

# Väitöskirja elämästä

Aineistoa LinkedInistä 2012-2014

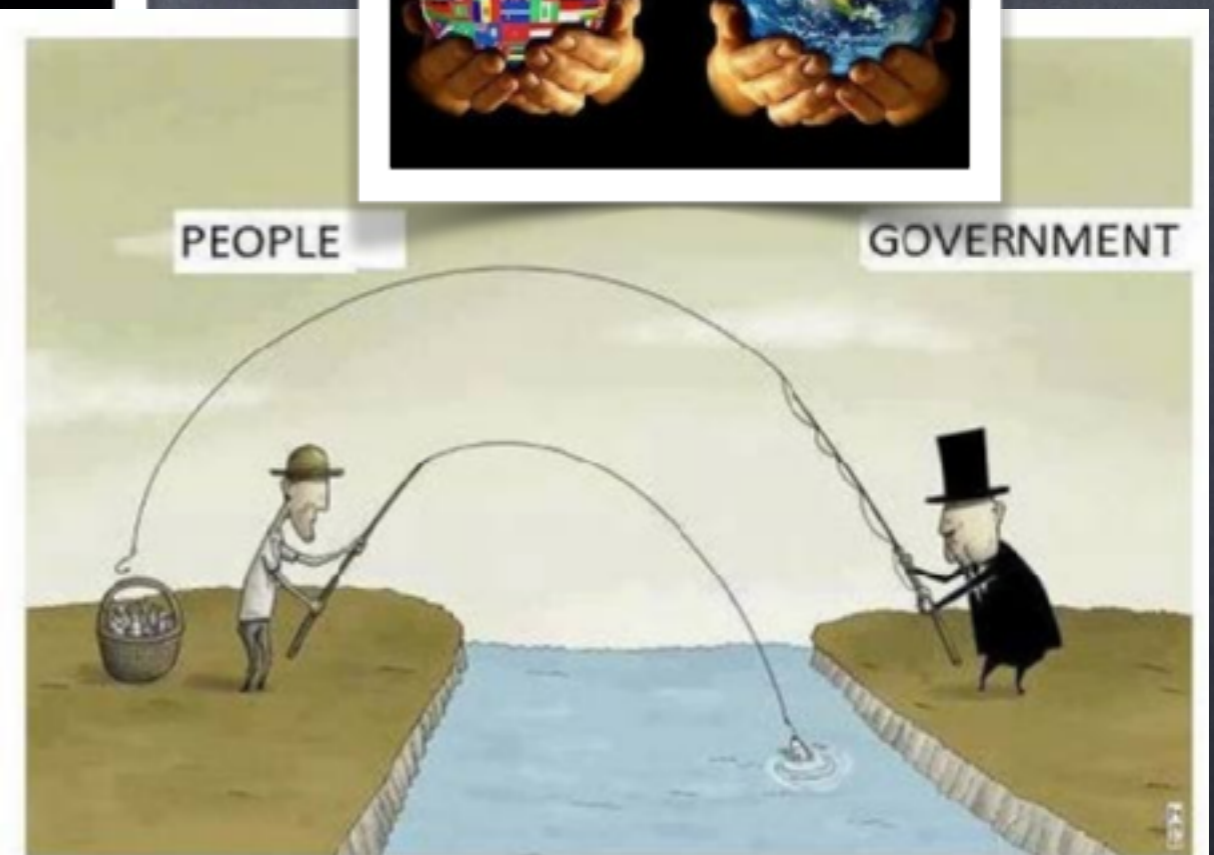
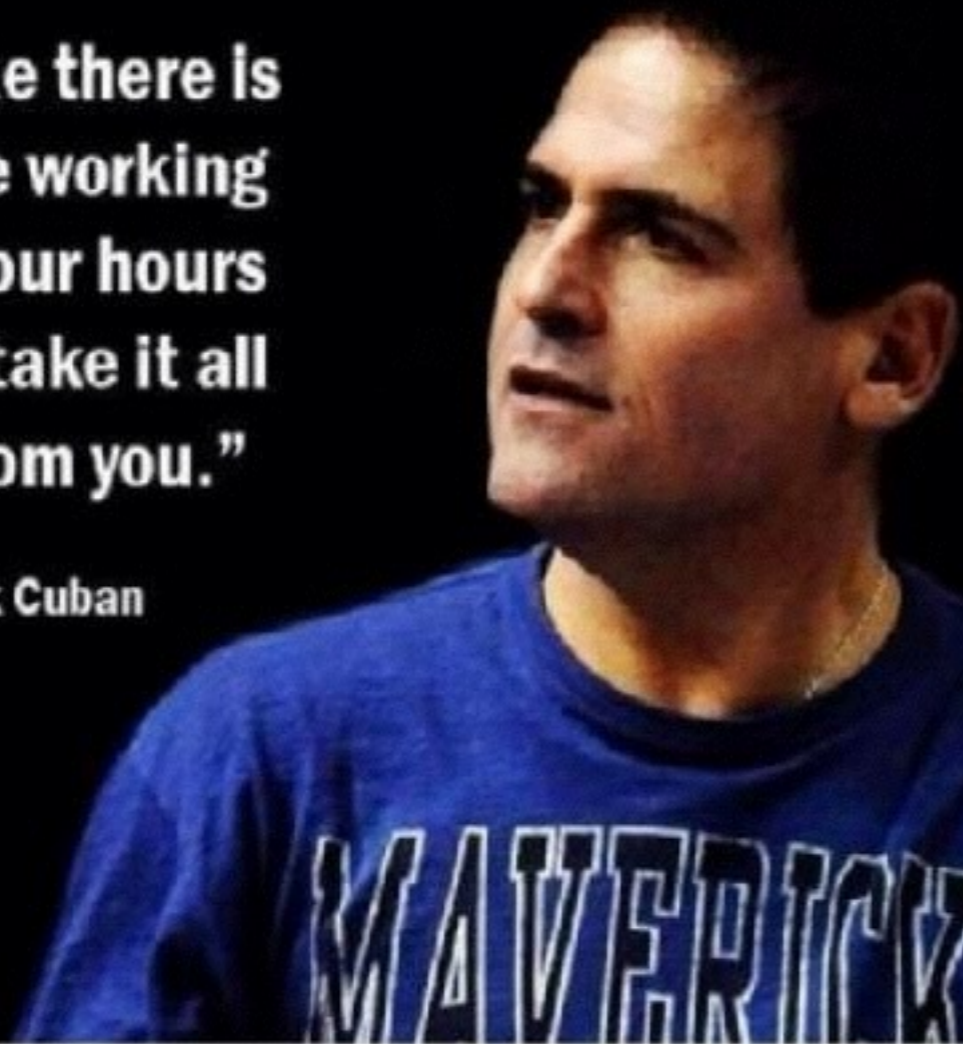
Jukka Paakkanen 3.8.2014

Osa 2 / 4 (sivut 51-100)

Kansat muodostavat valtiot - valtion  
vallankäyttö kansalaisiin nähden perustuu  
lakiin - valtion yksi keskeinen tehtävä on  
huolehtia kansalaisten kesken tulonjaosta

“Work like there is  
someone working  
twenty-four hours  
a day to take it all  
away from you.”

- Mark Cuban



**This is the BEST explanation I have ever seen**

Valtion toinen keskeinen tehtävä on turvata kansalaisten elinolosuhteet - kielialueen raja on usein myös valtioiden raja

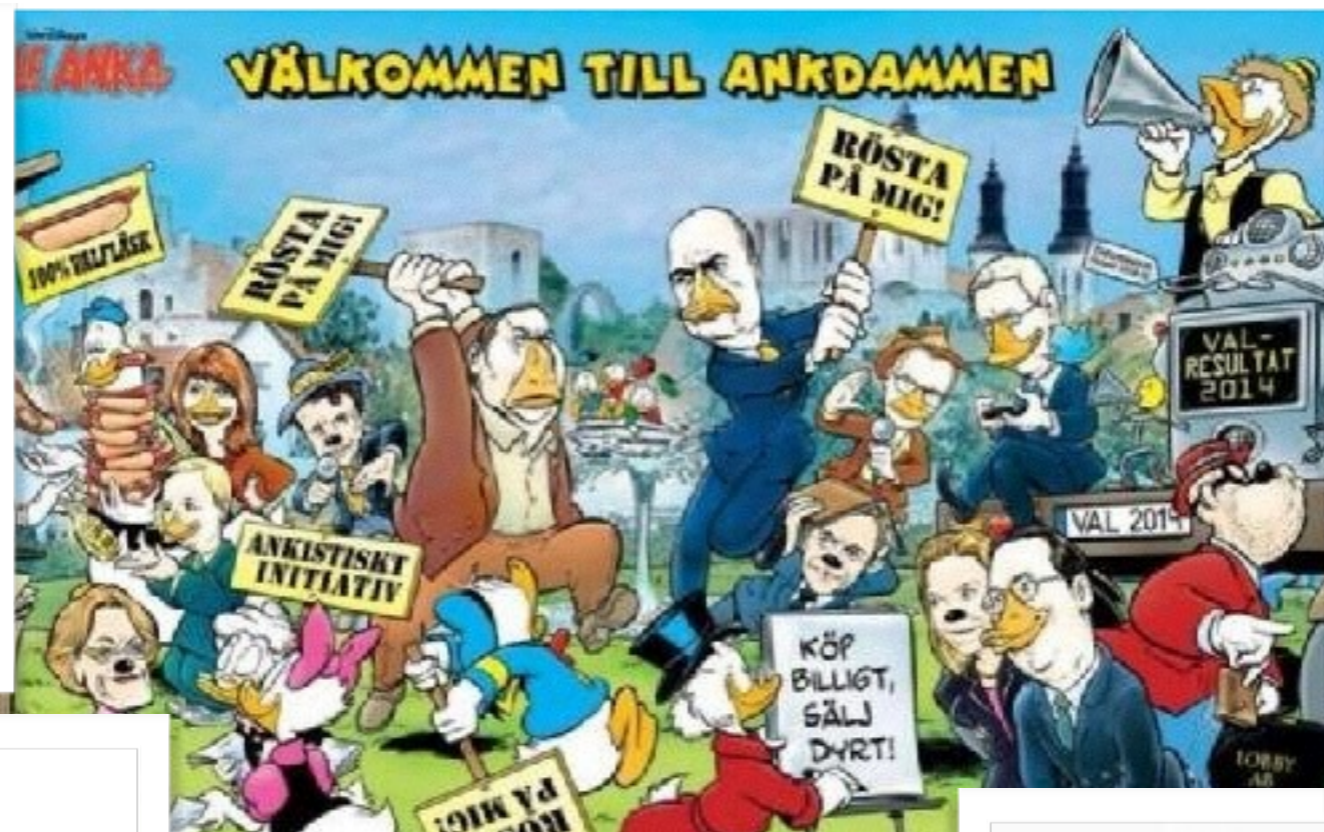


Valtaa demokratiassa edustaa ja käyttää  
vaaleilla valittu hallinto - yhteiskunnan  
muodostavat ihmiset - kansalaiset  
ilmaisevat vapaassa maassa mielipiteensä



Valta on aina otettava - demokratiassa  
jokainen voi äänestää - kansanedustajat  
vaaleissa - joka päivä omilla valinnoillaan

There are  
some things  
that money  
can't buy....  
like manners,  
morals and  
integrity.



NO MATTER HOW HARD  
THINGS MAY SEEM. THERE'S  
ALWAYS SOMETHING GOOD  
COMING AROUND THE  
CORNER.

LIFEQUOTESRU.COM



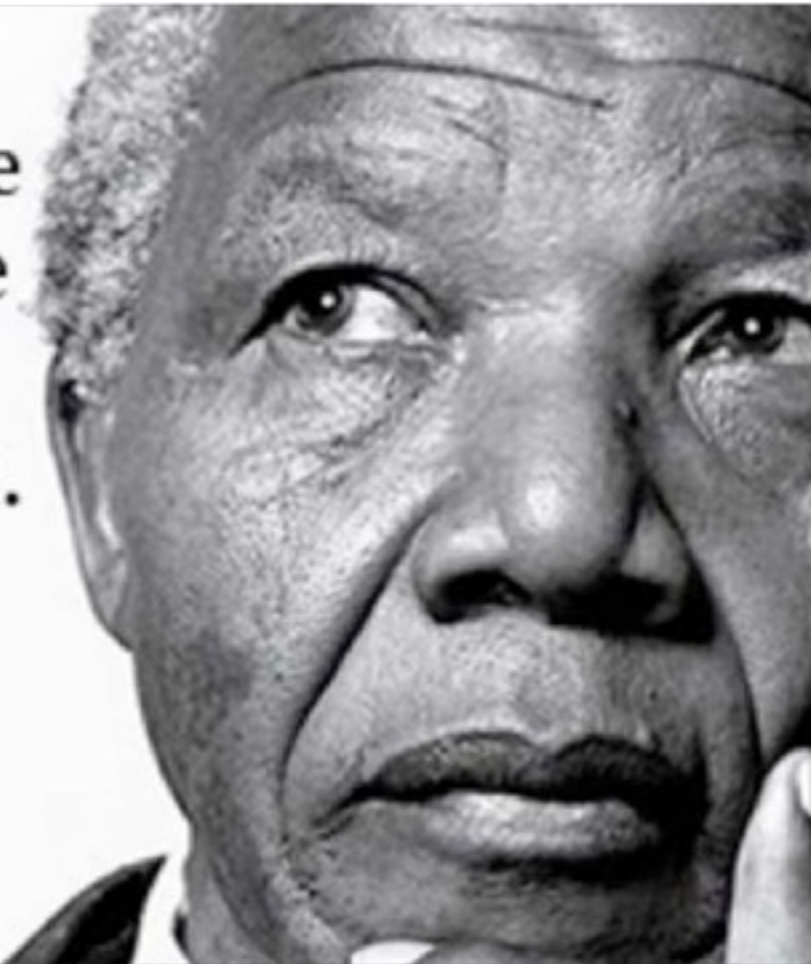
"Don't let the noise of  
others' opinions drown out  
your own inner voice."



