

CHANGE YOUR COMPANY
ALAME BOOK SERIES



INSPIRE
YOUR **PEOPLE**

**AN EMPOWERING GUIDE ON
LEADERSHIP FROM THE HEART**

CONDENSED VERSION



DR. FOUAD M. ALAME

**Inspire Your People: An Empowering Guide
on Leadership from the Heart**

by Dr. Fouad M. Alame

Published by Fouad M. Alame

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First Edition

CHANGE YOUR COMPANY

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Inspire YOUR PEOPLE

*An Empowering Guide on
Leadership from the Heart*

CONDENSED VERSION

DR. FOUAD M. ALAME

About

Dr. Fouad M. Alame



Dr. Fouad M. Alame is a transformation strategist and a leader in organizational development. He is the creator of a new generation of scalable virtual and face-to-face programs which blend training and development, alignment, teamwork, and business improvement.

Fouad has over 16 years of leadership and management experience in the corporate world, including seven years as global head of learning and organizational development for Agility, a global logistics company. He has designed, led and delivered over 25 transformational programs and initiatives spanning 100+ workshops impacting 2,500+ leaders from over 30 countries.

The focus of these programs includes leadership and management development, and commercial, operational and customer service transformation. Their unique design has a proven track record in accelerating leadership and people development, culture change, strategy implementation, and business improvement.

Fouad has coached over 100 teams including hundreds of managers and leaders and advised dozens of senior executives and leaders from all over the world. Currently as CEO of Alame, a Swiss based consultancy firm, Fouad's mission is to help organizations create fulfilling workplaces that achieve higher performance.

Fouad is the Founder and Host of the "Alame Podcast: Change Your Company," which focuses on the people aspect of organizational leadership. Special guests have included leading CEOs, authors, professors, and consultants. The Podcast was ranked in the top 10 management podcasts in Switzerland and the Middle East.

He is the author of the upcoming books: "Change your Company or Change Your Company: How to Transform Your Organization Through the Power of People," and "Inspire Your Life: 101 Ways for an Empowered Living."

Fouad holds a Doctorate of Business Administration focused on Transformational Leadership and Emotional Intelligence from the University of Strathclyde (UK). He has an MBA from Bradford University (UK), a Master's in Marketing, and a Bachelor's in Business Administration from Saint Joseph University (Lebanon).

Fouad is passionate about nature, Spanish guitar, photography and learning.

What
Organizational Leaders
Are Saying

“An inspiring motivator for the entire organization.”

MARKUS LINGHOR, CEO, GERMANY

“You made the difference in our organization; we reached a different level after the Commercial Development Excellence program that you have brilliantly organized here!”

RICARDO SAPAG, CEO BRAZIL

“One of the best business partners that I have ever worked with..”

STEPHEN WHITTINGHAM, CEO, USA

“You had a massive positive impact on many hundreds of people within our organization.”

COLM McALINDEN, CEO UK

“They say a person is the average of the five people they spend the most time around. I believe a company behaves similarly – and that culture comes from our loudest influencers. Your absence will be greatly missed as you have had a profound influence on our thinking, our culture and our development.”

JACK ROBBINS, VP HUMAN RESOURCES, AMERICAS

“..You changed the phase of learning and left us yearning..”

SANGEETHA PRADEEP, REGIONAL DIRECTOR HUMAN CAPITAL, MIDDLE EAST

“ .. positively energized so many people creating a beautiful culture of trust, positive can-do attitude with a sense of belonging.”

BASSEL EL DABBAGH, CEO, ABU DHABI

“... you have influenced hundreds of lives in a very personal and professional manner. Your spirit, energy, commitment & unparalleled way to touch people's hearts has helped so many in their personal development. ... You changed the company ... now go on and change the world..”

MARKUS RODATZ, VICE PRESIDENT OPERATIONS, EUROPE



DEDICATION

To my father, who didn't have the chance to finish his schooling, yet embedded in me the passion for continuous learning.

