



VERACOIDE

You change the world, we'll secure it.

Asankhaya Sharma

Insights on Leadership

01

Let's play a game ...

Insight Cards



Japanese Philosophy

A unique take on
leadership

Ikigai



- Finding your ikigai brings one a deep sense of satisfaction and meaning
- Lead from your ikigai
- Remember your life story is not the story of your life, it is *your story of your life*
- Narrative counts not the events themselves



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Makaseru

to entrust to another, to leave to

任せる

makaseru

- Interplay of power and control
- Leading with makaseru requires boldness, openness and courage

Amazon: The Company with a 100 CEOs Cannot Be Stopped



Anshu Sharma [Follow](#)

Jul 8, 2017 · 3 min read



| A company with a 100 CEOs can do anything.



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Kintsugi



- Golden repair
- What is broken once can be fixed again
- Do not hide your failures or cover up your mistakes
- Move fast and break things
 - And fix them too



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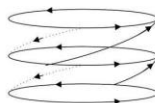
Nemawashi

Nemawashi - Toyota's Secret Sauce

根回し **Nemawashi**
Preparing the Soil



Start with Informal
Discussions



When building consensus, start with your
peers across the organization and spiral up
through the layers, and others will become
involved and use their partnerships.



Maintain contact with key
stakeholders. Keep them informed
Share information with them.



Build personal relationships with a
select number of people.
Converse with them regularly about
both personal and work topics.



Be personable. Be friendly. Say
"Hello". Speak to people in the halls.
Be "a part" of the organization.

scruminc. **It's an advance Scrum technique we like to call "Just Talk"**

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- Literally translates as “going around the roots”
- Process of consensus building



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Lead from within

- Find the reason for being
 - Inspire, motivate, coach, be passionate
- Entrust onto others
 - Delegate, organize, give constructive feedback
- Accept failures
 - Hold people responsible, drive operational excellence
- Cultivate collaboration
 - Promote teamwork, build the right culture



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The logo features the word 'VERACODE' in white, uppercase, sans-serif font. A blue diagonal line is positioned above the letter 'O'.

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Thank you!

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Further Reading

<https://medium.com/thrive-global/ikigai-the-japanese-secret-to-a-long-and-happy-life-might-just-help-you-live-a-more-fulfilling-9871d01992b7>

<https://medium.com/@asankhaya/this-is-actually-a-good-example-of-an-american-company-amazon-practicing-makaseru-d892e91d6112>

<https://qz.com/1347017/the-japanese-art-principle-that-teaches-us-to-expose-our-failures-not-cover-them-up/>

<https://brungerblog.wordpress.com/2016/04/04/office-collaboration-with-an-asian-twist/>

<https://www.strategy-business.com/article/9412?gko=f4b21>