEO of a family-controlled company from Hyderabad in India who shared

his own experience during the close of a 7 Habits workshop. Despite his understanding of the 7 Habits, he was still quite fixed to the notion that to do business in India, there is no way to avoid unethical business practices, especially when dealing with the government. He lamented that that was the path he had had to adopt to grow his business.

At the same workshop in Mumbai, there was another successful

entrepreneur who had a completely opposite experience. He was only 35-years of age, and he said that all along the way, he avoided any form of unethical practices in growing his own business. Two contrasting stories aren't they? One week later, I presume after deep reflection, the elder entrepreneur sent me an email to confirm that he now realized that "principles" was the right way to go, and that he had decided to opt for this "new" path! Such stories inspire me a great deal.

What is your dream or inspiration?

I want to build the capacity in FC Malaysia for the people and the operation to soar to new heights. I also want to provide for the economic well-being of the 25 families that are represented in our operation. I want them to be very happy working with us. Even if they choose to leave, I want them to aspire for greater things out there, and feel that they have touched the lives of thousands of people in meaningful ways while they worked with us.

I also believe that the Malaysian operation might be at the beginning of a new S-curve. We have some great people on board and the opportunities look to be bright. In a recent phone conversation with one of our Directors, a reputable independent overseas party located in Kuala Lumpur mentioned that they regard us as the number 1 training provider in Malaysia. This is good news, and we do see greater possibilities ahead.

How are you transitioning to the xQ process and sustained superior performance?

We are strategically using the xQ process as a diagnostic tool in order to provide suitable "prescription" of our broad curriculum mix beginning with xQ Debrief, 4DX and 4DX Maximizer. We are also using the Helping Clients Succeed (HCS) and ELM methodology to better engage clients.



As an example, we are now in the process of setting up the xQ Survey for Ace Synergy Insurance. Our current thinking is, based on the results and after the xQ Debrief, we'll likely do 4DX (2 days) and the 4DX Maximizer (1 day). We will likely follow up with the 7 Habits for Managers (2 days) on a staggered basis over a 5-month period with accountability sessions at the beginning of each module.

Please share a little about your home and family.

Our home is in the city of Kuala Lumpur. We have a simple home that is nestled amidst lush tropical forest trees – the view from our living room is gorgeous!

My beloved wife is Jaya, and we have 3 children - Shakuntala (22-girl), Elangovan (20-boy) and Asvini (16-girl).

Jaya is a homemaker and at home I take instructions from her. No bossin' around!

She served in the Malaysian Government as an officer before calling it quits to take care of the family.

Shakuntala is in 3rd year pursuing an undergraduate degree in neuroscience at the University of Otago in NZ and plans to pursue a graduate degree. Elangovan will be heading to the University of Hawaii at Manoa to complete the balance of his undergraduate work in Finance and Business. Ashvini, who lives with her sister, is doing her Form 6 in a high school in Dunedin in NZ. She plays the cello for the Dunedin Youth Orchestra and is very active in ballet 🎭

Editor's note: The Compass was delighted to find out that FranklinCovey Malaysia's own VS Pandian was accorded Achiever with Heart Recognition in the inaugural issue of FranklinCovey's new international newsletter. Keep up the good work, Pandian!

My First Encounter with The 7 Habits

By David Kinkel

During his first tour of duty last year as FranklinCovey Malaysia's associate consultant, David Kinkel shared many of his thoughts on The 7 Habits with *The Compass*. Among the questions posed to him was how he learnt about The 7 Habits. In this excerpt from that interview, David tells us about his first encounter with The 7 Habits.

My initial encounter with the 7 Habits was an extremely impactful experience. It was a long time back. The book had just come out and was just in the bookshops. My wife is probably a certifiable bookaholic - it's a disease like no others and if she's not in a major bookstore once a week she probably gets a call to see if she's ok. She brought the book home and I made a joke about it because it had the original book cover with this great huge "7" on it. And I thought, "Oh, this is the end of the year in the US - gimmicks, techniques, manipulative kind of stuff and all of the power ties and power lunches and all that stuff".