To every leader who believes in the power of people and who seeks insights and inspiration in order to have a bigger impact and leave a greater legacy.

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INTRODUCTION

A journey to inspire people.

Thousands of books on leadership have been published and hundreds more are published every year. So you might be asking, “Isn’t this book the same as all the others?”

No, it’s not the same. This book is different in four ways.

First, while most leadership books explain the *how*, this book goes beyond the *how* to explore the *why*. This book is all about inspiration.

Second, this book’s message is presented in inspirational passages that will motivate you to lead from the heart. They are simple and written mostly in the first person so that as you read them, you will feel more connected to their spirit and be more inspired to put them into action.

Third, this book focuses on the people aspect of organizational leadership by looking at the mindset and purpose of leadership before exploring leadership of oneself, individuals, teams and organizations towards transformation.

Fourth, this book was written with today’s busy leaders in mind. It will get you into the spirit of leading people the fastest way possible. Unlike other leadership books, you will be able to finish this book within an hour or so. Further, you do not have to read it in order; you

can pick it and read a random page. It is a book that you can revisit again and again.

This book is an inspirational guide because I truly believe that inspiring people is the ultimate job of leadership.

Why Do We Want to Inspire Others?

The reason is simple: when people are inspired, they can do great things. My experience has taught me that a moment of inspiration is as valuable, if not more so, than years of learning and seeking.

—

**THIS BOOK IS AN
INSPIRATIONAL
GUIDE BECAUSE I
TRULY BELIEVE THAT
INSPIRING PEOPLE IS
THE ULTIMATE JOB
OF LEADERSHIP.**

Early in my career, I wanted to wake up early. I envisioned myself jumping out of bed at dawn, ready to tackle a new day. I read so many “techniques” on how to wake up early. I could set an alarm. I could go to bed earlier. I could switch off all electronics and do a nightly meditation. However, until I was inspired by knowing *why* waking up early is important and connecting it

to making a greater impact on others, I never really succeeded in incorporating this habit into my life. Once I understood the *why*, waking up early was easy.

The same is true for leadership. The *how* is important, and many books outline *how* to be a leader, but if we don’t understand *why* we want to lead, the skills we learn will resonate with insincerity.

The *why* gives the *how* its meaning, its purpose.

Let me illustrate with another example from my life. Like many of us, I wanted to build a daily physical workout habit into my life, but I didn't have a clear enough reason *why* this was important. I had the *how* firmly in place, but I still lacked the motivation, and keeping a commitment to working out was hard. Yet, things changed when I linked my physical exercise to building energy and confidence which helps me inspire and influence the people around me. Once I understood the correlation, finding the time to work out became easier.

Have you faced situations when you were excited or motivated to change, when you understood the *why*, and you found yourself effortlessly able to motivate and inspire yourself and even others? When you managed to work through problems and figure things out as you went along?

This is the key element of this book.

It is written to ignite your passion for leading and excite you as you continue your leadership journey. This book dives into the spirit of inspiration and leadership.

Leadership is about people. It's about connecting to the core of who we are. It's about seeing and being seen. It's about listening and being heard. The central theme of this book is about helping you move forward towards self-fulfillment as a leader.

Who Is This Book For?

Unlike many organizational leadership books which focus on top-level leaders, this book is for leaders at all levels.

Whether you are a first-time leader or a top organizational leader, in need of a dose of insight or inspiration, this book is for you.

If you can recognize yourself in any of these situations:

- Struggling with how to prioritize between results and people
- Wondering if you have “leadership genes” or if you were even meant to be a leader
- Not having enough authority to lead and drive changes
- Not being sure how you can inspire people
- Struggling to listen, coach, delegate, lead meetings or drive higher performance effectively
- Facing challenges developing team spirit and collaboration among your people
- Finding it difficult to engage people and aligning them with the mission, vision, values, and goals of your organization
- Wanting to have a bigger impact than your area of responsibility to influence the organization in large
- Needing a dose of motivation or a spark of inspiration

... this book is for you.