# Vapaus sisältää vastuun elämästä

Money  
won't create  
success, the  
freedom to  
make it will.

*Nelson Mandela*



“WHEN PEOPLE  
ARE  
DETERMINED  
THEY CAN  
OVERCOME  
ANYTHING.”

-NELSON MANDELA



[www.eyebriidge.com](http://www.eyebriidge.com)

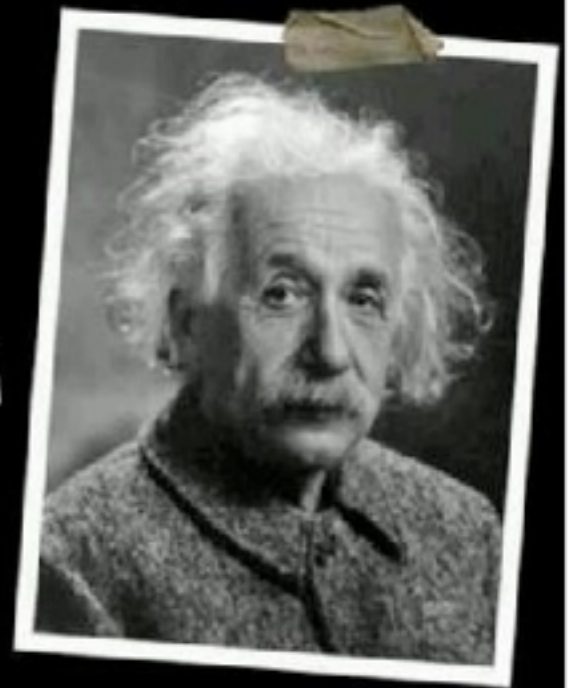


Koulutus mahdollistaa  
muutoksen - arvot sanelevat  
yhteisen matkan mitan

"Education is the most powerful weapon which you can use to change the world."

**Nelson Mandela**

"Education is not the learning of facts, but the training of the mind to think."  
-Albert Einstein

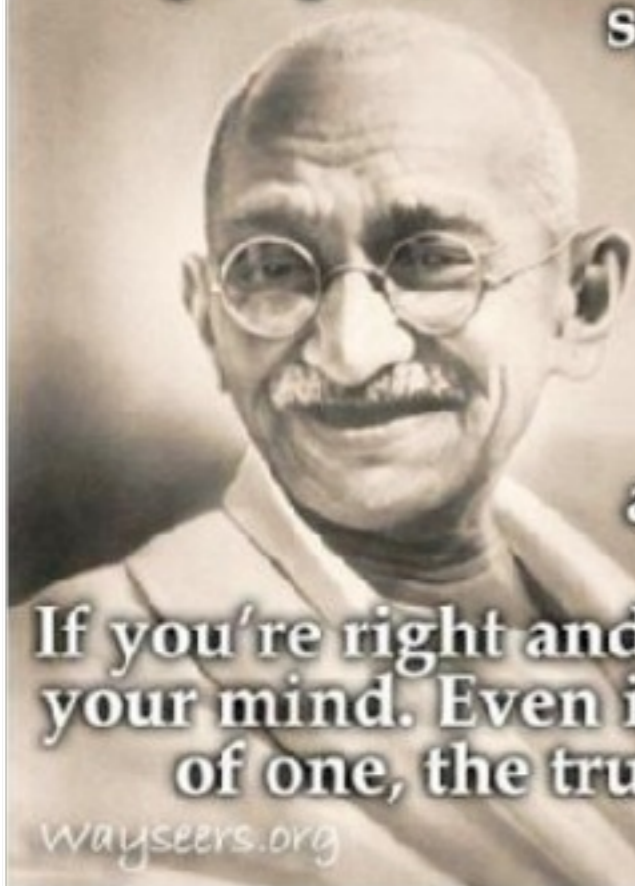


Maailmassa moni asia vaatii muutosta -  
ihmiset tekevät muutoksen vasta  
tiedostaessaan asian merkityksen itselleen



# Seiso totuuden puolesta

"Many people, especially ignorant people, want to punish you for speaking the truth, for being correct, for being you."



Never apologize for being correct, or for being years ahead of your time.

If you're right and you know it, speak your mind. Even if you are a minority of one, the truth is still the truth."  
~ Gandhi

wayseers.org



THE TRUTH IS LIKE A LION. YOU DON'T HAVE TO DEFEND IT. LET IT LOOSE. IT WILL DEFEND ITSELF.  
- St. Augustine

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# Huomiomartvoista elämässä



"You have enemies? Good.  
That means you've stood up for  
something, sometime in your life."  
- Winston Churchill

*Don't worry about  
those who talk behind  
your back.  
They're behind you for a reason.*

"Leaders don't create  
followers, they create more  
leaders."

- Tom Peters

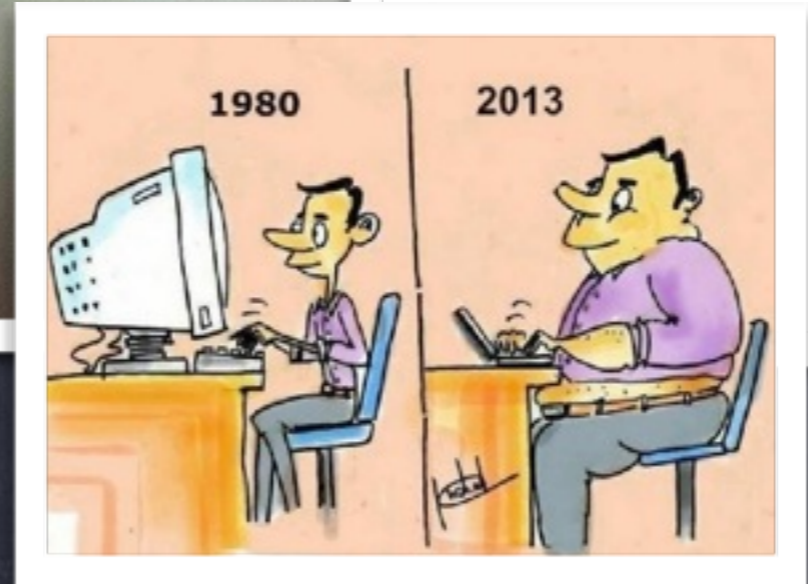
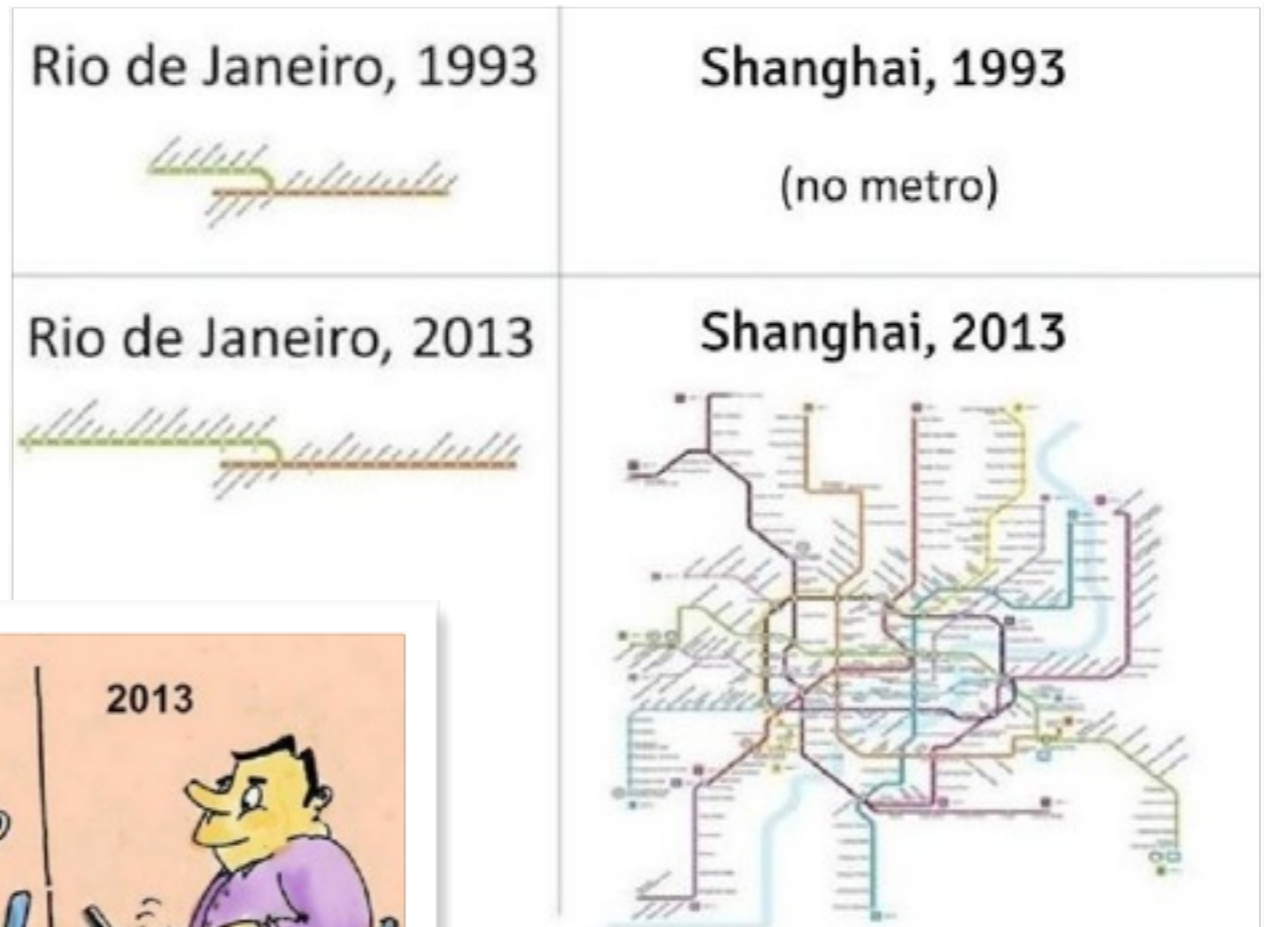
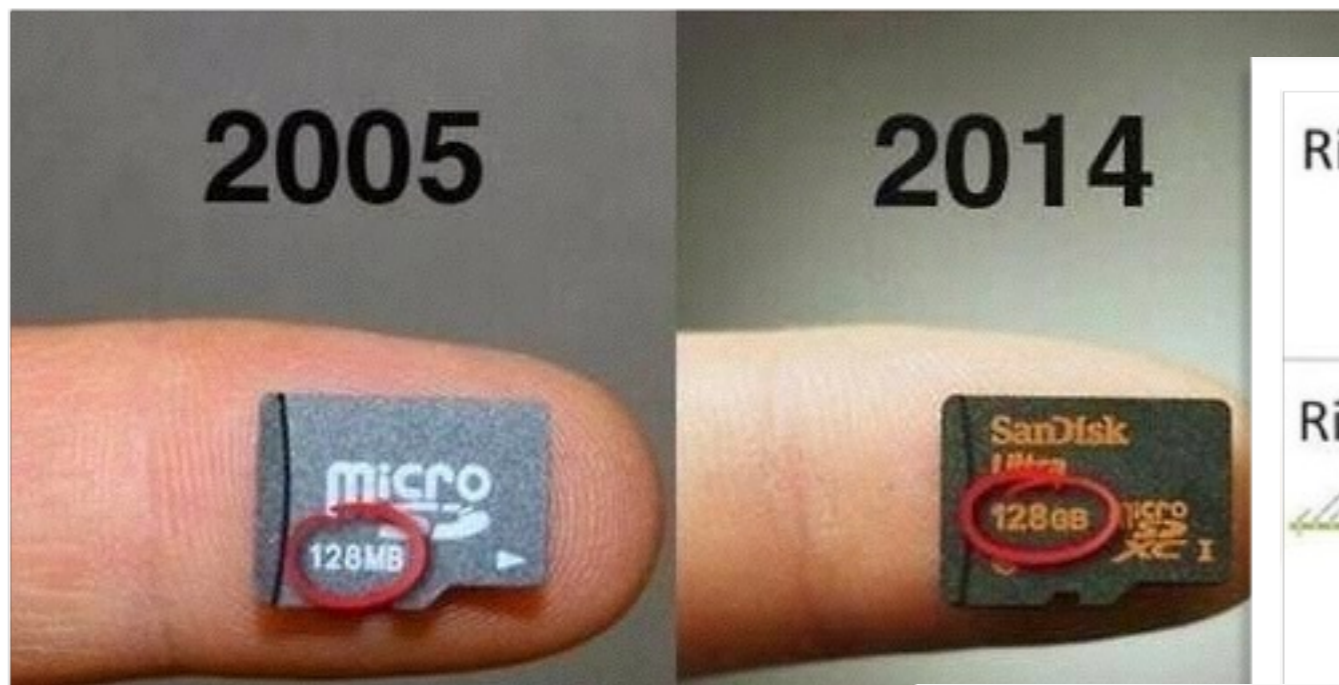
Every struggle in your life  
has shaped you into the  
person you are today.