I started joking about it: "it's the '7' book," I would say. The only

reason that made me even want to read the book was my wife. She is a brilliant insightful, very linear thinker and so when she gets into something and says it is good, I am willing to take a chance on it. If somebody else had recommended it, I would never have cracked the cover, and it would probably have been because of the



cover! That's not the right way to do things but that was the way I was looking at it.

Also at that point in time, it was probably one of the lowest points in my life because of what I had been through. I have been hit three times in auto accidents, resulting in neck and back injuries, and one of them was a head-on collision with a drunk crossing a center line at 60 mph and hitting us straight on. I could no longer

backpack; my wife was a mountain climber, and she couldn't climb anymore. I couldn't do yard work, I couldn't do so many of the outdoor things that I wanted, and in my perception, life was sort of shrinking. It wasn't necessarily a fact but it was a pretty strong paradigm.

Once I got into the book, and got into Habit 1, I realized how reactive I had become. I had begun to turn over all of my decision-making power to the consequences of the accidents: the neck problems, the headaches, the back problem and things like that. Being reactive means that you make a decision based on moods and conditions at a given time, not your values, and I was not making many value-based decisions at that point.

We started reading the book. I only committed to reading it for three hours per reading. My wife and I read books together. She writes, and she's very engineering-oriented, so we sit down in the same chair, cup of coffee in the same place, hold the book the same way and start to read. I get up and move around the room, look at things, but I can't sit still for long periods. So we committed to three hours, 9-12; it was the first week of March - and I will never forget that - 1990, and she started reading.

We read from 9am till 12 noon, and had lunch. Then we read from about 12.30 pm to 6 o'clock in the evening. We had dinner, and then we read from 7 o'clock to 9.30 at night. We went to church the next morning, came back from church and read all Sunday afternoon and at that point I thought I had been hit by a sledgehammer because we were only able to get into Habit 1, and it was like this chap Stephen Covey was talking directly to me about reactivity and proactivity!

I began to see that I was abdicating my capacity to choose and I didn't

like that. Nobody who goes out, like I did, and founds a business and those other kinds of things likes to think that they are giving up the decision-making process to someone or something else. And I wasn't making really good decisions about whether to plan to get more work done on my neck or to get into exercise again. I had just given up.

So, thus began a process of deciding that I needed to make my own decisions. I didn't know there were workshops at that time (six months later I found out there were workshops available), and that book just kept pounding away at me, taking me into Habit 2, which is about developing, and getting back, your values. I had not done anything to get into my values. Most people know what their values are but they can't state them succinctly and clearly, much less get them down on paper. It may sound like I am speaking in hyperbole but it is astounding, the difference between having it in your head and putting it down on paper.

The clarity of having it on paper is amazing. I have hundreds of emails and letters from my workshops to attest to that.

And then it was on to Habit 3, about putting my first things first. I was letting 2nd things and 4th things get all my time because I didn't care that much anymore. Well, at that time life was sort of over as far as I was concerned; I couldn't do the things I wanted to do anymore because of the my injuries.

That reading of the book led to my first letter to Stephen to tell him about the impact his book had had on my wife and me, and how because of living the 7 Habits, life had become better for both of us. I am sure I was much more fun to be with after that compared to before. Later I brought the concepts into the business and was teaching and sharing it with people in my own company, and was writing to Stephen again about the impact of the 7 Habits on building trust in our own little company. Stephen wrote to me again and I was

amazed that I was still receiving letters from him because at that point he probably could hardly answer all his mail by himself. The book was by then selling 100,000 copies a month and was breaking every sales record there ever was in the non-fiction category.

So, that was a long answer to your question but that was the odyssey; that's what started me on my 7 Habits journey 🌟

In 2006, David Kinkel will facilitate the new 7 Habits signature program on March 7-9 in Johor and on April 17-19 in Penang, while Dr Dee Groberg will facilitate the program in KL on January 17-19. David will also facilitate the "4 Roles of Leadership" program in KL on March 1-3 and April 25-27. For more details, please contact us at 03-7955 1148 or log on to our website www.franklincoveymalaysia.com



The Compass is a quarterly newsletter published by:

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Do you have comments, anecdotes, reflections and experiences to share regarding living the Seven Habits principles? We would love to hear from you. Please contact us or write to us so that we can publish them in The Compass.

