



The Leader Who Had No Title

A Modern Fable on Real Success
in Business and in Life

By: Robin Sharma

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For more than fifteen years, Robin Sharma has been quietly sharing with Fortune 500 companies and many of the super-rich a success formula that has made him one of the most sought-after leadership advisers in the world. Now, for the first time, Sharma makes his proprietary process available to you, so that you can get to your absolute best while helping your organization break through to a dramatically new level of winning in these wildly uncertain times.

In *The Leader Who Had No Title*, you will learn:

- How to work with and influence people like a superstar, regardless of your position
- A method to recognize and then seize opportunities in times of deep change
- The real secrets of intense innovation
- An instant strategy to build a great team and become a "merchant of wow" with your customers
- Hard-hitting tactics to become mentally strong and physically tough enough to lead your field
- Real-world ways to defeat stress, build an unbeatable mind-set, unleash energy, and balance your personal life

Regardless of what you do within your organization and the current circumstances of your life, the single most important fact is that you have the power to show leadership. Wherever you are in your career or life, you should always play to your peak abilities. This book shows you how to claim that staggering power, as well as transform your life—and the world around you—in the process.

My Synopsis:

While I found parts of the fable to be incredibly far-fetched, I believe the thoughts and ideas Sharma presents, when implemented on a consistent basis, certainly have value and will help individuals be a success. As a student of leadership who strives to continuously grow and learn, I've never believed that being a leader requires a title or that having a title means you're a leader, but rather it's up to each of us as individuals to use our talents to become better leaders. If you're serious about your own leadership development, you'll enjoy and grow by taking action after reading this book.

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A Modern Fable on Real Success in Business and in Life

- p.xi In a gentle way, you can shake the world. – Mahatma Gandhi
- p.1 Nobody succeeds beyond his or her wildest expectations unless he or she begins with some wild expectations.
– Ralph Charell
- p.1 Each of us is born into genius. Sadly, most of us die amid mediocrity.
- p.2 ...the best you can do is all you can do.
- p.2 Worrying about ;things beyond your control is a pretty good formula for illness.
- p.3 ...work was merely a means to pay the bills rather than a platform to express my best.
- p.4 Within the covers of a single book are ideas that, if acted upon, have the power to rescript every part of your life.
- p.4 The best people always seem to have the biggest libraries.
- p.5 ...in the middle of difficulty lives opportunity.
- p.8 Doing my best work is all that matters to me.
- p.9 The more challenging the conditions...the more marvelous the opportunities.
- p.10 ...getting lost along your path is a part of finding the path you're meant to be on.
- p.14 Growing and developing the leadership talent of every single person throughout the organization faster than their competition.
- p.15 It's no longer an excuse to say you don't have a high rank so you don't need to take ownership for the results of the organization.
- p.15 If everyone would sweep their own doorstep, the whole world will be clean. – Mother Teresa
- p.16 ...everyone needs to show leadership. Everyone needs to drive innovation...Everyone needs to embrace change.
- p.17 We all need to lead where we are planted...
- p.17 You have total control of how you show up in your current role.
- p.18 Leadership has nothing to do with what you get or where you sit.
- p.21 A restaurant is the only place I know of where you get the good stuff first and then you pay the price.
- p.21 In work – and in life in general – you need to pay the price of success before you get all the rewards due you.
- p.27 Only the mediocre die always at their best. Real leaders are always improving – and raising their bar on how superbly they can perform and how quickly they can move. – Jean Giraudoux