**BE THANKFUL**

for the hard times, they  
can only make you

**STRONGER...**

Maailma muuttuu jatkuvasti - teknologian kehitys asettaa ihmisen uuden tekemisen etsijäksi - talouskeskeinen elämäntapa on murroksessa - muutosvauhti vaihtelee alueittain



# Älä jätä kaikkea tietotekniikkaan varaan



| Characteristics                            | Maturists (pre-1945)  | Baby Boomers (1945-1960)   | Generation X (1961-1980)  | Generation Y (1981-1995)  | Generation Z (Born after 1995)  |
|--|---|--|---|---|---|
| Formative experiences                      | Second World War<br>Rationing<br>Fixed gender roles<br>Rock 'n' Roll<br>Nuclear families<br>Defined gender roles — particularly for women | Cold War<br>Post-War boom<br>"Swinging Sixties"<br>Apollo Moon landings<br>Youth culture<br>Woodstock<br>Family-orientated<br>Rise of the teenager | End of Cold War<br>Fall of Berlin Wall<br>Reagan / Thatcher<br>Thatcherism<br>Live Aid<br>Introduction of first PC<br>Early mobile technology<br>Latch-key kids<br>rising levels of divorce | 9/11 terrorist attacks<br>PlayStation<br>Social media<br>Invasion of Iraq<br>Reality TV<br>Google Earth<br>Clashbury        | Economic downturn<br>Global warming<br>Global focus<br>Mobile devices<br>Energy crisis<br>Arab Spring<br>Produce own media<br>Cloud computing<br>Wiki-leaks |
| Percentage in U.K. workforce*              | 3%  | 33%  | 35%   | 29%   | Currently employed in either part-time jobs or new apprenticeships  |
| Aspiration                                 | Home ownership  | Job security   | Work-life balance   | Freedom and flexibility   | Security and stability  |
| Attitude toward technology                 | Largely disengaged  | Early information technology (IT) adopters   | Digital immigrants  | Digital Natives   | "Technoholics" — entirely dependent on IT, limited grasp of alternatives  |
| Attitude toward career                     | Jobs are for life   | Organisational — careers are defined by employers  | Early "portfolio" careers — loyal to profession, not necessarily to employer  | Digital entrepreneurs — work "with" organisations not "for"   | Career multitaskers — will move seamlessly between organisations and "pop-up" businesses  |
| Signature product                          | <br>Automobile   | <br>Television  | <br>Personal Computer  | <br>Tablet/Smart Phone                 | Google glass, graphene, nano-computing, 3-D printing, driverless cars   |
| Communication media                        | <br>Formal letter                                      | <br>Telephone   | <br>E-mail and text message  | <br>Text or social media               | <br>Hand-held (or integrated into clothing) communication devices      |
| Communication preference                   | <br>Face-to-face                                       | <br>Face-to-face ideally, but telephone or e-mail if required  | <br>Text messaging or e-mail   | <br>Online and mobile (text messaging) | <br>FaceTime   |
| Preference when making financial decisions | <br>Face-to-face meetings                              | <br>Face-to-face ideally, but increasingly will go online      | <br>Online — would prefer face-to-face if time permitting  | <br>Face-to-face                       | <br>Solutions will be digitally crowd-sourced                          |

\*Percentages are approximate at the time of publication.

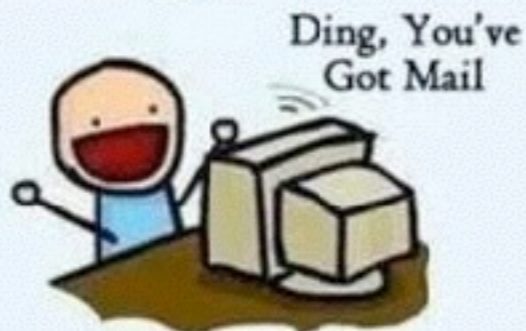
All this technology is making us antisocial



### 15 Years Ago



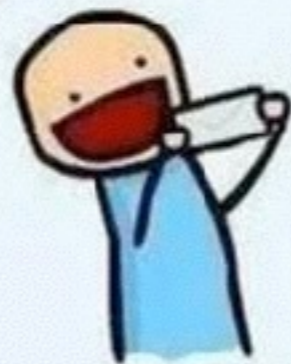
Sigh! Letters



### Today



220 Unread Emails



OMG! A Letter

1984



2014



### 3 BIGGEST FEARS OF OUR GENERATION

- 1
- 2
- 3

# Tiedosta rahan valta maailmassa ajassa

The war on drugs brought in more drugs and the war on terror created more terrorists.

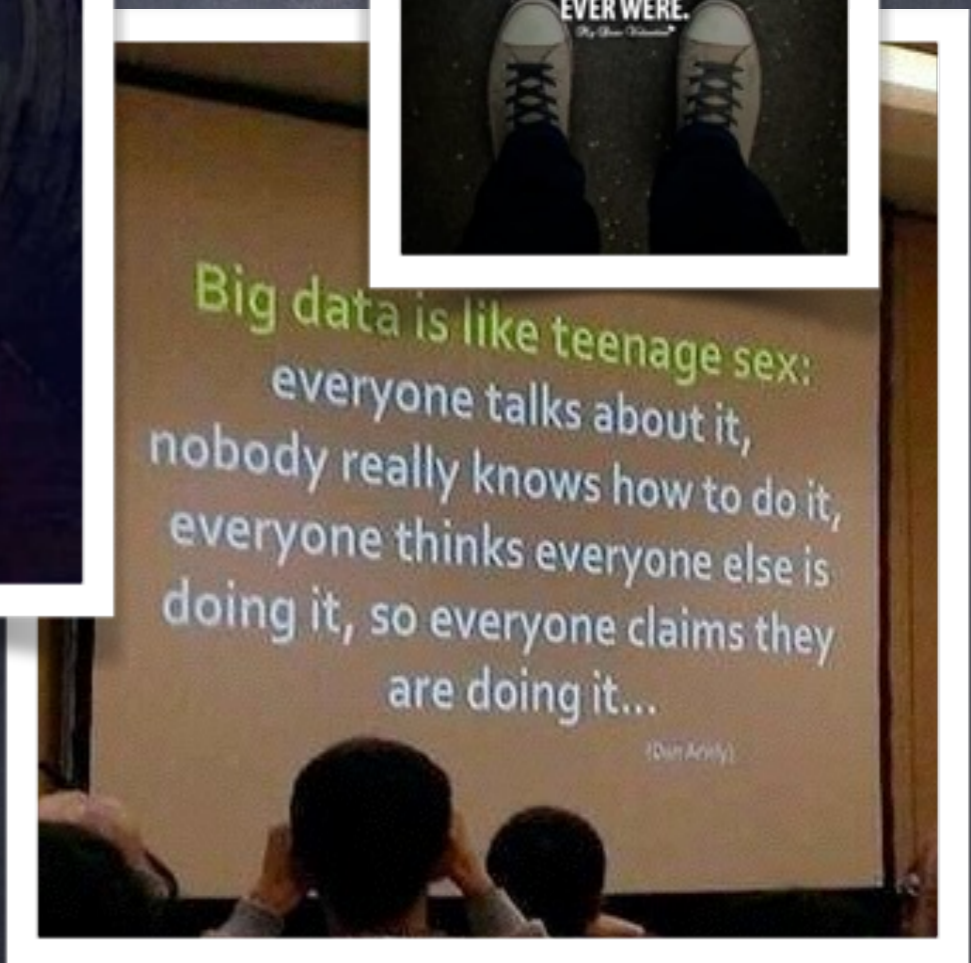
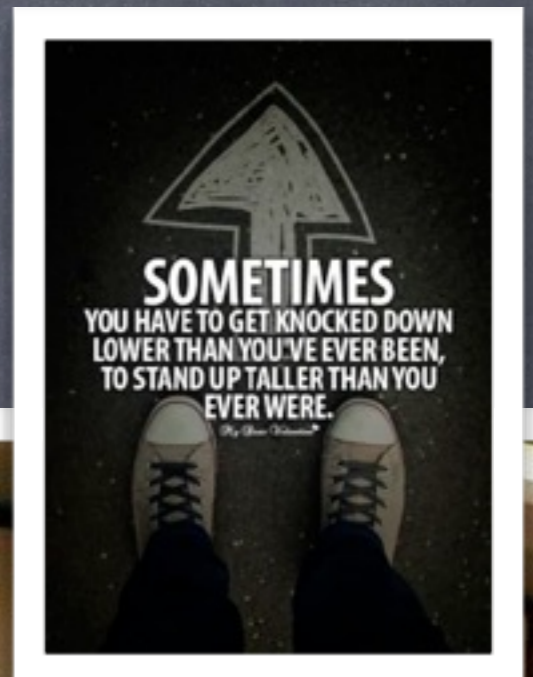
Maybe next year we can have a war on money and jobs and see where it goes



**Money** is powerful.  
But most powerful is  
**FREEDOM.**



# Oletus ei ole totuuden tae



# Ongelmat ratkaistaan lopullisesti vain neuvottelemalla ja pääsemällä sopuun

INTERNATIONAL GUIDELINES FOR **PROBLEM SOLVING**

Send me your comments or ideas: [facebook/jeromevadan](https://www.facebook.com/jeromevadan) or [@jeromevadan](https://twitter.com/jeromevadan)

**3.0 UPDATED**  
by popular request

The infographic illustrates various international approaches to problem-solving:

- Germany:** Problem → Solution
- USA:** Problem → [Airplane] → Solution
- Russia:** Problem → [Handcuffs] → Solution
- China:** Problem → [Redacted]
- UK:** Problem → [Tea] → Solution
- Ireland:** Problem → [Pints of beer] → [Solution]
- Spain:** Problem → [Beds] → Problem
- France:** Problem → [Pie] → Solution
- Switzerland:** Problem → [Bank vault] → Answer
- Belgium:** Solution → Problem
- France:** Problem → [Tangled wires] → Problems
- Norway:** Problem → [Betta + redfish!] → Problem
- India:** Problem → [Cow] → Solution
- Turkey:** Problem → [Man] → Solution
- South Africa:** Problem → [Runner] → Solution
- Greece:** Problem → [Closed]
- Australia:** Problem → [Barbecue] → Solution
- Brazil:** Problem → [Soccer player] → Solution
- Finland:** Problem → [Bottle] → [Solution]
- Sweden:** Problem → [1. Person] → [2. Person] → [Solution]
- Denmark:** Problem → [Sword] → No problem

Send me your comments or ideas: [facebook/jeromevadan](https://www.facebook.com/jeromevadan) or [@jeromevadan](https://twitter.com/jeromevadan)



# Älä luovuta – elämä jatkuu



**IF YOU'RE  
TIRED OF  
STARTING  
OVER, STOP  
GIVING UP.**



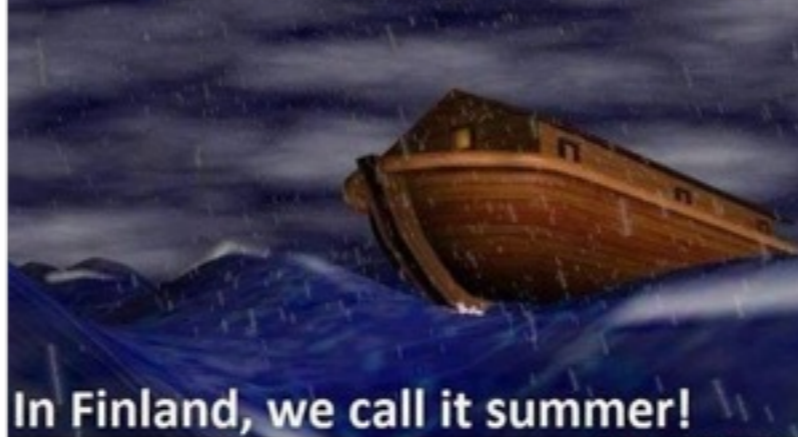
**YOU HAVE ONLY  
FAILED  
IF YOU  
HAVE  
GIVEN  
UP**

*Until then, it's learning*

# Luota Jumalaan - Luojasi tuntee elämäsi polut



In the Bible it rained for 40 days and 40 nights. They called it a disaster!



In Finland, we call it summer!

NAURULOKKI

3 Apples



That Changed

The World



When God Pushes You  
To The Edge Of  
Difficulty  
Trust Him Fully  
Because Two Things  
Can Happen  
Either He'll Catch  
You When You Fall,  
Or  
He Will Teach You  
How To Fly



LIGHT TRAVELS AROUND THE EARTH IN 10  
MILLISECONDS.  
FROM THE EARTH TO THE MOON IN 1.3  
SECONDS.  
FROM EARTH TO THE SUN IN 8 MINUTES.  
FROM THE SUN TO PLUTO IN 4 HOURS.  
TO THE NEAREST STAR IN 1461 DAYS  
TO THE EDGE OF OUR GALAXY IN  
972 THOUSAND MONTHS.  
TO THE EDGE OF THE  
OBSERVABLE UNIVERSE IN  
47 BILLION YEARS.

IT'S HARD TO APPRECIATE HOW TINY YOU REALLY ARE.