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PUBLIC PROGRAM CALENDAR

January – April 2006

	Trainer	Dates	Duration	Fees (RM)
The 7 Habits of Highly Effective People® Signature program (upgraded version)	Dr Dee Groberg Presenter/Consultant USA	January 17-19, 06 Le Meridien Kuala Lumpur	2 1/2 days	RM 3,900/pax RM 3,500 (5 or more participants) from one organization
The 7 Habits of Highly Effective People® Signature program (upgraded version)	David Kinkel Presenter/Consultant USA	March 7-9, 06 Hyatt Regency Johor Bahru April 17-19, 06 Evergreen Laurel Hotel, Penang	2 1/2 days	RM 3,900/pax RM 3,500 (5 or more participants) from one organization
The 7 Habits of Highly Effective People® Signature program (upgraded version)	Franklin Covey Presenter/Consultant Malaysia	March 14-16, 06 Grand Continental Kuantan April 4-6, 06 The Saujana Kuala Lumpur	3 days	RM 2,590/pax RM 2,350 (5 or more participants) from one organization
7 Tabiat Orang Yang Amat Berkesan® (Claimable under PROLUS scheme) *	Franklin Covey Presenter/Consultant Malaysia	February 15-16, 06 Concorde Hotel, KL April 18-19, 06 The Saujana Kuala Lumpur	2 days	RM 990/pax RM 900 (5 or more participants) from one organization
4 Roles of Leadership™ (Claimable under PROLUS/ SBL-KHAS scheme) *	David Kinkel Presenter/Consultant USA	March 1-3, 06 Concorde Hotel, KL April 25-27, 06 Concorde Hotel, KL	2 1/2 days	RM 2,950/pax RM 2,700 (5 or more participants) from one organization
Principle Centered Leadership	Dr Blaine Lee Presenter/Consultant USA	March 20-22, 06 Sheraton Imperial, KL	3 days	RM 5,900/pax RM 5,300 (5 or more participants) from one organization
The 4 Disciplines of Execution	Mike Simpson Presenter/Consultant USA	April 4-5, 06 Sheraton Imperial, KL	2 days	RM 2,950/pax RM 2,700 (5 or more participants) from one organization
Focus – Achieving your highest priorities **	Franklin Covey Presenter/Consultant Malaysia	January 18-19, 06 The Saujana Kuala Lumpur	2 days	RM 1,490/pax RM 1,350 (5 or more participants) from one organization
Project Management **	Franklin Covey Presenter/Consultant Malaysia	March 28-29, 06 Concorde Hotel, KL	2 days	RM 990/pax RM 900 (5 or more participants) from one organization
Writing Advantage **	Franklin Covey Presenter/Consultant Malaysia	April 12-13, 06 Concorde Hotel, KL	2 days	RM 990/pax RM 900 (5 or more participants) from one organization
businessThink FOR SENIOR MANAGEMENT	Franklin Covey Presenter/Consultant Malaysia	April 13, 06 PJ Hilton	1 day	RM 1,500/pax RM 1,350 (5 or more participants) from one organization
businessThink ** FOR EXECUTIVE & MIDDLE MANAGEMENT	Franklin Covey Presenter/Consultant Malaysia	March 15-16, 06 PJ Hilton April 24-25, 06 Evergreen Laurel Hotel, Penang	2 days	RM 1,850/pax RM 1,650 (5 or more participants) from one organization
Crucial Conversations **	VitalSmarts Presenter/Consultant Malaysia	February 27-28, 06 PJ Hilton	2 days	RM 1,650 (5 or more participants) from one organization

For Registration or enquiries contact Mr. Shan, Mr. Ben Ong, Ms. Yvonne or Cik Fida at 03-7955 1148 or 7957 6627; Fax: 03-7955 2589 or 7958 6646 or Email : gshan@malaysianinfoscience.com / ben@malaysianinfoscience.com Website: www.franklincoveymalaysia.com

* Terms and conditions apply.

** Contributing Organizations are recommended to claim under SBL scheme of HRDF.