- p.28 ...embracing uncertainty is a precious gift.
- p.30 ...leaders are those individuals who do the other thing that failures aren't willing to do – even though they might not like them either.
- p.31 Learning is the daughter of repetition.
- p.31 If you can't lead yourself, you'll never be able to lead anyone around you.
- p.32 It's fine to be content, but never be satisfied.
- p.33 The interesting thing about reflecting on your death is that it reawakens you to what's truest about life.
- p.34 The Ten Human Regrets
1. You reach your last day with the brilliant song that your life was meant to sing still silent within you.
 2. You reach your last day without ever having experienced the natural power that inhabits you to do great work and achieve great things.
 3. You reach your last day realizing that you never inspired anyone else by the example that you set.
 4. You reach your last day full of pain at the realization that you never took any bold risks and so you never received any bright rewards.
 5. You reach your last day understanding that you missed the opportunity to catch a glimpse of mastery because you bought into the lie that you had to be resigned to mediocrity.
 6. You reach your last day and feel heartbroken that you never learned the skill of transforming adversity into victory and lead into gold.
 7. You reach your last day regretting that you forgot that work is about being radically helpful to others rather than being helpful only to yourself.
 8. You reach your last day with the awareness that you ended up living the life that society trained you to want versus leading the life you truly wanted to have.
 9. You reach your last day and awaken to the fact that you never realize your absolute best nor touched the special genius that you were built to become.
 10. You reach your last day and discover you could have been a leader and left this world so much better than you found it. But you refused to accept that mission because you were just too scared. And so you failed. And wasted a life.
- p.35 ...each of us alone creates the lives we get to live.
- p.36 ...potential unrealized turns to pain.
- p.36 ...success is created through the performance of a few small daily disciplines that stack up over time to produce achievements far beyond anything you could have ever planned for.
- p.38 ...remembering the shortness of life strips away all the distractions of life and reminds us what's most important.
- p.38 ...sustained change only happens when we shift at an emotional rather than at a logical level.
- p.39 The more you own your power to make decisions, the more powerful your choices become.

p.40 The Ten Human Victories

1. You reach your end full of happiness and fulfillment on realizing that you are all used up – having spent the fullness of your talents, the biggest of your resources, and best of your potential doing great work and leading a rare-air life.
2. You reach your end knowing that you played at a standard of concentrated excellence and held yourself to the most impeccable of standards in each thing that you did.
3. You reach your end in noisy celebration for having the boldness of spirit to have regularly confronted your largest fears and realized your highest visions.
4. You reach your end and recognize that you became a person who built people up versus one who tore people down.
5. You reach your end with the understanding that while your journey may have not always been a smooth one, whenever you got knocked down you instantly got back up – and at all times, never suffered from any loss of optimism.
6. You reach your end and bask in the staggering glory of your phenomenal achievements along with the rich value you have contributed to the lives of the people you were lucky to serve.
7. You reach the end and adore the strong, ethical, inspirational, and empathetic person you grew into.
8. You reach your end and realize that you were a genuine innovator who blazed new trails instead of following old roads.
9. You reach your end surrounded with teammates who call you a rock star, customers who say you're a hero, and loved ones who call you a legend.
10. You reach your end as a true Leader Without a Title, knowing that the great deeds you did will endure long after your death and that your life stands as a model of possibility.

p.43 The most common way people give up their power is by thinking they don't have any. – Alice Walker

p.46 ...one of the greatest freedoms each of us has...is the freedom to choose how we view our roles in the world.

p.47 ...I created my 'luck', even though I've faced some pretty big obstacles.

p.48 ...'lucky breaks' are nothing more than unexpected rewards for intelligent choices we've chosen to make.

p.48 Anyone can be successful. Few choose to be.

p.49 What society thinks is of no interest to me...All that's important is how I see myself.

p.49 We wish for something better rather than realizing that often everything we're actually searching for lies exactly where we are.

p.50 It's impossible to build a tribute to success on a foundation of excuses.

p.51 What other people think of you is none of your business.

p.51 Great spirits have always encountered opposition from mediocre minds. – Einstein