# Juudaan Leijona - Jeesus on kova sana

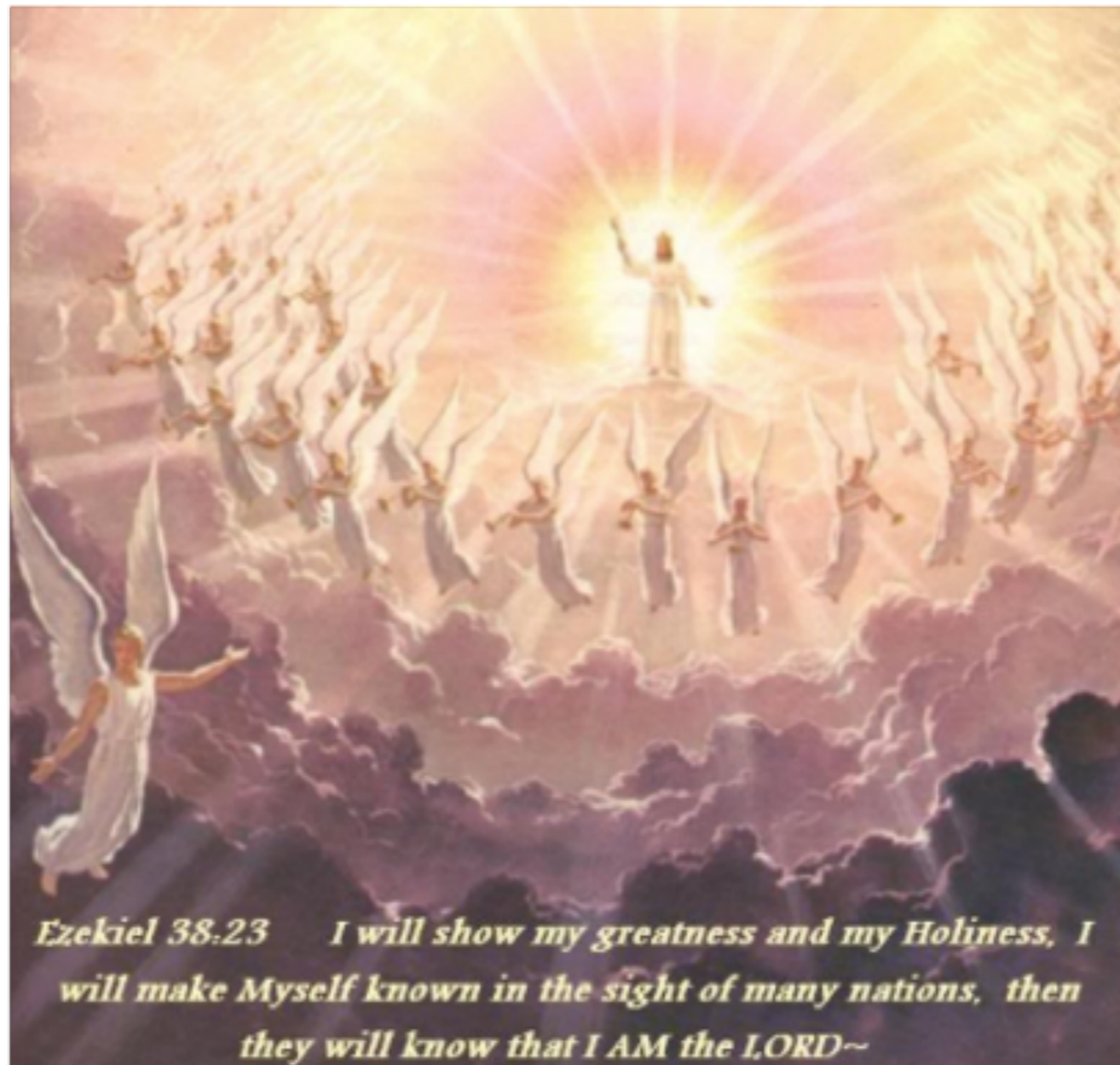


# Kristityn vaellus ajassa



*Gal. 2:20*  
*ja minä elän,*  
*en enää minä,*  
*vaan Kristus*  
*elää minussa,*  
*ja minkä nyt elän*  
*lihassa, sen minä*  
*elän Jumalan Pojan*  
*uskossa, hänen, joka*  
*on rakastanut minua ja*  
*antanut itsensä minun edestäni.*

# Kristityn odotus ajassa



*Ezekiel 38:23 I will show my greatness and my Holiness, I will make Myself known in the sight of many nations, then they will know that I AM the LORD~*

# Luota Jumalan lupauksiin

**YOU ONLY LIVE ONCE?**

**FALSE.  
YOU LIVE EVERYDAY.  
YOU ONLY DIE ONCE.**

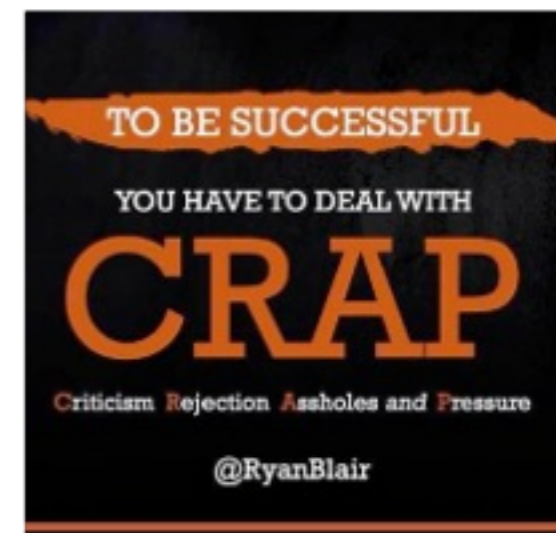
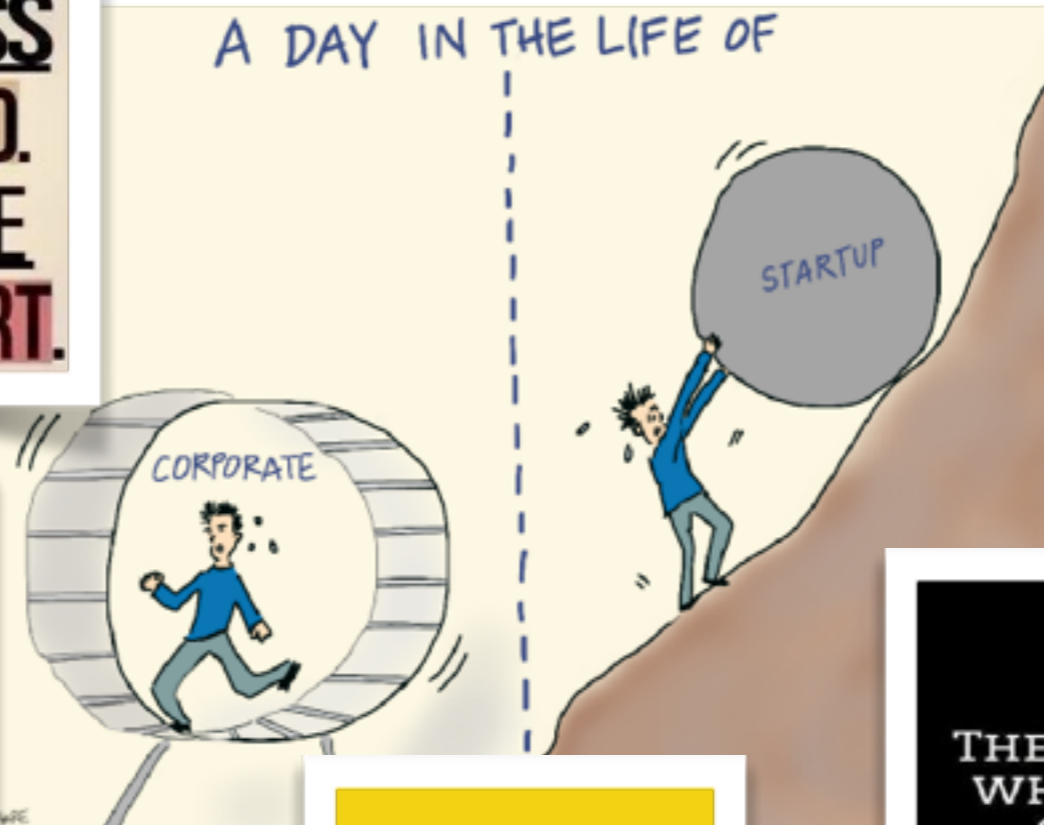
Live in such a way,  
that if someone  
spoke badly of you  
*no-one*  
*would*  
*believe*  
*it.*

Be patient.  
Everything comes  
to you in the right  
moment.

Don't expect anyone to  
understand your journey,  
especially if they've never  
walked your path.

Ansaitse elantosi ajassa työtä  
tekemällä - jos se on  
tietoyhteiskunnassa vielä mahdollista

NEVER LET **SUCCESS**  
GET TO YOUR **HEAD**.  
NEVER LET **FAILURE**  
GET TO YOUR **HEART**.



IF YOU'VE FAILED,  
THAT MEANS  
YOU'RE DOING  
SOMETHING.

IF YOU'RE  
DOING SOMETHING,  
YOU HAVE  
A CHANCE.

life is short.  
work somewhere  
awesome.

THERE COMES A TIME  
WHEN YOU HAVE TO  
STOP CROSSING  
OCEANS FOR PEOPLE  
WHO WOULDN'T JUMP  
PUDDLES FOR YOU.

Työtä on monkeen makuun  
- kaikki työ on tärkeää  
yhteiskunnan ylläpitoa

“Creativity  
is intelligence  
having fun.”

-Albert Einstein-

**WORKING IN I.T. IS LIKE BEING  
MARRIED**

**WHEN IT'S PERFECT, THERE'S NO  
THANKS. WHEN IT GOES WRONG, BOY  
YOU ARE IN SHIT.**

THE  
ONLY  
WAY TO DO  
GREAT WORK IS  
TO LOVE WHAT  
YOU DO

Steve Jobs

# Ota selvää erilaisista tehtävistä

## IT Leaders



What I Think I Do



What My Mom Thinks I Do



What Finance Thinks I Do



What Business Users  
Think I Do



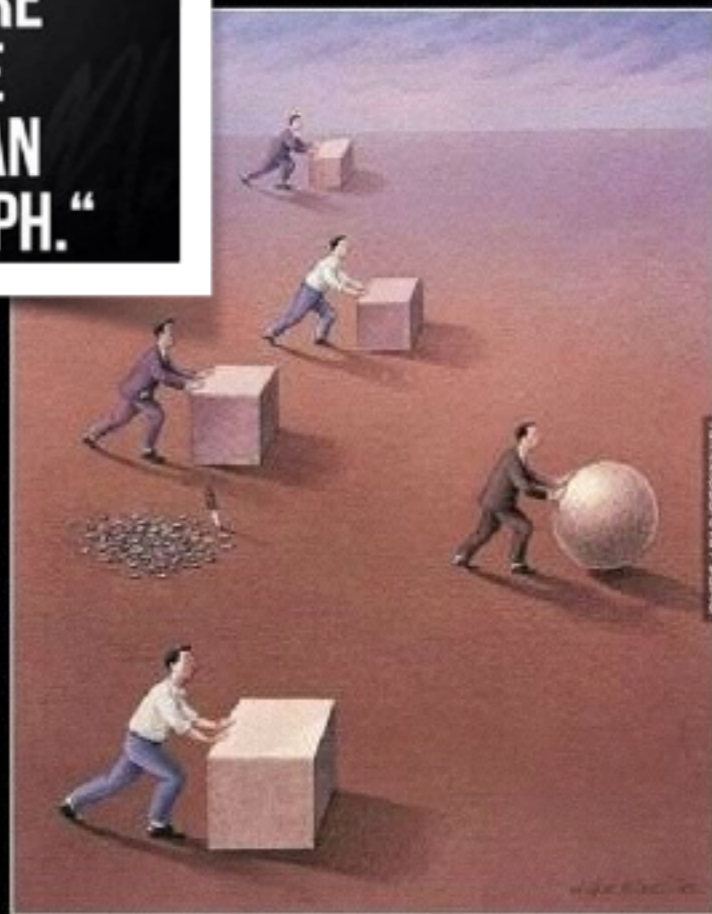
What Business Users  
Want Me To Do



What I'm Actually Doing

# Työ on ihmistä varten - ihminen ei ole työtä varten

„WORK SO HARD  
THAT ONE  
DAY YOUR  
SIGNATURE  
WILL BE  
CALLED AN  
AUTOGRAPH.“



Don't work hard  
work intelligent

“Don't chase people.  
Be yourself, do your own thing  
and work hard.  
The right people - the ones  
who really belong in your life  
- will come to you.  
And stay.”

~ Will Smith

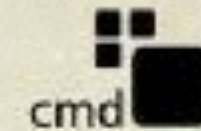


”  
Työn pitäisi olla  
positiivinen osa  
elämää. Asia, jota  
odottaa ja jonne  
tulee mielellään.

”  
Markkinajohtajaksi  
tai hyväksi työpaikaksi ei  
tulla säästämällä tai  
jatkuvalle ihmisten  
arvostelulla.

Vaan arvostamisella.  
Jokaisessa kohtaamisessa.

# 18 Ways to be more positive at work



## Commute

Listen to audio books, podcasts or inspirational music on your commute.



## Arrive Early

Arrive early and focus on the tasks required today.



## Emails

Avoid checking emails first thing. Focus on tasks in hand and periodically check emails through the day.

## Time Usage

Are you making the most of your time? Focus efforts on what matters most.



## Planning

Schedule your day and set out achievable objectives.



## Break Times

Plan breaks into your day to allow recovery and re-focus on your tasks.



## Health & Well Being

Exercise is proven to reduce stress and the resulting feel good factor can boost your productivity, while leaving you in a healthy mindset.

## Meetings

Walking meetings help focus. Leave the meeting with clear and achievable objectives.



## Pace Yourself

Rushing tasks will create more errors that inevitably you will have to re-do.

## Support

Share your achievements with others and support the results of colleagues.

## Collaboration

Never be afraid to ask for help. Collaborate with others to achieve mutual goals.

## Boring Jobs

Bit the bullet and face mind numbing tasks head on.

## Holiday Days

Try different activities on your days off. Variety is the spice of life and leave you in a more positive mood.



## Be Positive

Infuse positive emotions into your work and colleagues and enjoy the collegial nature.

## Compassion

Remain compassionate to negative colleagues. People are usually negative for a reason.

## Office Politics

Don't get bogged down in office politics. Focus on what is needed to move forward.

## Criticism

Understand any criticism aimed at you and use the feedback to improve your work.

## Adapt

Business changes to survive. Make sure you are open and adaptable rather than resisting change.

# Osaa keskeyttää työsi ajallaan - työ ei lopu tekemällä



Love your job  
but don't love your company,  
because you may not know  
when your company  
stops loving you.

