

So again, welcome.



Thank you so much for making time to chat this afternoon or this morning. Depending on where you are across our country, from coast to coast to coast. Before we get into the talk, I'd love to stay connected beyond today. It's been awhile since I've had a chance to.

Join the lifting as you learn mentoring circles program and would love an opportunity to stay connected well into the future.

There's a quick QR code here on the screen, so feel free to scan it.

You can drop your name, access and bonus resources.

And if there's anything I share that resonates, it's a great way to keep the conversation going.

So I'll give you a moment to do that while I get ready and we can jump in.

So I'll give you a couple seconds and there'll be lots of time once you got that up on your screen, then you can come back to this, to this tab on your screen there as well.

But I'd love to connect with you.

Post this presentation to keep in touch, either via LinkedIn or feel free to reach out via e-mail as well.

So thank you for keeping in touch and I'll ensure that the QR code is back again at the end of the presentation.

So with that being said, let's jump into the talk.

Next slide please.

So I want to begin.

With a question that's reshaped how I live and lead a quote by Brianna Wies, I keep coming too.

Life isn't meant to be endured. It's meant to be experienced.

And that's hit me because for a long time I thought success was about stability, right? Get the job.

Stay steady.

Don't rock the boat. Like many, I come from an immigrant family much younger many years ago.

Sacrifices, of course, were made so I could have a better life, and that came with that checklist.

It's ray.

Get us all a job.

Own a home.

Be stable and settled. And of course, like many people who come from immigrant families or families in general, I'm grateful for that foundation, and I was even encouraged to explore.

But of course, within safe, sensible limits, right?

You know the kind of exploration where the GPS is already preprogrammed, right? So. Deep down, though, I felt this.

Quiet itch to step into the unknown, but stepping too far outside what was familiar

didn't feel discouraged.

It felt in my way sort of irresponsible.

So I stayed on my path until one day.

I didn't.

Next slide please.

So what did stepping off the path actually look like for me?

Well, we made a decision as a family last year to pause everything and spend a full year almost a full year taking our kids on a trip around the world.

I know it sounds as good as it was.

It was an amazing experience. We went for another week, not a month, but pretty much a year.

No emails, no meetings, no urgent fires to put out.

People said I was crazy, that I was having a midlife crisis, that I was gonna be committing career suicide, that I'd be moving my family from financial safety to financial security, right?

And while Instagram might make it look like it was one big adventure.

Honestly, the truth was it was terrifying.

Because when you grow up.

Tying your worth to your work.

Choosing.

Uncertainty feels like free falling without a parachute, right?

Sometimes you know, I've learned that sometimes falling is the only way you can realize that you can fly.

Next slide please.

And that leap didn't just change our location. It changed me, right?

Here's what I learned.

We're sold a version of success.

That's curated, right? It's effortless.

It's polished.

It's mistake free, right?

But real success. It's messy. It's unpredictable.

And it's full of moments where you fall flat on your face and wonder if you're doing it all wrong, right? And you still get up again, right. I used to think that success meant standing tall all the time.

Now I know.

It's how often you get up that counts, not necessarily how long you stayed on your feet.

So if you've fallen recently.

You're not broken.

You're becoming.

Next slide please.

As it turns out, I wasn't alone.

So many of us carry.

Old definitions of success.
Too many people live their lives chained to yesterday.
Stuck in regrets replaying old failures.
Letting old identities call the shots.
I've done the same thing right?
But again, success isn't about never falling, it's about.
Learning to rise with more wisdom each time.
You know, we've seen that growth isn't pretty.
It's not always inspiring in the moment. It can be awkward.
Disorienting.
Raw.
But in that mess.
That's where the becoming.
Happens next slide please.
So let's talk about one of the messiest truths of all.
Failure.
We often treat it like a detour.
But failure isn't a roadblock to success.
It's part of the map.
Think of I love this story, but think of a sculpture, right?
Or a sculpture. Rather the famous Michelangelo.
Reportedly said of his statue.
David, I didn't make him right.
He was already in there.
I just chipped away at everything that wasn't David.
That he chipped away at everything that wasn't in the shape until David emerges.
Mistakes aren't the end of the story.
They're where you carve through to reveal that masterpiece that you're creating, that
you're envisioning, that you're bringing alive.
Next slide please.
Before our sabbatical, my life was high, achieving on paper, my calendar was always
book solid.
I had earned different titles and promotions.
My resume looked sharp on point. Amazing.
But when your entire identity is built on performance, there's no room for failure.
I felt that every misstep was like a full blown identity crisis.
And for me, the scariest part was you don't just.
Fear failing you, but you feel.
Or rather, you fear being seen as failing, right?
And for me, that fear.
Doesn't push you forward, it pins you down, right?
It makes you shrink your life to fit this image instead of expanding it to match your

potential or your purpose.