My Journey

You might be thinking, OK, this sounds great, but why should I listen to this “Fouad” guy?

I am someone, perhaps like you, who struggled to lead, failed and learned to become a better leader.

After completing Master of Business Administration (MBA) in the UK and an early job at a startup company, I accepted a position with Agility, a leading global logistics company in Kuwait. I was so excited and couldn't wait to start working.

However, a few weeks into my new job, my excitement began to wane. It wasn't the company but rather my role as an individual contributor. I sat alone in my cubicle day in and day out, wondering if my work mattered. I didn't feel connected to my team. I questioned where we were going and how we would get there. I didn't know where to turn for answers. I began to question *why* I felt this way and what I could do about it.

Imagine that you worked on a ship. How would you feel if you didn't know where the ship was going? If you didn't understand why you were on the ship, the progress you were making, or the challenges ahead?

Would you be more motivated or less motivated?

Would you care about the ship or look for the first opportunity to get off?

Would this ultimately affect the quality of your work?

Of course, you would not feel good. You would be less motivated, lose interest, and be less inclined to produce quality results. (Some people might actually jump ship!)

In addition to the questions I pondered, I didn't feel a sense of belonging and collaboration. The feeling of "Hey, we are one team, and we will not only work with each other, but we will also support each other to do our best and be our best" was missing. Most people seemed to be working individually. Even if a team did exist, it had its own preconceived view of other teams and, in many cases, it was a negative one. I noticed how these feelings could create distance, distrust and dissatisfaction in the workplace

As I worked, I started envisioning a type of leadership that would invest in building a cohesive culture of collaboration and belonging. Not only to achieve great results but also so that we could enjoy being on the journey together.

This experience of toiling away in my cubicle, despite being painful, was insightful. It sowed the seeds for my first insights into the importance of leadership.

I understood that leading people and ensuring that they are engaged and deeply connected to the company, its vision and goals and each other can inspire the company to exceed its expectations.

I was lucky that Agility offered me many more opportunities. I worked hard, sometimes late into the evening and on weekends. I was ambitious, and I enjoyed giving my best to my work. Within a few years, I was offered a promotion to Agility's regional office in Basel, Switzerland, to become part of their European management team. I called home to tell my mother and father. I was on top of the world. Little did I know I would soon experience more challenging lessons on the importance of leadership.

I arrived in Basel eager to meet my colleagues and new boss. I was in a management position as an individual contributor. There were six others in the same position as me, and together we reported to the department director. Life was good. I had a great apartment and on my time off, I explored my new city. I was fascinated by everything Basel had to offer: its medieval architecture; the efficient public transport; nature; and the arts. However, I was committed to work, and within a year, I was promoted to department director. I was 31 years old and quickly climbing the corporate ladder. There was another excited phone call home. But I had underestimated this big move.

Yes, I worked hard and did my best work independently, but leading people was something new to me. It was a completely different experience. I soon realized that I was completely lost. I felt out of my league. I was not prepared. Even though I had an MBA, leading people wasn't something they taught us. In addition, I hadn't been mentored or coached on being a leader, and honestly, I had no idea what leading people entailed. At first, I was caught up in the *status* of my position and the *privileges* and *benefits* I thought it would bring me. I had to learn the hard way that this was not true.

I misunderstood *privileges* and *benefits*.

The first challenge that I faced was having my former colleagues' respect and acceptance as their leader, and the second challenge was inspiring them to achieve our department's goals.

It was no easy task.

In addition, I had no idea how to create a team spirit among my direct reports. Everyone was acting independently rather than col

laboratively. On top of all that, I failed in my relationships with other departments and managers. The bottom line is that I lacked the skills to be an effective and inspiring leader.

I had no idea that being a leader was not about what people thought of me, but rather what I thought of people.