Dr. APJ Abdul Kalam

## ALWAYS LEAVE OFFICE ON TIME

1. Work is a never-ending process. It can never be completed.
2. Interest of a client is important, **so is your family**.
3. If you fall in your life, neither your boss nor client will offer you a helping hand; **your family and friends will**.
4. Life is not only about work, office and client. **There is more to life.** You need time to socialize, entertain, relax and exercise. **Don't let life be meaningless.**
5. A person who stays late at the office **is not a hardworking person.** Instead he/she is a fool who does not know how to manage work within the stipulated time. He/She is inefficient and incompetent in his work.
6. You did not study hard and struggle in life to become a machine.
7. If your boss forces you to work late, **he/she may be ineffective and have a meaningless life too; so forward this to him/her.**

### Leaving Office on Time =

- Efficient
- Good Social Life
- Quality Family Life

### Leaving Office Late =

- Inefficient & Incompetent
- No Social Life
- Less Family Life

## ALWAYS LEAVE OFFICE ON TIME

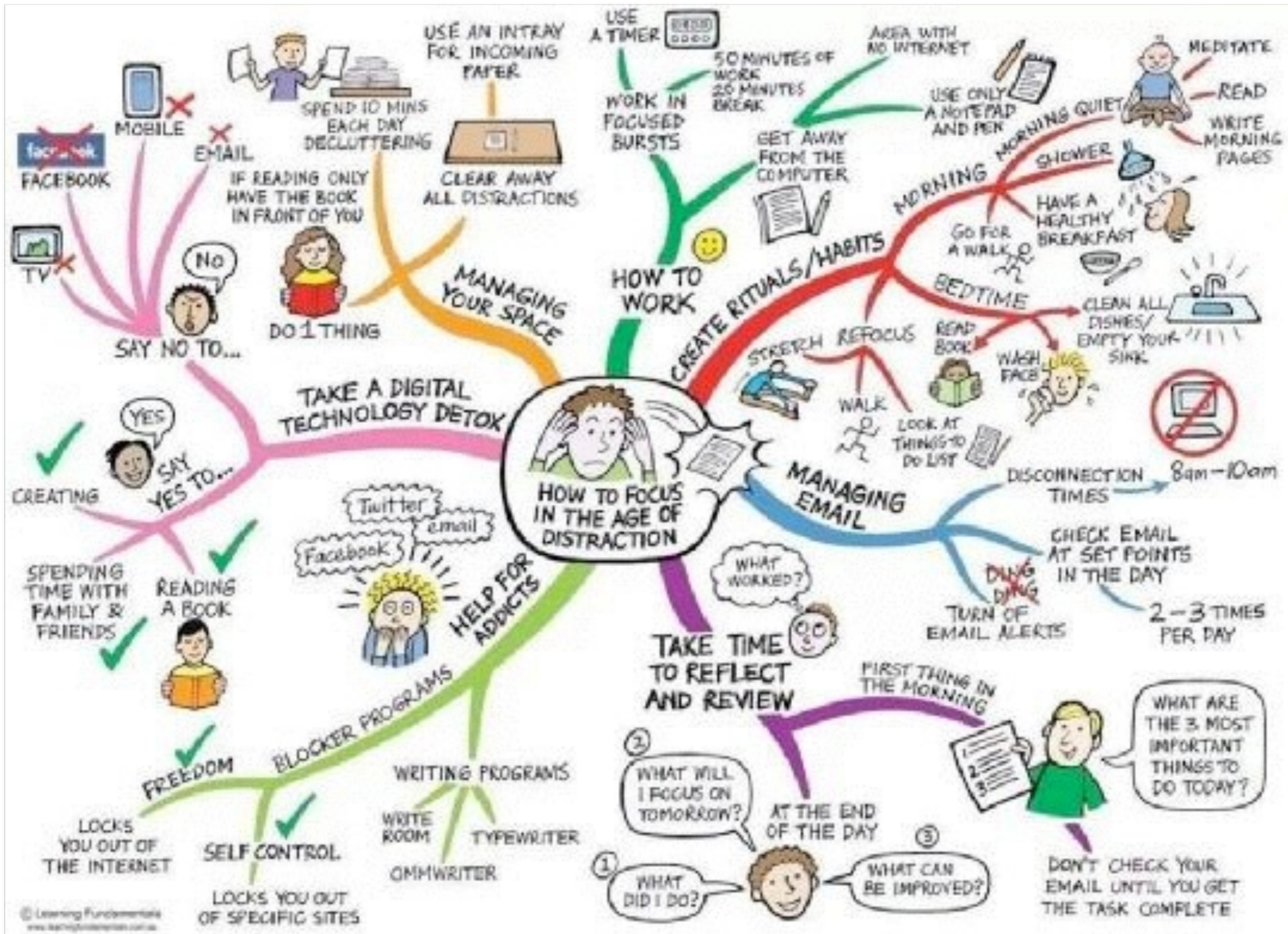
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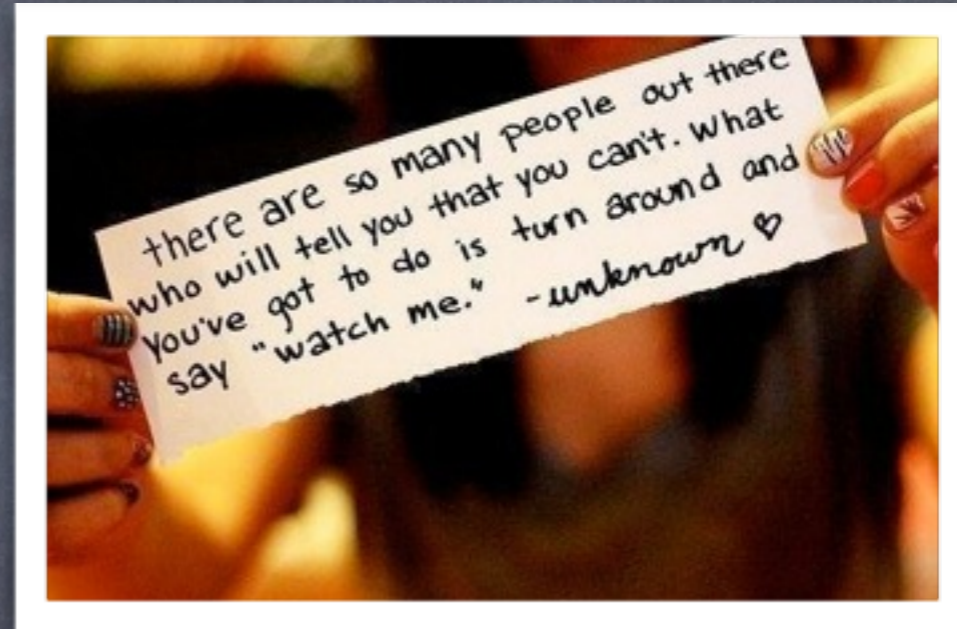
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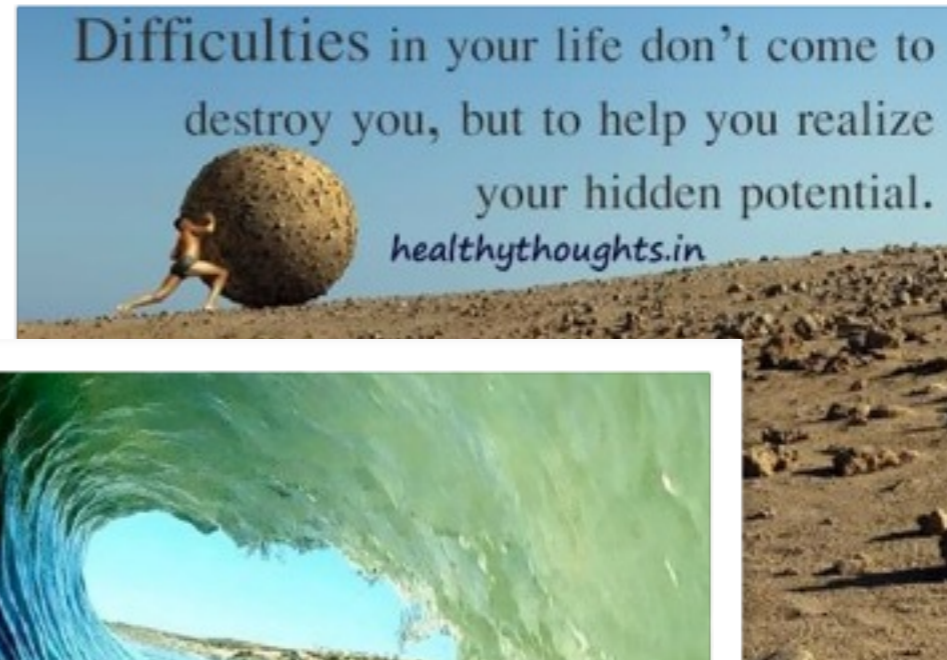
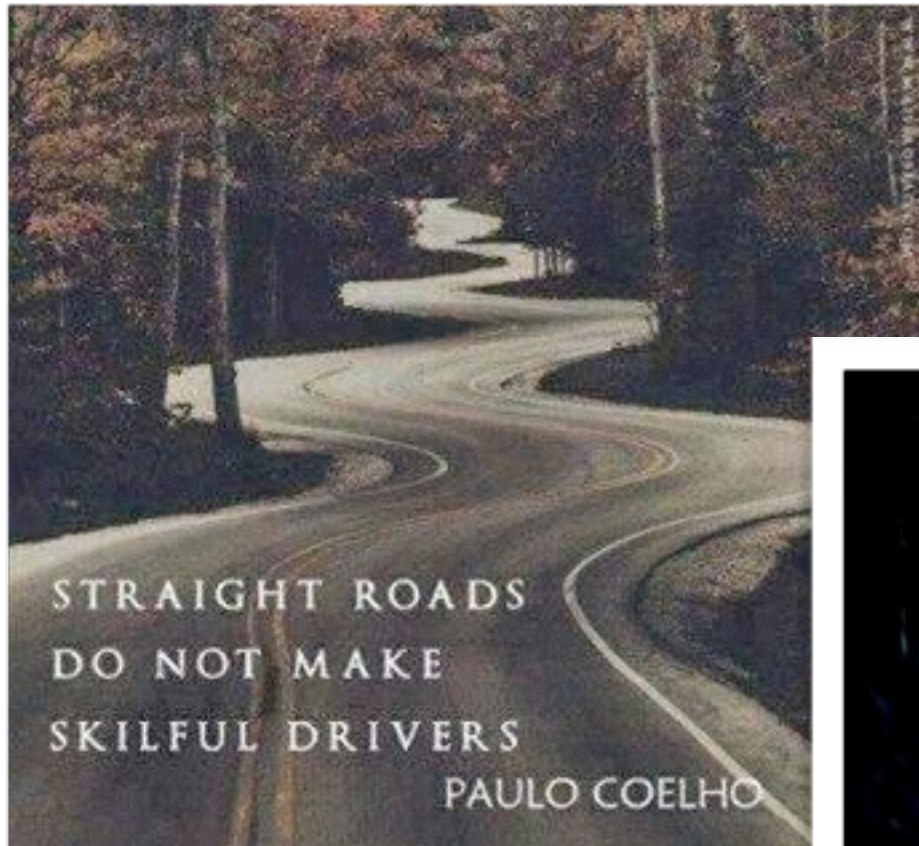


# Muutoksessa hyvä itseunto on tärkeää

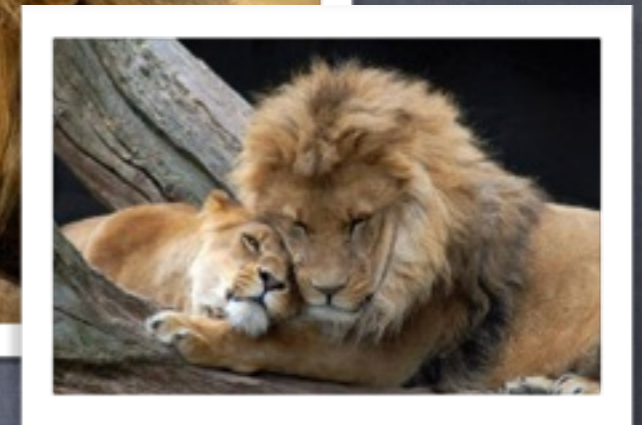
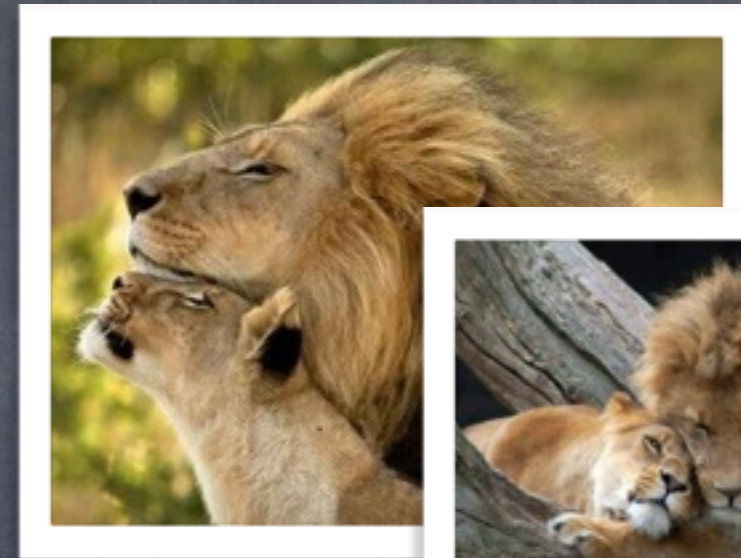
Respect yourself enough to walk away from anything that no longer serves you, grows you, or makes you happy. If you aren't being treated with love and respect, check your price tag. Maybe you've marked yourself down. It's YOU who tells people what your worth is. Get off of the clearance rack and get behind the glass where they keep the valuables.