- p.53 **Natural Power #1:** Every one of us alive in this moment has the power to go to work each day and express the Absolute Best within us. And you need no title to do that.
- Natural Power #2:** Every one of us alive today has the power to inspire, influence, and elevate each person we meet by the gift of a great example. And you need no title to do that.
- Natural Power #3:** Every one of us alive with life can passionately drive positive change in the face of negative conditions. And you need no title to do that.
- Natural Power #4:** Every one of us alive to the truth about leadership can treat all stakeholders with respect, appreciation, and kindness – and in so doing raise the organization’s culture to best of breed. And you need no title to do that.
- p.56 ...there’s a large difference between being alive and knowing how to live.
- p. 57 Each of us can now be a force of one and assume responsibility for creating exceptional results at work.
- p. 58 No excellent leader ever got to the lofty platform they reached by feebly clinging to fear-filled excuses.
- p. 58 ...people who are superb at making excuses are usually not superb at doing much else.
- p. 61 People are just too scared to be too original these days...
- p. 61 Innovation always trumps repeating what might have worked in the past.
- p. 61 All leaders without a title instantly flex their minds and elevate their abilities by consistently asking themselves ‘What can I improve today?’
- p. 61 Relentlessly rethink the way you work.
- p. 62 Daily ripples of superior performance add up over time to a tidal wave of outrageous success.
- p. 64 ...the riskiest place you can be is trying to do the same things in the same way as you’ve always done them.
- p. 64 Be so good that people cannot ignore you. – Steve Martin
- p. 65 Leaders get the job done – no matter what.
- p. 67 There’s a lot less competition on the extra mile because so few people even believe they can play them.
- p. 68 Work offers you a daily platform to discover the leader within.
- p. 68 ...every belief inevitably becomes a self-fulfilling prophecy.
- p. 68 ...your belief determines your behavior.
- p. 69 ...you will never behave in a way that’s inconsistent with your self-image.
- p. 69 Successful people have successful thinking patterns and the best leaders run superb leadership habits.
- p. 73 Ideas are ultimately worthless unless you activate them with focused and consistent action.
- p. 73 Lots of people have good ideas. But the masters become masters because they had the courage and conviction to act on ideas.
- p. 73 What really makes greatness is white-hot action around red-hot ideas.
- p. 73 Success is so much a numbers game. The more action you take, the more results you’ll see.
- p. 75 ...leadership really is about closing your ears to the noisy voices of others so you can more closely hear the mission and call within yourself.
- p. 75 Be who you are and say what you feel because those who mind don’t matter and those who matter don’t mind.

– Dr. Seuss

- p. 75 To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.
– Ralph Waldo Emerson
- p. 76 When you give yourself permission to be open, real, and brilliant around others, you give others permission to be open, real, and brilliant around you.
- p. 77 ...leadership has a lot to do with believing in yourself when no one else believes in you.
- p. 80 Criticism is the defense reaction that scared people use to protect themselves against change.
- p. 81 ...leadership success...lies at the intersection where excellence meets honor.
- p. 82 ...guard your personal brand by being impeccably ethical.
- p. 84 Innovation
Mastery
Authenticity
Goals
Ethics
- p. 84 Money, influence, and position are nothing compared with brains, principles, energy, and perseverance.
– Orison Swett Marden
- p. 85 I will persist until I succeed. I was not delivered into this world into defeat, nor does failure course my veins. I am not a sheep waiting to be prodded by my shepherd. I am a lion, and I refuse to talk, walk, and to sleep with the sheep. I will persist until I succeed. – Og Mandino
- p. 85 Pain is temporary. Quitting lasts forever. – Lance Armstrong
- p. 86 Turbulent Times Build Great Leaders
- p. 86 ...difficult days never last, but strong people always do.
- p. 88 ...the bigger the ego, the weaker the performance.
- p. 91 A single big thought carries with it the ability to shatter all your barriers.
- p. 92 ...no matter what we do in business, we all need to be entertainers inspiring our customers to love doing business with us.
- p. 93 ...if you stick your head under your desk and hope the avalanche of change will all go away, you'll end up suffocating.
- p. 93 You need to actually move closer to the place you most fear instead of pulling back from it.
- p. 94 The fear you move through when you go to the edge of your limits actually causes your limits to expand.
- p. 97 Resisting what makes you feel uncomfortable at work might seem like a way to stay safe...but it's actually a very dangerous maneuver.
- p. 98 ...you'll never know how high you can climb if you don't even try.
- p. 100 The very things that make you feel afraid are the very doorways into your leadership best.
- p. 100 Resisting the opportunities that change brings is a tragic way to live. And the saddest way to die.
- p. 100 It is not because things are difficult that we do not dare; it is because we do not dare that things are difficult.
– Seneca
- p. 101 Public opinion will tell you that because something feels weird, you're making some mistake.
- p. 102 The bigger the risks that were present, the larger the rewards that were available.