I had no idea that if I were not committed to serving others, if I did not understand *why* I was in the role of leader, I was doomed to fail.

And fail I did. Miserably.

I still recall my first team meeting. For the first time, I was sitting at the head of the table leading the team. Everyone was looking at me and waiting to see how I would act. I felt like I was being judged, especially by my former colleague, Eric. I felt that he resented my promotion and thought I didn't deserve the position as department director. On the surface, I tried to look cool and confident but I felt completely insecure.

It was like the weight of the world was on my shoulders.

Having my ex-peers as my direct reports was just one challenge. The biggest challenge was to genuinely be a leader. I wanted to be the leader that I had imagined I could be when I was back in my cubicle while working in Kuwait. But I did not live up to my people's expectations and, more importantly, I did not live up to my expectations.

Here I was, with zero leadership experience and no preparation or understanding *why* I was leading.

Failure followed failure, and every day I was wondering:
Why don't my team members respect me more?

Why don't they appreciate me?

Why don't they do better work without having to be pushed?

Why is it such a struggle to lead my people?

I was becoming increasingly stressed out at work and rundown. I was internalizing my conflict with Eric and blaming myself nightly for the failures that I experienced during the day. I would wake up in the middle of the night, and my mind would race. I soon began to experience physical pains. This continued until one day I had a major health crisis.

I woke up in the morning in severe pain. I could barely walk. Taking a deep breath was impossible. I called my former boss Leif, who rushed over and took me to the emergency room. The attending doctor explained that I needed immediate surgery to remove my appendix or it would burst. I remember asking him if we could postpone the surgery. I had work to do. I'm pretty sure he looked at me like I had two heads. The only thing he allowed me to do was to go home and get a change of clothes for after surgery.

I remember on that *quick* trip home, time slowed down, but people were just going about their lives as if it was another ordinary day, and for them, it was. However, I was acutely aware of the risk of that operation, so I tried to savour the everyday moments we normally take for granted. Then I got home, packed some clothes and rushed back to the hospital.

While the surgery was supposed to be routine, I woke up and found out that it had not gone as planned. My appendix was so enlarged that the doctors had to make a much larger incision to operate and remove my swollen appendix safely. I woke up in severe pain, and

instead of going home the next day and resuming things as usual within a week, I had to stay a few more days in the hospital and then stay in bed for many weeks.

I was forced to take a time out.

Just like the time I sat in my cubicle questioning the role of leadership, my appendicitis was a blessing in disguise. It gave me time to reflect deeply on my life and why I was in this situation. I realized that the crisis resulted from the emotional turmoil I was under because of my inability to lead myself and others. It was a bitter pill to swallow but it was the truth.

I was insecure about myself and my capabilities to lead, and I blamed others. The result of my lack of understanding and inability to take responsibility had erupted – figuratively and literally! It looked from the outside like a sudden attack of acute appendicitis, and in one way, that is exactly what it was. But in reality, it was the daily failures and internalized insecurities. They kept building up inside myself and had finally burst and forced me to stop and reassess my life.

Once I faced the truth and was ready to accept it, I slowly started to get better, and I became committed to getting better not only physically but mentally and emotionally.

This was the point where I embarked on a self transformation journey. I read dozens of books, listened to hundreds of audiobooks, and took many courses on self-development and leadership but I still didn't have the answer to the deeper questions I was seeking: Why can't I get my people inspired to move forward and upward? Why am I not an effective and inspiring leader?

Then slowly, with time and trial and error, I came to understand that first I needed to be inspired. If I didn't find inspiration in my own life I was never going to be able to translate inspiration to others. With this realization, I was able to turn the lens inward and inspire myself to become the best version of myself.

By being motivated and inspired within myself, I intuitively started interacting, taking steps and making decisions that positively impacted my team and the people around me.