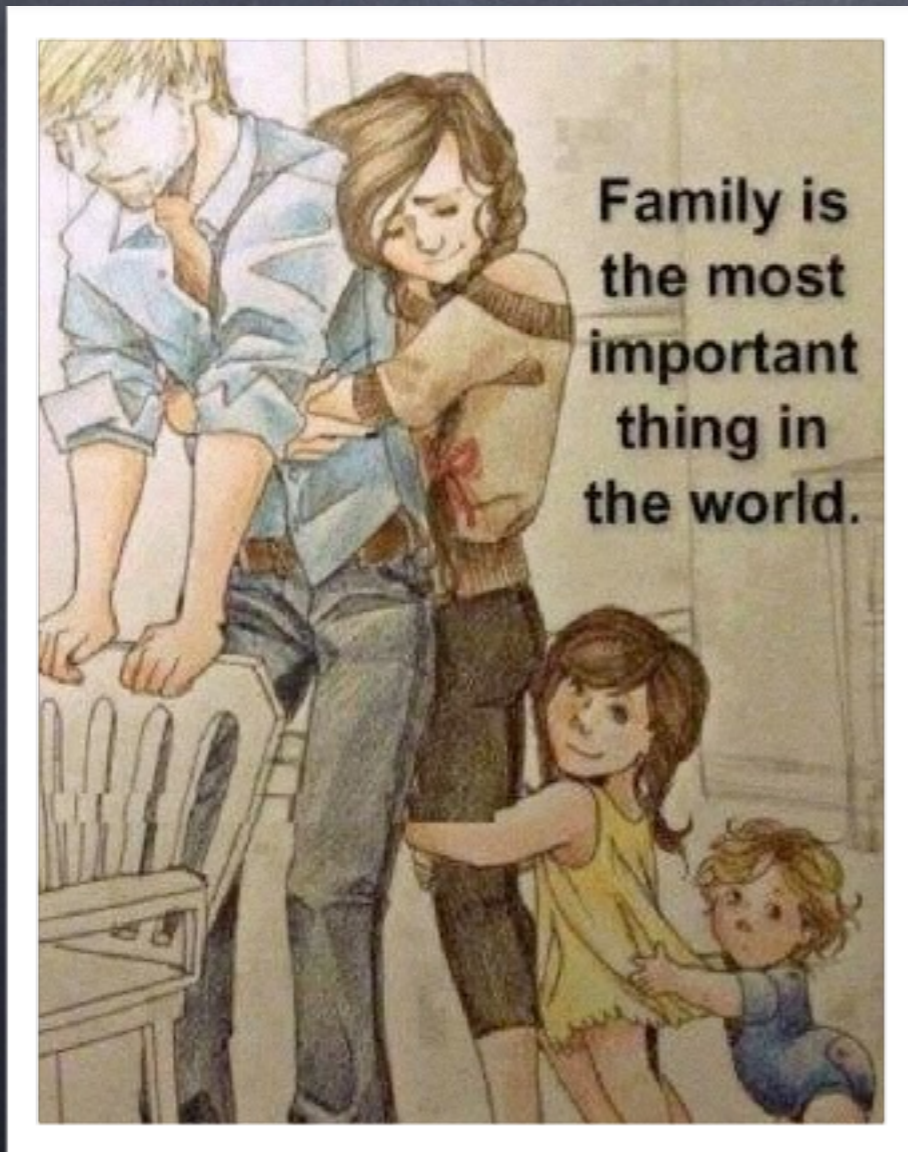
# Elämässä muutos on jatkuva



# Perhe edustaa pysyvyyttä elämässä



Arvosta perheyhteisöä ja  
sen hyvinvointia - anna  
aikaa lähimmäisillesi



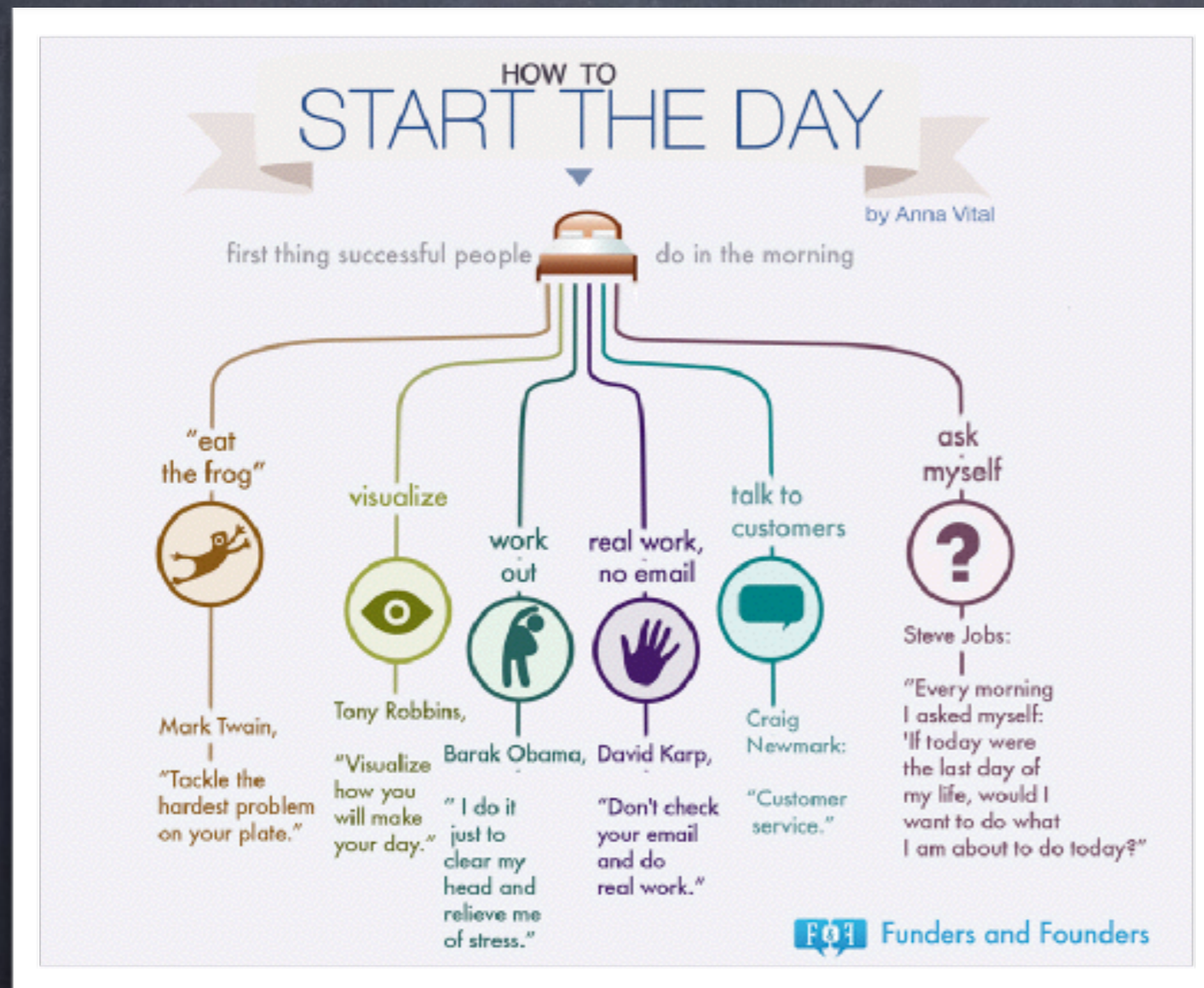
# Joka päivä kasvamme ihmissinä henkisesti - kasvatamme toisiamme

## Lähimmäisen huomioimisohjeet

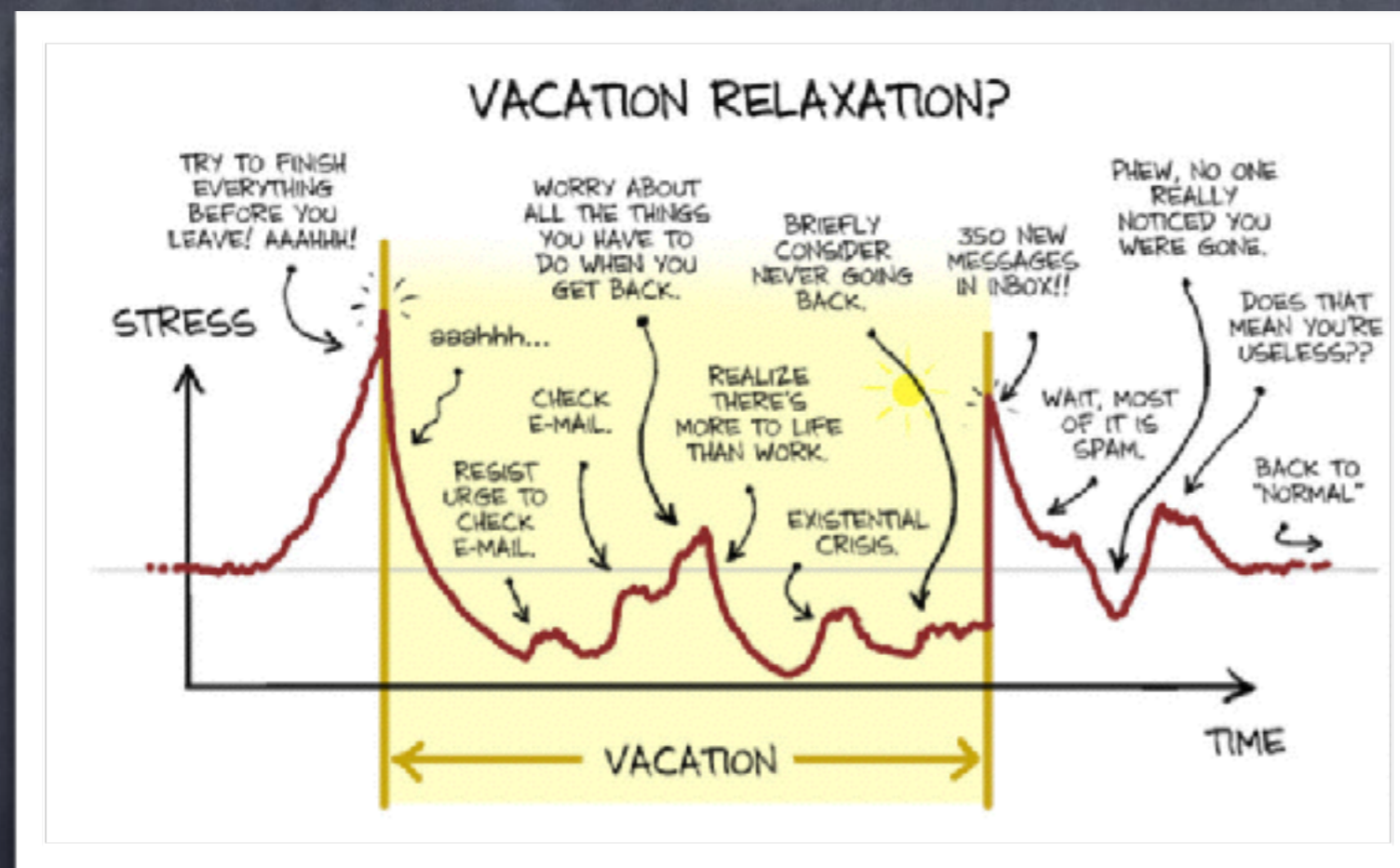
- Jokainen ihminen on tasavertainen ja arvokas lähimmäiseni.
- Kohtelen lähimmäistäni niin kuin tahdon itseäni kohdeltavan.
- Kunnioitan ja tottelen isääni ja äitiäni sekä kaikkia vanhempia ihmisiä.
- Olen ystävällinen, kohtelias ja huomioin kaikki lähimmäiseni.
- Hymyilen ja katson kaikkia lähimmäisiäni rohkeasti silmiin.
- Kiitan ruoasta ja lahjasta sekä aina kun koen sen tarpeelliseksi.
- Pyydän anteeksi toiselta, jos olen kohdellut toista huonosti.
- En loukkaa lähimmäisiäni teoillani tai puheillani halventavasti.
- En suostu tekemään vastoin käsitystäni oikeasta ja väärästä.
- Olen tasapuolinen, esimerkillinen ja reilu kaveri kaikkia kohtaan.

Klaukkalassa  
19.11.2013  
Jukka Paakkanen  
Anton Kultavirta  
Alina Kultavirta

# Arvosta terveyttä ja ylläpidä säännöllisellä liikunnalla hyvä kunto



Loma ja vapaa-aika ovat tarpeelliset - älä laiminlyö itseäsi - kuntosaliharjoituksen jälkeen vasta levossa kehittyvät lihaksetkin

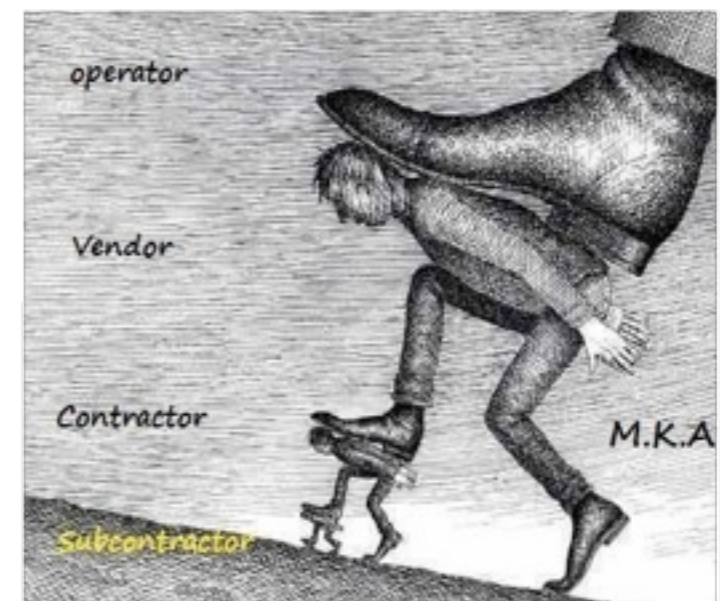


# Työelämässä erotellaan jyvät akanoista - kaikilla tehtävätasolla ja tavoilla



I need your sales forecasts by Monday, your updated client lists by Tuesday, your expense reports by Wednesday and your budget plans by Thursday. And by the way – why aren't you people making more sales calls.