Next slide please.

So if failure is inevitable for all of us, how do we carry it differently?

Let's flip the script.

What if success wasn't about how often you won, but how well you recover? That's what I call failure immunity right for me.

If failure immunity doesn't mean or make you immune to failure.

Because we are all going to experience failure, what it does do is that it makes you immune to the feeling that failure has on you.

Next slide please.

For me, failure used to freeze me.

I'd go on this kind of emotional repeat.

I would nurse it, curse it and rehearse it, right?

So I nursed it.

I held onto it for far too long, like it was.

Emotional scar tissue. I cursed it.

I would blame myself.

Blame others.

Blame the environment.

Blame the situation I was in and then I would rehearse it.

I would replay it over and over again like it was these greatest hits album of regret.

It just goes on and on and on.

And the more I held on to it, the more I felt it held onto me.

It took a long time to learn.

That you don't need to autopsy your failure.

Pick it apart.

Analyze it ten ways from Sunday's. No. You just do a quick review and move forward.

Next slide please.

So how do you actually build failure immunity?

Well, through my travels and through my career, I realized that you just can't move on.

You have to move through it, right?

And so This is why I've created the fast method.

So the first F is to feel it.

Let yourself feel The Stig.

Don't sweep it under the rug.

Feel it, get upset. Get angry.

Get frustrated.

You get one day just one day to feel it fully.

Cry.

Rage Scream journal, meditate, eat ice cream for all that you matters, right?

Whatever helps you name and get through the disappointment instead of just numbing it.

So that's the first thing is to feel it.
Second one is to assess it right.
Ask the question like what was in your control.
Was it just circumstance?
I made the mistake or the error or the failure?
Look at the facts and.
Not the fears, right?
Think like a teammate, not a critic.
What could you have done? Assess the situation?
The S shifted.
So tell a better story about what happened.
Not that I failed, but here's what the failure taught me.
Change the frame right, not the truth.
So that's the S the T.
Try again.
Take what you've learned.
And move forward lighter, right?
Don't drag the last attempt into the next one. Every fresh start deserves a fresh.
Mindset.
So let's use an example.
From the public sector, a fast in action. Let's say that you led a new government
program roll out.
It had high hopes and a strong, intense, but once it launched.
Cricket. There was low uptake.
Confusing feedback.
Disengaged stakeholders and probably even worse, the hallway glances that people
would give you where they would say I told you so, right?
So this is where fast would come in. Feel it.
You're frustrated. You're angry.
You're embarrassed.
Let yourself sit with that for a day.
Vent to a trusted colleague, both for a long walk.
Journal meditate.
Just remind yourself that yes, this hurt. Yes, but it's not who you are as an individual.
So feel it.
The S.
Assess it.
Don't spin the story. Study it.
What went wrong?
Like you maybe you realize that the frontline teams of the people most affected were
not meaningfully engaged or involved early on.
Maybe you assume that the right design from above, but you miss the voices on the

ground, right?

So assess the situation and understand like what went wrong.

Now shift it. Reframe the failure.

This wasn't a sign of incompetence.

It was a mismatch in how the process was designed.

So move again from blame.

To insight, right?

See it as a design gap, not a leadership gap.

And then the T try again.

Right. This time you bring in users from the start.

You Co create, you test, you adapt.

The 2nd row maybe isn't perfect, but it lends much better, right?

People feel engaged.

They feel like they've been heard.

They're Co creating the solution as opposed to being about the problem.

Right. And the outcomes improve.

To me, that is failure immunity, right?

You still fall, but you fall forward.

Next slide please.

And yes, you know, sometimes failure isn't just in the office environment.

It can be personal.

So here's here's what happens when I return back from our year long sabbatical trip.

I expected to go back to my former employer.

We returned back from our year long sabbatical trip in August of last year.

I expected to go back like nothing had changed.

But of course, like you're almost, you're gone for almost a year.

Everything had changed.

My role eliminated half the organization was let go due to cost constraints and cutbacks.

Yeah, suddenly I was unemployed after stepping away from what I thought would be a rejuvenating break.

I felt embarrassed.

Like I made a terrible mistake.

But honestly, the truth.

I had changed.

And I couldn't see or Unsee what the trip had shown me and what the trip had done to me as an individual, as a father, as a husband, as a son, right as my as an individual.