Seeing these positive changes in others inspired me more. The picture was complete, and my team and I were engaged in a relationship of inspiration. Next came the urge to help other leaders who had similar challenges. I knew I was not the only leader who struggled to lead. I understood that almost all leaders struggle with this same issue. Being inspired and inspiring others!

From that point, my mission has been all about inspiring leaders to inspire their people. To date, I have led over a hundred workshops on leadership and people development in more than 30 cities in 20 different countries. While most of these programs were initially face-to-face, later on, years before the global pandemic, and together with my team, we shifted part of our work to virtual platforms to reach many more leaders and people globally. The impact and feedback continued to be extremely positive. When the pandemic arrived, this shift to virtual work was seamless, and we were ready to help other leaders and people lead and adapt to the new reality.

The focus of these programs was not only develop the capabilities of the leaders and the people but also to their engagement, and commitments to the organization's vision and goals.

The programs also helped the organization to drive collaboration regardless of the differences in personalities, cultures, locations or functions. They also included practical work to improve organizational performance.

Seeing the impact of this work is one of the most fulfilling experiences in my life. Seeing people really caring and helping each other do their best is profoundly rewarding. Seeing people transformed in terms of confidence and skills is life-affirming. And seeing people go above and beyond to exceed the company's goals is inspiring.

After 15 years with Agility, in the turmoil of the COVID pandemic, I decided it was time to move forward. To my surprise, 200 people from all over the world attended my farewell Zoom party. It was a very special moment and I was deeply humbled. We spent an hour reflecting on the people development journey that we had been on. I shared my story and talked about all the people that were on this journey with me.

How could I as a “lost” manager who didn't know how to manage himself or lead others end up leaving a footprint behind that saw hundreds of colleagues across the world come together for my farewell?

How was I able to develop thousands of other leaders and people, and increase their commitment to the company's vision, values and goals?

How was I able to create a team spirit despite the differences as well as create a sense of oneness and pride in a large multinational organization?

How did all this lead me to empowering others to improve their business areas through the power of people?

INTRODUCTION

It all started with one word: INSPIRATION.

Being inspired and inspiring others to move forward.

This is a summation of my journey and the heart of this book. I've created this for you. To help inspire you on your journey of leading others.



A MANIFESTO TO
INSPIRE
YOUR PEOPLE

I inspire my people...

...so they are excited to
wake up and come to work.

...so they are engaged
and empowered.

...so they grow every day, personally
and professionally.

...so they go home energized
and uplift their loved ones.

...so there is a sense of community
and meaning.

...so they work and
play at their best.

...so they drive innovation
and continuous improvement.

...so they deliver value
and excellence to customers.

...so they achieve greater success
and make the world a better place.



Leadership
**Inspirational
passages.**





EVERY DAY IN
EVERY WAY
I INSPIRE MY
PEOPLE.

The Way I Inspire

My People


Every day in every way
I inspire my people
To do their best
To be their best

I always inspire my people

The way I lead myself
The way I speak
The way I listen
The way I pause
The way I reflect

The way I show vulnerability
The way I share my mistakes
The way I give the best to my work

Every day in every way
I inspire my people.



PEOPLE MAKES OUR
ORGANIZATION
PEOPLE ARE OUR
BIGGEST ASSETS.

People are the Biggest Asset

Not systems
Not technology
Not buildings
People are the biggest assets

Not processes
Not brands
Not cash
People are the biggest assets

People are
The irreplaceable assets
The true assets
The unique assets
The most precious asset

People makes the organization
People makes our organization
People are our biggest assets.

WE ARE ONE TEAM
WE ARE ONE FAMILY
YESTERDAY
TODAY
AND TOMORROW.

Connecting

People

I connect my people
I create a great sense of belonging
A sense of community
A sense of teamwork
A sense of unity

We think as one
We feel as one
We act as one

Everyone helps everyone
Everyone cares for everyone

We complement each other
We challenge each other
To do our best
To be our best

We are one team
We are one family
Yesterday
Today
And tomorrow
We are one.