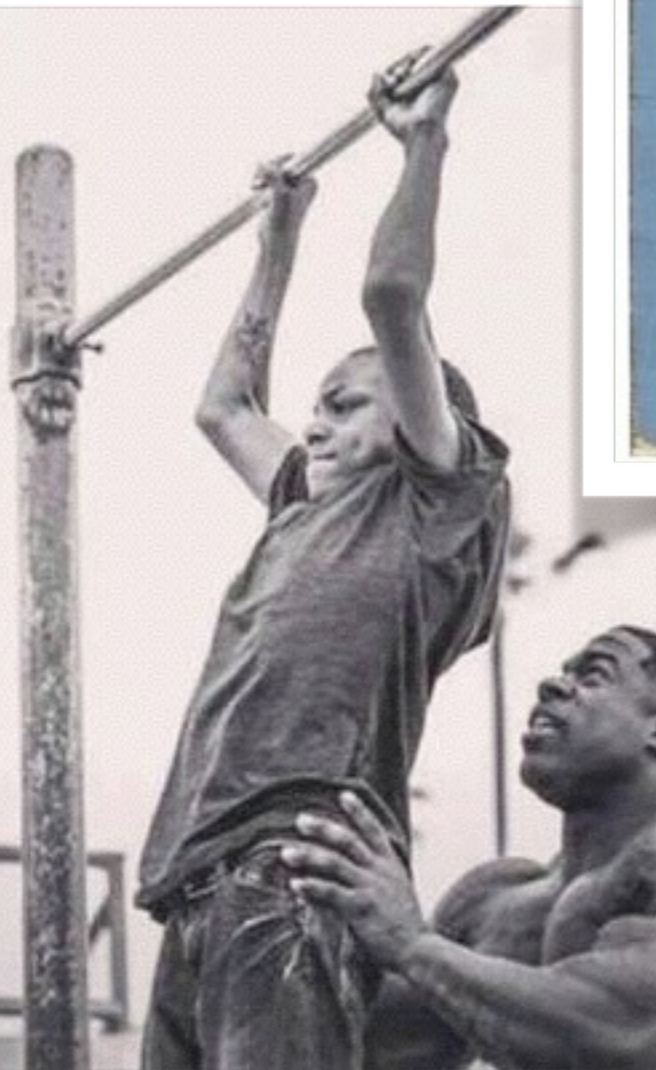
*A bad manager can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all motivation.*



Pyri ihmisten ohjaamiseen  
asioiden ohjaamisen sijaan -  
valmennna ykkösjoukkueettasi

**Strong  
people  
dont put  
others  
down,**

**they lift  
them up...**

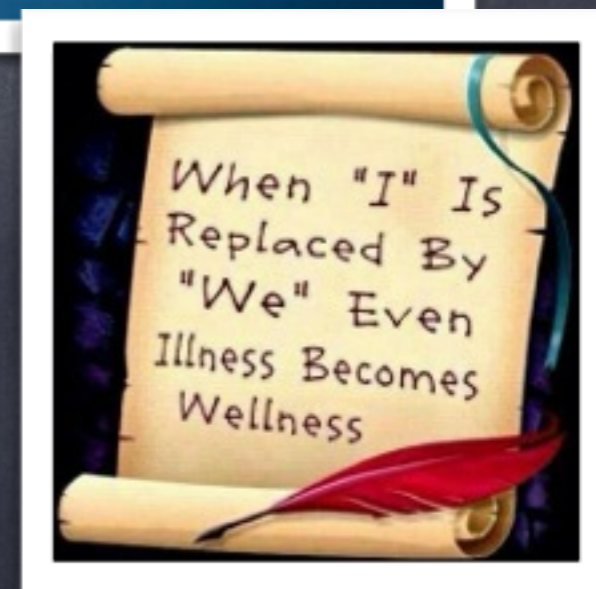


**I'M NOT BOSSY  
I JUST KNOW  
WHAT YOU SHOULD  
BE DOING**

**10% of conflicts  
are due to  
difference in  
opinion.  
90% are due to  
wrong tone of  
voice.**

# Työelämässä kohtaat erilaisia esimiehiä

”  
 Huono pomo odottaa aina vain muiden muuttuvan,  
 hyvä pomo miettii mitä hän voisi tehdä auttaakseen ihmisiään.”



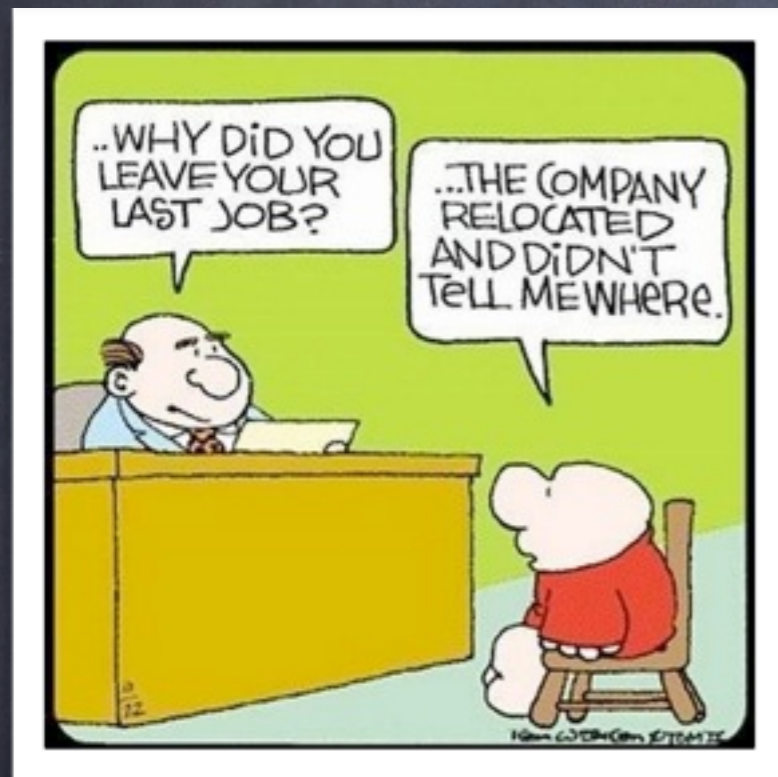
# Hyvällä esimiehellä on hyvä tilannetaju - kaikki johtajuuden työkalut aktiivisessa käytössä

| SUBJECT    | LEADER            | MANAGER          |
|------------|-------------------|------------------|
| Essence    | Change            | Stability        |
| Focus      | Leading people    | Managing work    |
| Horizon    | Long-term         | Short-term       |
| Seeks      | Vision            | Objectives       |
| Approach   | Sets direction    | Plans details    |
| Decision   | Facilitates       | Makes            |
| Power      | Personal charisma | Formal authority |
| Energy     | Passion           | Control          |
| Dynamic    | Proactive         | Reactive         |
| Persuasion | Sell              | Tell             |
| Wants      | Achievement       | Results          |
| Risk       | Takes             | Minimizes        |
| Rules      | Breaks            | Makes            |
| Conflict   | Uses              | Avoids           |
| Direction  | New roads         | Existing roads   |
| Truth      | Seeks             | Establishes      |
| Concern    | What is right     | Being right      |
| Credit     | Gives             | Takes            |
| Blame      | Takes             | Blames           |

## Tips for Running Effective Meetings

- Email an agenda 24 hours in advance.
- Arrive 5 minutes early
- Start and end on time. 
- Come prepared.
- No smartphones.** 
- Bring paper and a pen. 
- Share all relevant data. 
- Stay on topic.
- No** interrupting.
- Be brief and concise.
- Silence = agreement
- Disagree without being disagreeable
- Challenge ideas rather than people.
- No side conversations or comments 
- Everyone participates. 
- Follow-up by email within 24 hours. 

# Henkilöstölle tiedottaminen on avain toimivaan ja suorituskykyiseen työhön



**COMING TOGETHER  
IS A BEGINNING  
KEEPING TOGETHER  
IS PROGRESS  
WORKING TOGETHER  
IS SUCCESS**

- Henry Ford



Are you lonely?  
Tired of working on your own?  
Do you hate making decisions?  
**HOLD A MEETING!**

You can –

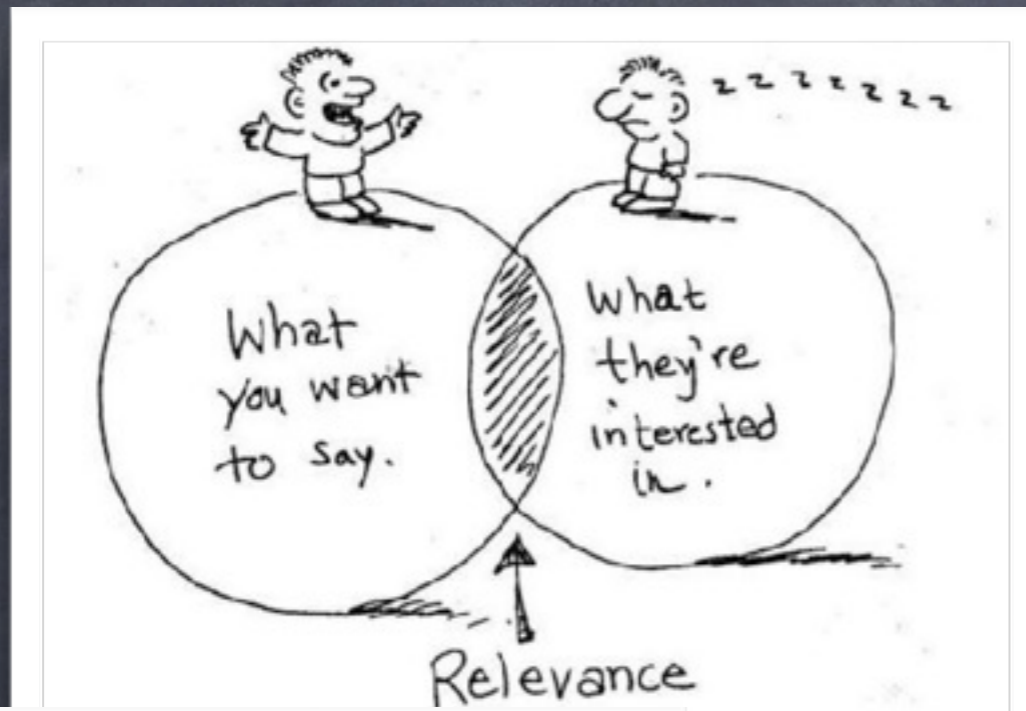
- See people
- Show charts
- Feel important
- Point with a stick
- Eat donuts
- Impress your colleagues

All on company time!

**MEETINGS**

THE PRACTICAL ALTERNATIVE TO WORK

# Keskity oleennaiseen - kerro suoraan - osoita luottamusta työntekijöille



*A Computer Programmer's Wife Asks Him to Go To The Store*

*A wife asks her husband, a computer programmer, "Would you please go to the store for me and buy a carton of milk? And if they have eggs, get six."*