That's quote UN quote failure.

Let me to become a speaker.

An author.

A storyteller work that fills me up in ways I could never have imagined.

Like I have this fire in my belly now that I never felt before in my my career and I've had

a phenomenal career.

I've just learned that your greatest.

Power often gets revealed to you in your lowest moments.

Hmm.

Next slide please.

OK.

And out of that moment came something I had never anticipated or never expected.

I started writing.

Not a travel guide, but for me it was a transformational story.

I didn't want to write a book about all the places that we traveled to as a family and all the foods that we ate and the people that we made.

I mean, I almost would be the equivalent of me showing you my pictures from vacation.

Your eyes would glaze over.

I wanted to tell people the So what of our book around the world in family days? It was not a travel guide, but for me, a transformational story.

A story about what it meant to pause.

To see clearly.

And to really find joy again.

So around the world and family days, a book I had never envisioned writing became part of my journey.

And the most important person it changed was me.

Hands down.

Next slide please.

And this whole lesson about risk and taking chances and making mistakes and failing. It wasn't just personal. And it's not just personal.

I mean, we see it in the corporate world too, right? Blockbuster.

BlackBerry.

Kodak they were all Giants in their time, right?

And yet they all crumbled.

Why?

They played it safe.

They got used to and stuck in a world and you know where it worked.

They're all thinking the products and services. They put it behind them until it didn't, IBM.

On the other hand, they saw change coming and they made bold moves. They shifted from selling hardware.

I remember my first laptop.

I brought my first computer as a kid.

It was an IBM 286, something like that.

I'm dating myself now.

They shifted from really selling hardware though, to becoming a leader in cloud

services AI.

Innovation consultant. They pivoted their identity from machines to.

Mindsets, right from products to platforms.

And that didn't happen by accident.

It's happened because they embraced.

Reinvention.

Yeah.

Avoiding failure felt safe.

But it nearly cost them everything.

And when you apply that your own life, staying stuck is very much a risk too.

Next slide please.

And what about government?

What happens when your ministry or department or section in general, all our public institutions, are all forced to evolve?

Look at the environment we're in now.

We're heading into a major.

Moment of political transition.

We have a new Prime Minister or new wish, Prime Minister, right?

A new cabinet will be announced in the next couple of weeks.

A reimagined public agenda.

Will be forthcoming, I imagine.

Adding to that is this growing tension of what's happening in terms of the political climate down South and, you know, the international markets and suddenly there's a lot at stake, right?

It's in moments like this. I believe that governments are far more.

Open more thoughtful, more introspective, more willing to hear fresh ideas, and challenge longstanding assumptions.

And for each of you, that opportunity is in front of you?

You don't have to overhaul the entire system.

But you do have to be bold enough to question what's outdated.

And brave enough to try what might work better.

Like, I envy many of you because in many ways, this moment, this mixture of leadership change and external pressure is rare, right?

It's the kind of window that doesn't stay long or doesn't stay open for long.

And I don't as a as a member of the public, I feel that the real risk is.

In doing nothing while it remains wide open.

Next slide please.

And while institutions evolve, so do people.

Let me remind you of something that we often.

Forgot.

Or remind you of something that we as a society often forget.

No one starts as exceptional.

Every leader and individual you admire.
Every expert in your sector or in your circle.
They all begin where you are.
What makes them different?
They failed.
A lot.
But they didn't let that define them, right?
They didn't let it shape them.
They learn fast.
They move forward.
You don't need to be fearless, right? You just need to.
Be willing.
Nobody starts out as extraordinary.
Every expert was once.
A beginner.
I forget that sometimes because you see the flash and you see the pomp and circumstance of some individuals, but they all started from something or from somewhere, right?
Every confident leader.
Has a blooper reel that you've never seen.
Or maybe you have seen it because of the way the world is now with social media. But you get the point, right?
Your stumbles don't disqualify you.
They prepare you.
One of the best pieces of advice I've received is do not compare.
Your behind the scenes to someone else's highlight reel.
You do not compare your behind the scenes to someone else's highlight reel.
Yeah. I think to me that's that sums it up.
Next slide please.
So if everything I said is true.
Here is the challenge or the question.
I will leave with each of you.
What would you build?
Or start.
Or say.
If you weren't afraid to fail.
Because I hate to break it to you.
Failure is coming for all of us.
But now?
I think you're ready.
You know how to feel it.
Learn from it.

And move forward.
Keep in mind it's not The Stig.
That defines you.
It's what you do next.
That does.
Thank you.