I CARE DEEPLY
ABOUT MY
PEOPLE.

Leading

My team

I care deeply about my people
I give them all the tools
I help them develop the right mindset
I help develop the right skillset

I connect them with each other
I connect them with the vision
With the purpose
With the values

That's how I lead my team
That's how I lead my people.

It Is About

My Team

It's not about me
It's about my team
It's about every member of my team

It's about developing them
It's about helping them
To do their best
To be their best

It's about them
It's about inspiring them
Empowering them
Engaging them
Listening to them
Caring for them

It's about serving them
Being there for them
Showing up every day
Giving my best to them

It's not about me
It's about us
It's about growing together
It's always about us

It's not about me
It's about making the world a better place
It's about a purpose
It's about creating a better tomorrow

It's not about me
It's about the lives of the people I touch
It's about the lives of the people they touch
It's about them

It's not about me
I remind myself of this
Every day in every way
It's not about me
It's about them
It's always about them.

BE A LEADER
STEP UP
THE WORLD
NEEDS YOU
YOUR PEOPLE
NEED YOU TOO.

Be a

A Leader

Be a leader
Step up

Do your work
Share your message
Complete your mission

Always connect with people
Connect to their minds
Connect to their hearts

Connect them to a mission
To a purpose
To a vision

Care for them
Help them do their best
Help them become their best

Be a leader
Step up
The world needs you
Your people need you too

Step up
Be a leader.

Great

Leaders

Great Leaders listen
They read between the lines
They look to the future

They foresee the changes
They see the patterns
They challenge the status quo

Great Leaders love people
They care for them
They appreciate
They celebrate

Great Leaders inspire
They energize
They ignite
They excite

Great Leaders are driven
They are committed
They are decisive
They are resolute

Great Leaders challenge
They stretch
Yet they are human
They are gentle

Great leaders are great examples
They are role models
They walk the talk

Great leaders speak from the heart
They lead with passion
They create magic

Great leaders orchestrate
They persist
They never give up

Great leaders tell the truth
They are vulnerable
They are compassionate
Great leaders serve
They keep their door open
They keep their heart open too

Great leaders reflect
They learn
They welcome feedback

Great leaders are a gift to their people
They are a gift to their organization
They are gift to the world too.

TODAY I CHOOSE
TO BE A BETTER
LEADER.

Leadership

Morning Thoughts

Today I will lead with my heart
I will inspire my people
I will listen to them deeply
I will appreciate their work
I will celebrate their progress
I will see them at their best

Today I will challenge them to achieve the best
I will remind them of our mission
I will exemplify our values
I will remind them of our vision

Today I will uplift their spirit
I will connect them
I will engage them
I will transform them

Today I choose to be a better leader
I will be mindful
I will be caring
I will give
I will serve
I will empower
I will create

I will develop
Today I will do all these and more
For my people
Today I will be a better leader
Today I will truly lead my people.

IF YOU WOULD LIKE TO HAVE THE
“Inspire your people”
WHOLE EXPERIENCE (FULL VERSION).

You can get your book copy and have access to 6 more chapters, over 50 passages on developing mindset, defining purpose, leading self, leading individuals, leading teams and leading for transformation.

People
Leadership
Insights:

**Questions and
Answers**

How can I change my company?

1 Take full responsibility for your work and your life. Change to become the best version of yourself and the example of what you want to see in the company. Become more mindful and caring toward everyone and everything.

CHANGE TO
BECOME THE
BEST VERSION OF
YOURSELF AND THE
EXAMPLE OF WHAT
YOU WANT TO SEE
IN THE COMPANY.

2 Always be proactive. Initiate change that the company needs and that helps the organization move forward. Always be thinking about what the company needs.

3 Excite people about a future vision that is great, compelling, aspirational, and motivational, so they improve and make change happen. Connect it to their needs, lives, and realities. Paint the picture showing how change makes life more fulfilling and impactful.

