

“...not just a Leadership BOOK, it’s a Leadership WORKSHOP with practical Exercises and Guidelines... a MUST READ.” —**Marshall Goldsmith**, author of New York Times and global bestseller, *What Got You Here Won’t Get You There*

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AWAKEN THE LEADER IN YOU

**NATIONAL
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LEADERSHIP LESSON 1

Employee Mindset Vs Entrepreneur Mindset

Hello Friends and welcome to this Online Leadership Training, you and I have something common here. We both are interested in learning about Leadership and growing as Leaders. So before we start our training I want to congratulate you because you are one of the few people in the world who is willing to walk the path of Leadership. Research says that more than 80% people who sign up for an online training never actually show up for the first lesson. But here you are, you showed up so I thank you for starting the first lesson and I am sure you will follow through all the 13 lessons. So let's start this journey of Leadership with the first chapter: Employee Mindset vs. Leadership Mindset.

I have been training in the corporate world for more than 10 years now and I have had the privilege to work with more than 50,000 executives across the country in more than 80 multinational organizations. During this journey I have always found 2 types of people in all organizations. The first type is Ordinary People, these are peopling who:-

- ✓ Don't take ownership for their work and...
- ✓ Since they don't take ownership for their work they don't work seriously
- ✓ They give excuses and break their commitments
- ✓ They don't focus only on their personal goals not the organizational goals
- ✓ They have poor communication skills
- ✓ They don't manage their time well
- ✓ They hardly upgrade their skills
- ✓ They don't get along with their peers, line managers and subordinates
- ✓ They keep complaining and blaming and thus
- ✓ They have ordinary performance with slow growth in their organization.

Here is the amazing part, in the same organizations where I met ordinary people I also I met the 2nd type of people who are called as Extraordinary people. These people were recognized as Leaders who:-

- ✓ Always take ownership for their work and as a result...
- ✓ They take their work seriously
- ✓ They never give excuses and keep their commitments regularly
- ✓ They focus on their organizational goals not only on personal goals
- ✓ They have excellent communication skills
- ✓ They manage their time very efficiently
- ✓ They keep upgrading their skills
- ✓ They find new ways to get along with their peers, line managers and subordinates
- ✓ They create solutions and take responsibility and thus

- ✓ They have extraordinary performance with fast growth in their organization

When I saw these Ordinary people & Leaders together I could not help but ask myself these questions:

- Why is it that some people are Ordinary while some are Extraordinary Leaders?
- Do some people have less potential due to which they perform like ordinary people and grow slow?
- Are some people born with extra potential due to which they perform like extraordinary leaders and grow fast?

My 10 years of behavioural study immediately told me “NO” there is no difference in the potential of people, we are born with the same ***infinite potential***. I believe that every ordinary person has an extraordinary person within him; I believe that there is a Leader in each one of us. Thus the intention of this book is to **Awaken The Leader In You**.

So if we all have the same infinite potential then what is the difference between Ordinary People Vs Extraordinary Leaders?

With years of research and understanding when I finally did understand the difference, it was so simple that it blew my mind. But the answer I discovered was so practical that I could now use it to help anyone transform from an ordinary performer to an extraordinary performer. So I started sharing this discovery in my Leadership workshops and helping people become leaders by choice. Because once you knew the exact difference between ordinary & extraordinary leaders then you could do exactly what Leaders did and **Awaken The Leader In You** as well! This is exactly what happened with all my participants.

After the workshops, I received emails from CEO's, COO's, Directors, HR Heads sharing with me how their people achieved extraordinary targets, how they have become more focused towards their organizational goals, and especially how they have started performing like extraordinary leaders. The best was that these results were created by people who were ordinary performers before my workshop. It was like I had discovered some kind of magic to transform ordinary people into extraordinary leaders. This was a great breakthrough for me and my clients both. Thus I decided to share this discovery with many others and help them through the medium of this book to become leaders and create extraordinary results in their life.