- p. 102 Hard times only feel bad. In truth, they serve us so very well.
- p. 103 You can't reach a place of breakthrough without going through a period of breakdown.
- p. 103 ...any time you are moving nearer to growth and embracing deep change, your fears will surface.
- p. 104 ...life's just too big to play small.
- p. 104 Scared gets you nowhere.
- p. 105 ...refusing to change and grow is the most unsafe place you could be.
- p. 105 ...complacency has now become the primary enemy of victory.
- p. 105 Life is lived out on the wire. The rest is just waiting. – Karl Wallenda
- p. 105 If everything's under control, you're going too slow. – Mario Andretti
- p. 107 ...be patient with the process of change.
- p. 108 Problems are only problems when we make them problems. Victims cry 'Why me?' Leaders on the other hand shout, 'It's up to me!'
- p. 110 Delivering the naked truth, and nothing but the naked truth, promotes trust and respect for you.
- p. 110 An important part of showing leadership is to be more committed to speaking honestly than receiving the approval of others.
- p. 112 Don't hide behind technology when the personal touch is called for.
- p. 112 ...if something's important to someone important to you, it should be important to you as well.
- p. 112 ...you can say whatever you want so long as you say it with respect.
- p. 113 ...you'll get so much more speaking encouragingly.
- p. 114 The language we use affects whether we respond to some setback optimistically or apathetically.
- p. 115 What you focus on grows.
- p. 115 Focus on the best and neglect all the rest.
- p. 116 ...getting things done is not the same as doing great things.
- p. 116 No point in spending your days climbing a series of mountains, only to realize that in the end you scaled the wrong ones.
- p. 116 Personal energy is the single most valuable asset in business today.
- p. 118 ...the person who tries to achieve everything ultimately accomplishes nothing.
- p. 119 Self-reflection creates intensity of clarity.
- p. 119 ...for every dream that dies, a better one can come to life.
- p. 120 The key isn't whether you'll face challenges. You will. The real key is what you'll do with difficulties.
- p. 121 KMF = Keep Moving Forward
- p. 121 Excellent actions in negative conditions **must** eventually yield excellent efforts.
- p. 122 The fact is, avoiding deciding is a decision. Standing frozen and blindsided amid change is a decision. Doing nothing is a decision.
- p. 122 Stagnation is the beginning of death's icy grip.
- p. 122 ...it's better to go down in fiery failure because you chased your loftiest ambitions than to spend your best hours watching television in some subdivision.

- p. 123 ...looking silly feels uncomfortable for a minute, but letting your doubts and fears own you feels uncomfortable for a lifetime.
- p. 124 Respond vs. react when turbulent times hit.
- p. 124 Always remember that initiative and hard work is the warm-up act for a headliner called success.
- p. 126 **S** peak with Candor
P rioritize
A dversity Breeds Opportunity
R espond Versus React
K udos
- p. 126 Life begins at the edge of your comfort zone. – Neale Donald Walsch
- p. 127 The deeper your relationship, the stronger your leadership.
- p. 127 The most important single ingredient in the formula of success is knowing how to get along with people.
– Theodore Roosevelt
- p. 128 ...small daily improvements, over time, lead to stunning results.
- p. 134 The main business of business is to connect with – and add value to – people.
- p. 135 Money follows contribution.
- p. 136 It would be sheer madness to think you can get by using the same old tactics in a completely new world.
- p. 137 Don't be a dinosaur! You'll get killed.
- p. 139 When you genuinely help others, they will do anything to genuinely help you.
- p. 139 Don't wait for someone else to reach out to you before you start the connection process. You lead the way.
- p. 139 Giving starts the receiving process.
- p. 140 Leading by example is one of the most powerful tools for positively influencing change in other people.
- p. 140 Too few of us stay committed to being excellent long enough.
- p. 140 Nothing special ever gets done alone.
- p. 141 The larger the dream, the more important the team.
- p. 141 ...an unbeatable organization is really nothing more than a series of great relationships cascading throughout the entire enterprise all singlehandedly focused on some inspirational outcome.
- p. 142 ...the ripple effect ultimately determines what the culture of the entire place will be like and the quality of the results the enterprise will achieve.
- p. 143 ...the quality of an organization comes down to the quality of the relationships between its individual teammates.
- p. 143 The business world is more wired than ever before, but I have to say that business people have never been so disconnected.
- p. 146 ...always do more than you are paid to do.
- p. 146 No one wants to get to their deathbed and look back at a life that counted for nothing.
- p. 146 ...I realized that unless I made profound changes now, my future would simply present me with more of what I've been experiencing in my past.
- p. 147 Speak less and listen more.
- p. 147 For most of us our egos are screaming so loudly we have no ears to hear what anyone else is saying.