4 Develop relationships every day. They are vital to help make your company's vision a reality.

5 Ensure you do work that intersects between your passion, purpose and values and what your organization needs to move forward.

6 Celebrate every success along the way to changing your company. Create an abundance of moments for your people, which are uplifting, joyful and memorable.

7 Adopt an attitude of caring, passion and love for people. Be genuinely interested in their future, their needs, and their goals while at the same time being passionate about making the organization very successful.

How can I get my people to embrace change?

1 Help your people see the higher purpose of change. Explain why the company's future and their future will be better because of this change.

2 Connect the change to their human need for contribution. Explain how, by being part of this change, they will help the company achieve better results. Explain how this will affect the customers and bring greater value to everyone.

**HELP YOUR
PEOPLE SEE THE
HIGHER PURPOSE
OF CHANGE.**

3 Include people development in the change initiative and show your people how being part of the change will help them become better personally and professionally. Describe how they will look once they've gained these skills and how their future will be brighter.

4 Respect their need for belonging by communicating collectively with them about the change and explaining how you will be able to learn, grow and achieve it together.

5 Support their human need for significance by reminding them that they are key to making this change happen. Explain that because of this, they should take the lead to adapt and change.

6 Explain how you are sometimes not comfortable changing but that change brings a sense of challenge that makes work exciting.

7 Address their concerns about change individually, showing empathy. Tell them you also have similar concerns, but that despite these concerns, change is needed.

How can I keep raising the bar of performance?

1 Appreciate your people's accomplishments. Be sincere and give concrete examples of their achievements and tell them how proud you are to be part of the team and company.

2 Always ask them empowering questions like:

- What do you think we can do to get to the next level?
- How can we exceed the expectations of our (internal or external) customers?
- How can we be prouder of what we deliver?

3 Keep raising the bar of your performance. Surprise your people with your ability to innovate, improve and deliver better results.

**APPRECIATE
YOUR PEOPLE'S
ACCOMPLISHMENTS.
BE SINCERE AND
GIVE CONCRETE
EXAMPLES OF THEIR
ACHIEVEMENTS .**

4 Create a culture of learning through training, development, self-reflection and feedback. Every project, milestone, assignment and customer visit is an opportunity to reflect and give feedback on how you and your people can improve. Take the lead by sharing your reflections and asking for feedback.

5 Ask visionary questions:

- Who are we today, and who do we want to be in the future?
- How can we make our mark in our work?
- How can we change the game?
- How can we change the world?

6 Invest in impactful learning and development, which develops actual capabilities through real work.

7 Leverage notable achievements as fuel and proof that you can and will go above and beyond together.

How can I Inspire my people?

1 Be inspired yourself! To be inspired, you need to be aligned with your values, your mission, and your vision. You will not be able to inspire people if you are not inspired.

TO BE INSPIRED,
YOU NEED TO BE
ALIGNED WITH
YOUR VALUES, YOUR
MISSION, AND
YOUR VISION.

2 Seek a higher vision and purpose for your people, organization or team that excite and engage them every single day. Seek your people's input and feedback and include their voices in shaping the vision and purpose.

3 Push every day to create a greater value that everyone feels proud to deliver. Your people

will be inspired because they are creating something special and unique.

4 Always appreciate your people. Always acknowledge their input and celebrate their progress.

5 Simplify. Let go of everything that's not needed. Simplify the work, the workplace, and anything that does not contribute to the mission, vision and goals.

How can I engage my people?

ASK THEM
QUESTIONS.
QUESTIONS
INVOLVE THEM
AND SHOW THAT
YOU CARE ABOUT
THEIR OPINIONS.

1 Ask them questions. Questions involve them and show that you care about their opinions.

2 Seek input. Seek it every single day. This will make your people feel that they are co-creators of the future of your organization.

3 Care deeply about them, about their needs, their concerns, and their future.

Ask, listen and care deeply about your people, and you will have them engaged.

How can I move up in the organization?