This difference between ordinary people and extraordinary leaders is actually very simple and yet it is so profound that it can open up the flood gates of high performance in any ordinary employee who wants to become an extraordinary Leader, thus it is extremely important that you understand this difference.

Let me give you an example here. Many people play cricket but everyone is not Sachin Tendulkar. There is a difference between how an ordinary person does batting and how Sachin does batting. Now what if you had the art of recognizing and understanding exactly how Sachin does his Bating? How he thinks in

pressure situations? How he creates consistent results and creates so many records? If you understand this difference, then it would be easier for any ordinary batsman to become a much better batsman like Sachin Tendulkar.

Don't you think it's easier to excel by learning from other people's success instead of re-inventing the wheel and learning everything from our own personal experience? We could waste a lot of time doing that won't we? Thus if you truly want to be a Leader then the fastest way is to understand what Leaders do differently. So now I reveal to you what I discovered with many years of research and understanding...the basic difference between ordinary people and leaders is their mindset. Yes, it is simply their mindset that differentiates them, now you would say "What is so great about that, I already knew that" well hold on here because there is a specific type of mindset difference that I am talking about. Here it is...

Ordinary People have ***Employee Mindset*** and Leaders have ***Entrepreneur Mindset***.

Yes! This is the basic difference that I discovered creates drastically different results for Ordinary people Vs for Leaders:

- Ordinary people work with an ***Employee Mindset i.e. they believe they are just doing a job***
- Extraordinary Leaders work with an ***Entrepreneur Mindset i.e. they believe they own their organization***

Let me explain this with some details, to start with let's understand that ordinary people work with an employee mindset where they always work in the organization thinking it's just a job, they don't have any sense of ownership. Thus when things become too difficult ***employee mindset*** people are the first ones to change their jobs as it is easy for them to leave something that does not actually belong to them.

On the other hand Leaders work with an Entrepreneur mindset where they always work in the organization thinking it's their own organization. Thus even when things become too difficult these are the people who stand by their organization and prove their ownership by ***giving*** their best, even when they cannot ***receive*** the best from their organization.

Think about it, if you really owned a business and the market is down and times are difficult, won't you stand by your business and give your best even though you may not receive the best returns at that time? I am sure you would if you really owned a business, any real businessman would.

But this is the myth that I want to challenge in this book.

- Is it necessary that a person must have his own business to demonstrate Entrepreneur Mindset and work like a Leader?
- Is it necessary that people who have a job cannot have an Entrepreneur mindset?

Here is what I believe, I believe Leadership is only a way of thinking, it's a mindset and that's why I am defining it as an Entrepreneur Mindset. I believe a person doing a job can also demonstrate having an entrepreneur mindset and work as if he or she owns the organization.

At the same time, I also believe that a person having his own business can also have just an Employee Mindset and not take any ownership for his business. I will give you lots of example to prove this theory. Let's start with some example for Entrepreneur mindset people.

Have you not met people in organizations who are employees but work like entrepreneurs? Have you not met people who behave as if they *own* their project, their team, their organization? These are people who eventually become leaders in any organization because of their entrepreneurial mindset. Designation & authority is something that comes to them sooner or later because of their Entrepreneur mindset. I like to define these people as Kings who are eventually crowned one day. Here is an example of a one such extraordinary leader with an entrepreneur mindset at the very bottom level of an organization.