*A short time later the husband comes back with 6 cartons of milk.*

*The wife asks him, "Why the hell did you buy 6 cartons of milk?"*

*He replied, "They had eggs."*

**"Always treat your employees exactly as you want them to treat your best customers."**

- Stephen R. Covey

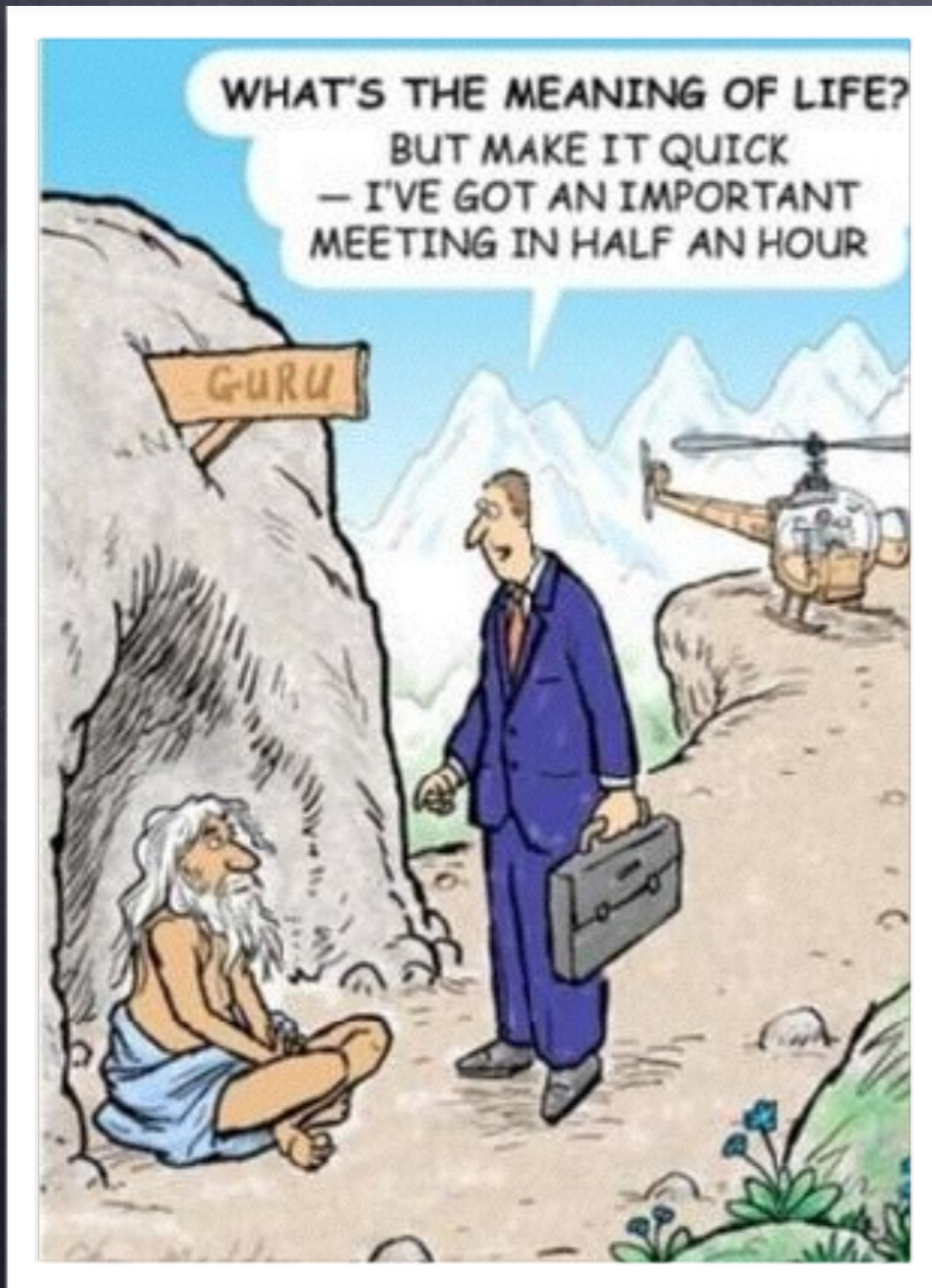


**After a presentation, 63% of attendees remember stories. Only 5% remember statistics.**

Source: Authors Chip & Dan Heath

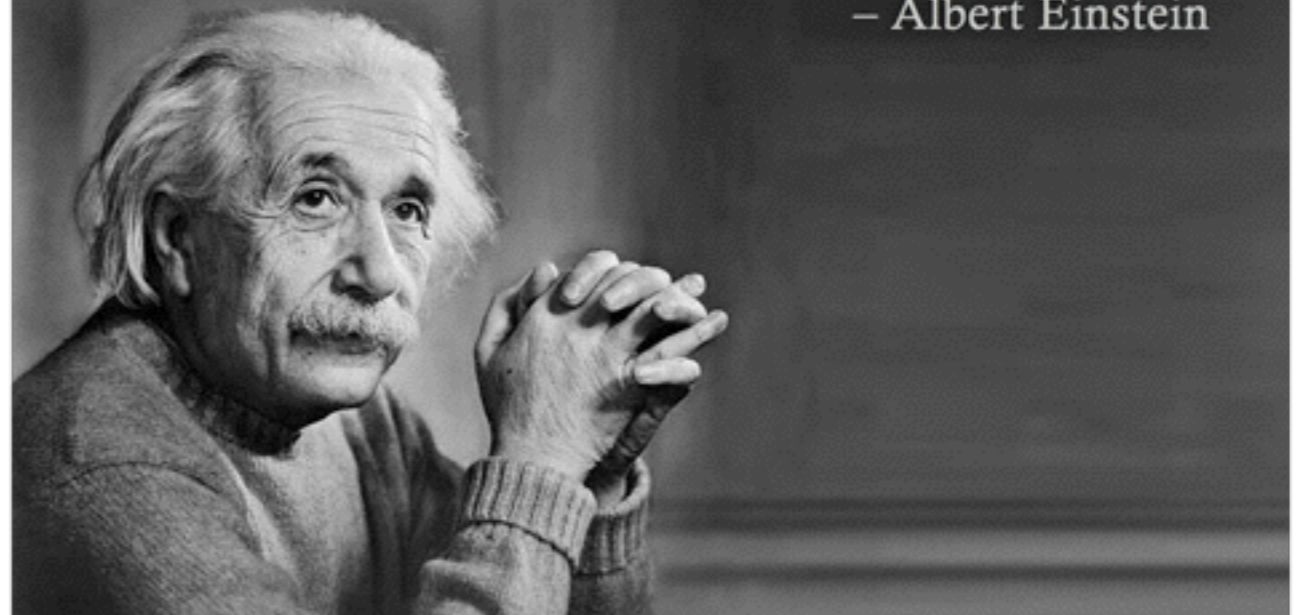
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# Kerro asiat lyhyesti



If you can't explain it **simply**, you don't understand it well enough.

— Albert Einstein

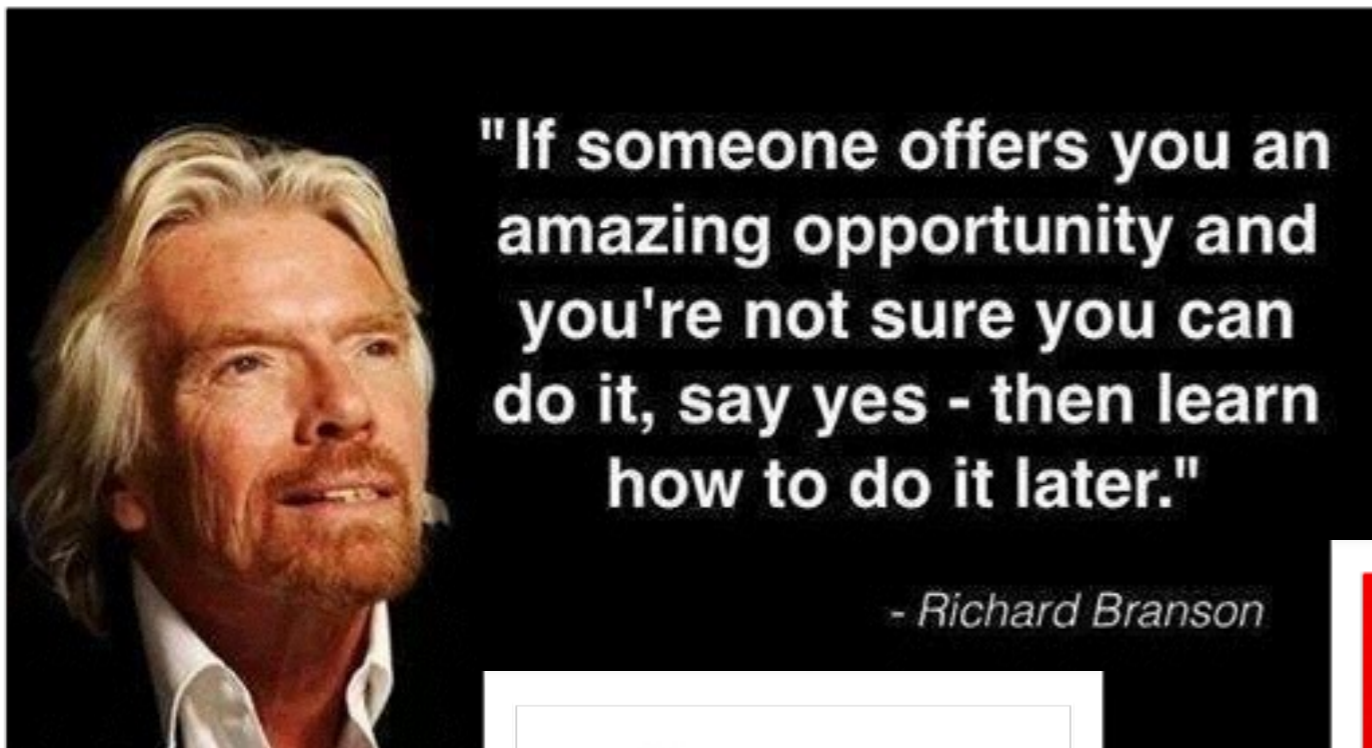


Viestinnän haaste on vallitseva työyhteisön kulttuuri - aito, avoin ja konstailematon työilmapiiri mahdollistaa nopeat liikkeet

THE BIGGEST  
COMMUNICATION  
PROBLEM IS  
WE DO NOT  
LISTEN  
TO UNDERSTAND.  
WE LISTEN  
TO REPLY.

**A person  
who feels  
appreciated  
will always  
do more  
than what is  
expected.**

# Ota haasteet vastaan ja kasva niiden mukana



# Mieti kenen lauluja laulat ja kenen leipää syöt



# Hyvä johtajuus vyöryy menestykseen - huono johtajuus tuottaa tappion



Employees quit the  
management,  
not the company.

[www.beedam.com](http://www.beedam.com)

Don't mix between  
my personality and my attitude  
because my personality is  
ME and my attitude  
depends on YOU.....

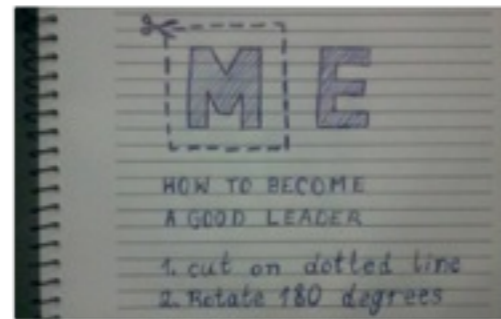
Never push a loyal person to the  
point where they no longer care.

Lessons Learned In Life

**Don't  
underestimate me.**  
I know more than I  
say, think more  
than I speak, &  
notice more than  
you realize.

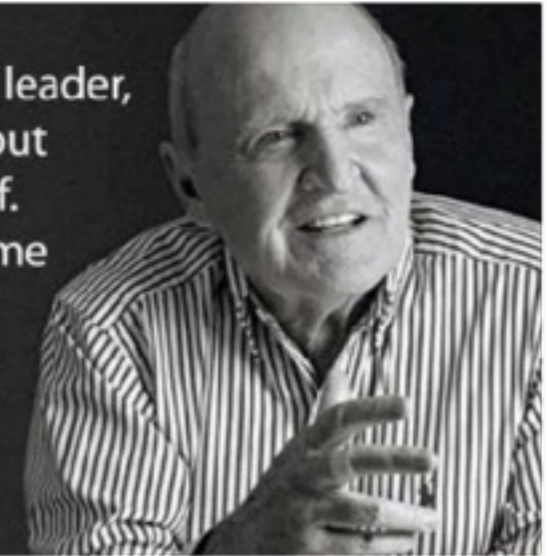
# Ajatuksia johtajuudesta - johtajaksi kasvetaan elämänkoulussa arjessa

**Good Players  
Inspire Themselves  
Great Players  
Inspire Others**



Before you are a leader,  
success is all about  
growing yourself.  
When you become  
a leader, success  
is all about  
growing others.

- Jack Welch



## 5 Characteristics of Great Leaders

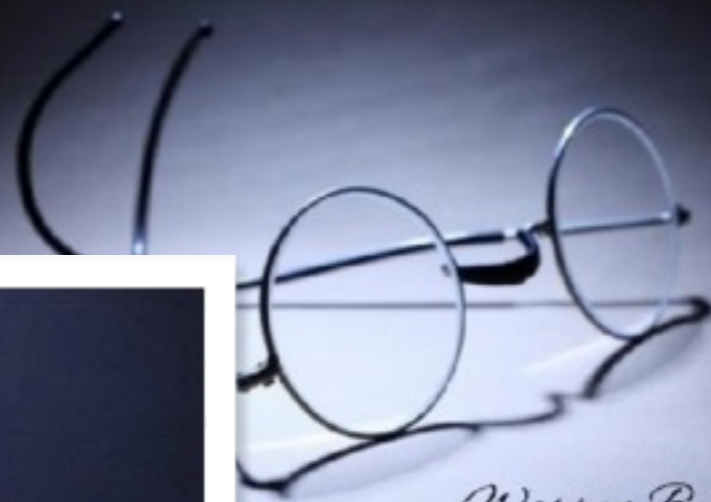
1. Love your Team
2. Give Praise
3. Seldom use Your Power
4. Surround Yourself with Rock Stars
5. Cast Your Vision

EntreLeadership

leadership is not a position or a title, it is action and example.



"Leadership is the capacity to translate vision into reality"



It takes nothing to join the crowd.  
It takes everything to stand alone.

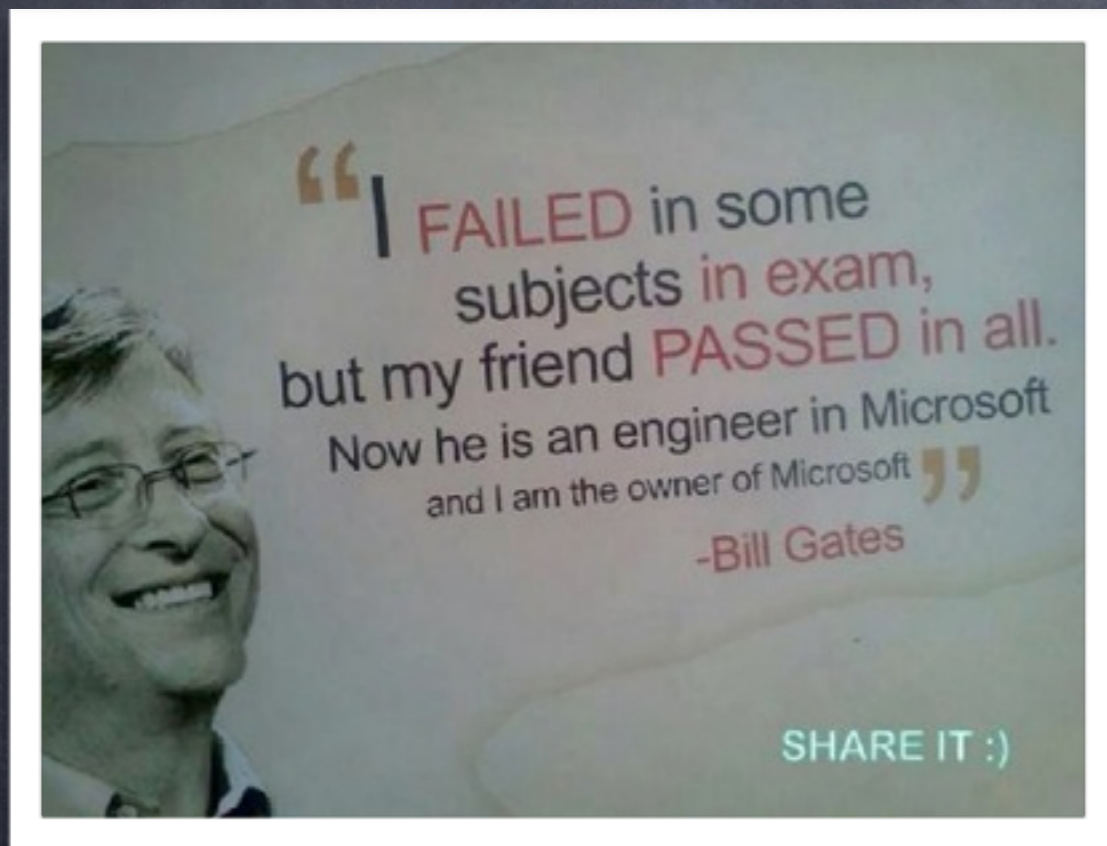
- Hans F Hansen

"Leaders don't create followers, they create more leaders."

- Tom Peters

Being positive in a negative situation is not naive. It's **LEADERSHIP**

# Johdajan luonne on menestymisen kannalta ratkaisevan tärkeä



# Väitöskirja elämästä

Jatkuu osassa 3 / 4 (sivut 101-150)

- Jukka