- p. 148 One of the deepest of all human hungers is the hunger to be understood.
- p. 150 ...always remember that people love doing business with people they like.
- p. 151 ...having fun while you do great work will help you boost your productivity.
- p. 152 Please don't confuse kindness with weakness...balance being compassionate with being courageous.
- p. 153 Leave every single person who intersects your path better, happier, and more engaged than you found them.
- p. 153 You want to be good to people because it's the right thing to do as opposed to doing it to manipulate them into feeling obligated to give you what you want.
- p. 154 ...people are really the most important element to a winning business.
- p. 155 **H**elpfulness
Understanding
Mingle
Amuse
Nurture
- p. 155 No man will make a great leader who wants to do it all himself or to get all the credit for doing it.
– Andrew Carnegie
- p. 156 To be a great leader, first become a great person.
- p. 158 Blood, sweat, and tears are necessary to reach dreams, hopes, and joys.
- p. 159 You can't energize anyone around you if you have no energy yourself.
- p. 161 An excellent organization is really just a cluster of people showing personal excellence in all they do.
- p. 161 You can't unleash peak performance at work until you feel like performing at your peak.
- p. 161 Lead yourself first. Only then will you get to a place as a person where you can lead other people.
- p. 162 Most people don't discover how to live until just before they die.
- p. 164 In our world we define our success by the things we have rather than by the people we've become.
- p. 165 ...I don't use my possessions to define me.
- p. 165 Who I'm becoming is far more important than what I own.
- p. 167 The messages of the mob taught you not to be an original.
- p. 168 Poverty isn't just a lack of money – it's a scarcity of anything.
- p. 168 ...greatness is an inner event with outer consequences.
- p. 169 ...if your self-respect is low, your character is weak, and you're full of fear, no matter what you try to do in your work, nothing great will happen.
- p. 170 You need to clear out what no longer serves you before space is available for something even better to enter.
- p. 171 Often we see situations through eyes of fear versus through the lenses of opportunity.
- p. 173 Your thinking creates your reality.
- p. 173 Real leadership involves breaking through the limits of your mind so you can step into the highest strengths of your spirit.
- p. 174 You have to take full responsibility for the thoughts that run through your brain.
- p. 175 I will not allow others to walk through my mind with their dirty feet. – Gandhi
- p. 176 We never act in a way that is inconsistent with the way we see ourselves.

- p. 176 Every thought you think generates a consequence
- p. 177 “A winner is a winner before he becomes a winner.” – Berry Gordy, Jr.
- p. 179 The Seven Fundamentals of Personal Leadership
1. Learning
 2. Affirmations
 3. Visualization
 4. Journaling
 5. Goal Setting
 6. Exercise
 7. Nutrition
- p. 180 All outer achievements begin with the mind.
- p. 180 All progress is nothing more than invisible creativity made visible.
- p. 182 The way you start your day determines how well you will live your day.
- p. 182 You can’t craft a superb future by remaining stuck in your past.
- p. 183 Gratitude is the antidote to fear.
- p. 184 Peak health is like a tent pole: it lifts up everything else in your entire life.
- p. 184 If you lose your health, you lose everything.
- p. 185 Those who don’t make time for daily exercise must eventually make time for daily illness.
- p. 186 A solid foundation at home sets you up for strong and solid results at work.
- p. 187 Success is not about what you receive. Success is all about what you return.
- p. 190 **S**ee Clearly
- H**ealth is Wealth
 - I**nspiration Matters
 - N**eglect Not Your Family
 - E**levate Your Lifestyle
- p.190 If one advances confidently in the direction of his dreams and endeavors to live the life which he has imagined, he will meet with a success unexpected in common hours. – Henry David Thoreau
- p. 194 ...sadly, it’s become more popular to be popular than to be ethical, brave, and good.
- p. 196 Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has. – Margaret Mead