I met one such leader in Delhi Airport where I was using the washroom and saw a young man sweeping the floor there. He was just a toilet cleaner, his job was to sweep the floors and keep the toilets clean. This is one of the lowest position in any organization and yet I am giving you this example because I want to prove to you that leaders can be found at any level because it's their entrepreneur mindset that makes them leaders not their positions or work profile. Coming back to the sweeper in Delhi Airport, I was surprised by the cleanliness of the floor in the washroom in spite of hundreds of people constantly walking in and out. He saw me and said Good Evening Sir with a wonderful smile and continued sweeping with full energy and enthusiasm. He was sweeping the floor as if he really owns that place and loves to keep it clean. Even though his job was of a toilet cleaner, yet he did his job with dignity and ownership. He seemed to enjoy this dirty job of cleaning toilets and did it with a smile and honesty. Do you think this person will grow up to be a successful leader in some organization? Do you think he will move on from this position and get promoted to a better work profile? Unlike many other toilet cleaners who look down to their job, chances are this guy will definitely grow in his life. The management of any organization is constantly looking for people who could do their work with ownership.

So you see an employee also can also have Entrepreneur Mindset and be a Leader because Leadership has nothing to do with having a job, position or a business. Any person can demonstrate Leadership irrespective of their position and title. On the other hand I am sure you have also met a businessman in some shop who behaves with an employee mindset! They behave with their customers so rudely as if it is not their own business. They behave with their team members, their employees as if they don't care to get along with them. These are people who may own a business but have an employee mindset i.e. they work as if there is just doing a job. Here is an example...

A typical example of how businessmen behave like employee mindset is seen in many local shopping areas of any city where there are small shops running for many years without any growth. To be specific if you ever come to Maharashtra Pune, we have a famous local shopping area here called "Laxmi Road". In this area it is very common to experience many shop owners talking rudely to their customers, not taking ownership for what they sell, and frequently getting into arguments with their customers. If you buy something from Laxmi Road and when you reach home if you realize the product is defective, chances are you will never get a refund or exchange on that product. The shop keeper would take no ownership for the product once it has left his shop. This happens because even though they own a business of their own some of them still have an employee mindset which stops them from growing their business. This is one of the key reasons why some business owners don't grow in many local markets all over the world. But in the same market you will find people who have an Entrepreneur mindset and thus their business grows with time. To be specific in the same area of Laxmi Road there is a shop called "Jaihind Stores" which started with a very small shop many years ago. Today it has 4 huge branches in Pune all of them doing extraordinary business and has become a market leader in Pune, this is due to the entrepreneur mindset of the owners. Yet there are shops on Laxmi Road who started with Jaihind Stores many years ago but even today they have not grown their shop and their business is still the same, this is due to the employee mindset of the owners. So you see, having a business does not qualify anyone to be a leader because leadership is about having an entrepreneur mindset and anyone can develop this mindset irrelevant of having a business or a job. At the same time being ordinary is about having an employee mindset and anyone can have this mindset irrelevant of having a business or a job.

In organizations where I train I see so many people working with an employee mindset thus they don't grow, they have very little work satisfaction, and they focus on organization problems more than focusing on creating solutions. The good part is that in the same organization I also meet people who are extraordinary leaders who have entrepreneur mindset and thus I have seen them grow exponentially in very little time.

All organizations are looking for people who can work with an Entrepreneur mindset like Leaders rather than just employee mindset. So the message from this chapter is the title that we started with; Be a Leader not just an employee of your organization or your business. **Leaders always work with an Entrepreneur mindset and take ownership for their organization because they believe it's their own business, they own it.**

Here is another true story of a great employee who became a great Leader due to his entrepreneurial mindset...

Lee Iacocca



In 1946 Lee Iacocca joined Ford Motors simply as an engineer. He was a man with an entrepreneur mindset and thus very soon he switched to the sales department where he showed extraordinary sales results. He always worked as if he owned Ford Motors and thus by 1960 he became the Vice President & General Manager of Ford. His growth did not stop here; by 1970 he had become the President of Ford Motors. How is it possible that an engineer can grow up to be the President of a giant organization like Ford Motors? Simply because even though he was an employee, he always worked as a Leader with an entrepreneur mindset. He always looked at Ford as his own company and thus worked not like an employee but more like an entrepreneur who owns Ford. But in 1978 he was fired by Henry Ford II because he did not agree with Lee Iacocca's leadership style.

Unlike any ordinary person Lee did not give up. In 1979 he joined as President in another motor company called the Chrysler Corporation which was on the verge of a bankruptcy. Soon after he joined he became the Chairman of Chrysler Corporation because of the results he produced again as a Leader. When the company was on the verge of bankruptcy he went to the government for a loan to save Chrysler from going down and convinced the government for a loan of \$1.5 billion because a true entrepreneur would never let his company go down. Soon after that with his entrepreneur mindset he used innovative ways to save money in the company, created better products, and inspired his teams to work like leaders not just like an employee. As a result of this, in 1983 within less than 5 years, Chrysler paid back the government and Lee Iacocca became a national hero. In 1984 Chrysler declared profits of \$2.4 billion and became one of most successful motor companies in the world. This is what a person can do if he practices Leadership i.e. Entrepreneur Mindset.

The rest of this book is a step by step guide for anyone who wants to develop an entrepreneur mindset and be a leader in personal and professional life. So if you are ready to Awaken The Leader In you then it is time for you to do an exercise which will help you be a Leader. Are you ready? Yes! Then here we go!

Exercise to Awaken The Leader In You

Here are some simple questions for you which will help you Awaken The Leader In you:

- What kind of person have you been working like so far? Employee mindset or Entrepreneur mindset? (Please answer based on your current mindset not what you wish to be)
- How exactly have you been working like an Employee Mindset? (Please be blunt and honest with yourself we all have an employee mindset within us)
- How exactly have you been working like a Leader with Entrepreneur Mindset? (Please be kind and honest with yourself as this is also a part of you)
- Now please write down how will you convert some of your employee mindset behaviours into leadership behaviour i.e. like an entrepreneur mindset?

All human beings have both the mindset within them, the Employee mindset as well as the Entrepreneur mindset. But the mindset we harness the most within ourselves is the one that will give you the most results.

So my invitation is that before you read any further please answer the above questions honestly and sincerely and I promise you that it will open up a new world of learning's for you. You will realize and discover where you really need to improve and where you are already excellent. And just to help you with this exercise here is a real example of these answers from one of the Senior Executives from my Leadership workshop...

- ***What kind of person have you been working like so far?*** After going through this amazing theory of Employee Vs Entrepreneur Mindset I realized that I am demonstrating more of an employee mindset rather than an Entrepreneur mindset. Yes I agree that I have been demonstrating both these personalities but I also confess honestly that I have been more of an employee than an entrepreneur.
- ***How specifically have you been working like an employee mindset?***
 1. Many times I don't take ownership of my work.
 2. Leave work unfinished.
 3. Leave for home early without finishing my work.
 4. I talk to my customers rudely and now I realize that it was an employee mindset.
 5. I go late for meetings and I am not considerate of how it impacts others.
 6. I crib a lot about my organizational problems with my colleagues in the cafeteria.
 7. I don't keep my commitments many a times due to which it affects the project deadlines.
 8. I don't find new ways to get along with my boss and thus I constantly have bad boss relationships.
 9. I take unplanned leaves without realizing how it affects the business in the long run.

10. Many times I waste organization resources and material by being careless about how I use them since I know it's not my personal loss, now I know that was employee mindset.
11. I do only what is asked to me, I don't go out of my way to find out what else can I do to help with the project or business.
12. I don't take conscious efforts to upgrade my knowledge rather I work on it reactively when the need arises.
13. I provide good service to my clients but not outstanding service and now I realize that if I really owned them as my own clients I would have given them outstanding service.
14. I charge for the time that I spend on my service not for the results that I create thus many times I don't give any kind of guarantee of my service. Now I realize that if I really owned my business I would not charge just for my time but for actual results and in-fact I would guarantee results so that more and more customers would come to my business.

- ***How specifically have you been working like a leader with an entrepreneur mindset?***

1. Now I realize that I also do behave like a leader, with an entrepreneur mindset many times when I go out of my way to do something's for the organization.
2. When some work is given to me I make sure that I finish it on time with quality.
3. When people in my team ask me for help I always co-operate thinking their work is also a part of my work.
4. In case of failure I don't blame anyone instead I take ownership and fix the problem.
5. I keep my commitments.
6. I deal with my clients, peers, line managers and team members with due respect.
7. I give full clarity to my team.
8. I ensure confidentiality of the organization is maintained.
9. I discourage wasting organization's resources.
10. I make sure my team is happy and bonded.
11. I bring innovative solutions to my project many times.
12. I chose to stay with my organization when many people were leaving and I see how I was actually being an entrepreneur mindset that time.
13. I am really good at what I do and during crisis I have always been called to take charge due to domain expertise.

- ***Now please write down how will you convert some of your employee mindset behaviours into leadership behaviour i.e. an entrepreneur mindset?***

1. Looking at my employee mindset behaviours I commit to immediately convert them into leadership behaviours or entrepreneur mindset. I will start with taking ownership of my work and leave home when I feel I have given justice to my day of work and responsibilities.
2. I will talk to my customers assertively and make them feel special and will always be there for them sincerely.

3. Now I will go to meetings on time and behave like a true leader as I want to inspire my team to do the same now.
4. I do recognize the problems but I chose to focus on the positives and strengths of my organization, after all how can I criticize my own business for too long anymore.
5. I will make sure I shall keep my commitments so that I can contribute to the organization's success.
6. I will find new ways to get along with my managers, peers and my team since now I feel I own them, so how can I disown them now.
7. I shall inform regarding my leaves in advance, in-fact I shall make sure that when I am on leave everything is taken care of in my absence.
8. I shall use the organization resources more carefully now thinking it is my own money at stake now.
9. I will be pro-active in finding more work when I don't have anything to work on instead of waiting for someone to tell me what to do.
10. I shall consciously take efforts to upgrade my knowledge instead of waiting for things to become urgencies.
11. I will now provide not just good but extraordinary service to my clients.
12. I will now charge for my results not just for investing my time at work,

So friends now it is your turn to do this exercise and as I said earlier, if you do this exercise honestly I promise you a whole new world of amazing learning's will open up for you and help you fulfil your goals, your desires, your dreams much faster than you can even imagine. So then stop reading and answer these questions right now:

- What kind of person have you been working like so far?
- How specifically have you been working like an employee mindset? (Please be blunt and honest with yourself as this is definitely a part of you).
- How specifically have you been working like a leader, like an entrepreneur mindset? (Please be gentle and honest with yourself as this is also a part of you)
- Now please write down how will you convert some of your employee mindset behaviours into leadership behaviour i.e. entrepreneur mindset?

These answers will come handy to you as from the following chapters we are going to learn how to transform from an employee to Entrepreneur mindset.

Summary of Chapter 1

- ✓ All organizations have two types of people; Ordinary people who have employee mindset and extraordinary leaders who have entrepreneur mindset.
- ✓ The key problem in organizations is that most people are not leaders but just ordinary employees.
- ✓ Be a Leader not just an Employee.
- ✓ It is not necessary to own a business to have entrepreneur mindset; anyone can develop this mindset and be a leader.
- ✓ Employees can have Entrepreneur Mindset while business owners can have employee mindset. It not about whether you are in a job or a business, it's about your mindset.
- ✓ Our results depend on the way we work; if we work like employee mindset then we get ordinary results but if we work like leaders, like entrepreneurs then we get extraordinary results.
- ✓ We all have both the mindset within us; we have an employee mindset as well as entrepreneurial mindset.
- ✓ Be aware of how specifically are you behaving like an employee and an entrepreneur and then commit to change your employee behaviours into entrepreneurial behaviours
- ✓ So again don't just be an employee mindset ordinary person, be an extraordinary Leader by have entrepreneur mindset.

To Purchase my National Bestselling Book
Awaken The Leader In You click here.