CARE ABOUT
PEOPLE. CARE
DEEPLY BY
LISTENING,
INVOLVING,
AND INSPIRING
EVERYONE.

1 Care about people. Care deeply by listening, involving, and inspiring everyone. Inspire them by the way you conduct yourself, and live your life

2 Exceed all expectations. Exceed all goals and overdeliver with passion, excitement, and joy. Overdeliver with a sense of service and contribution towards others. Always exceed expectations.

3 Let go of your ego. Do everything with humility and let it be your guide.

How can I drive more collaboration?

INVITE PEOPLE TO
KNOW EACH OTHER
BY ASKING THEM TO
SHARE WHO THEY
ARE, WHERE THEY
COME FROM, AND
THEIR PASSIONS
AND INTERESTS.

1 Invite people to know each other by asking them to share who they are, where they come from, and their passions and interests.

2 Create space for people to know each other's personalities and communication styles. This helps improve the collaboration within and between teams, departments and offices.

3 Have people collaborate on something challenging, a really exciting business problem. Design this challenge so that if they don't deliver, they feel disappointed, and if they do deliver, they feel fulfilled.

What's the best way to let people go?

REMEMBER

THEY ARE YOUR
AMBASSADORS TO
THE WORLD, SO
ENSURE THEIR LAST
MEMORIES OF YOU
AND YOUR COMPANY
ARE POSITIVE.

1 Be sensitive and always treat people with dignity and care.

2 Remember they are your ambassadors to the world, so ensure their last memories of you and your company are positive.

3 Explain to them that the separation is just the wrong fit and that there will be a better fit waiting for them.

4 Help them to find something better by giving them recom-

mendations that highlight their true strengths and accomplishments.

Separation is difficult, and in this case, it is even more difficult because it involves people's personal lives and families, so be particularly caring.

How to create a great culture?

SET GREAT
VALUES FOR THE
ORGANIZATION,
VALUES THAT ARE
EXCITING AND
CRUCIAL FOR YOUR
ORGANIZATION'S
SUCCESS.

1 Set great values for the organization, values that are exciting and crucial for your organization's success. Involve your people in defining these values.

2 Live these values every single moment of every single day. Never expect others to live these values if you don't live them yourself.

3 Ensure that all 'people' decisions, including promotions, are based on these values.

4 Inspire everyone to live these values by having your leadership team live them too.

5 Make these values visible everywhere and to everyone.

6 Share stories about people who live these values and share cases where these values were acted upon and made a difference.

7 Let go of anything that doesn't reinforce these values and anyone who does not live these values.

8 Be proud of these values and talk about them whenever possible.

What's the best way to create future leaders?

—
INSTILL
CONFIDENCE
AND PASSION
IN EVERYONE
AROUND YOU.

1 Instill confidence and passion in everyone around you.

2 Always involve people in decision-making by asking for their perspectives.

3 Ensure that people are aligned and committed to the mission, values, vision, and goals.

4 Continually challenge yourself and others and always ask deep questions.

5 Always make everyone around you smarter by pushing them to think on their feet and to express their views.

6 Always give feedback.

7 Encourage your people to reflect and develop their self-awareness.

8 Help your people initiate their own leadership development plan.

9 Involve your people in projects that are challenging and have no easy answers.

10 Always see their best. See their unlimited potential. See your people as exceptional and nurture this every day.

Remember that developing people is not a program. It's a state of mind. You have been given the unique opportunity and responsibility to help them become the best they can be.

Conclusion

Whenever you're ready, here are 3 ways I can help you transform your own leadership impact, change your workplace, and inspire and develop your people's capabilities:

1 Free "TRANSFORMATIONAL LEADERSHIP STRATEGY" audit Book a no-pitch strategy call with our expert team to get real, honest feedback on how to start transforming your leadership capabilities today. Send me a message at fouad@alame.ch or on LinkedIn to book a transformational leadership strategy audit

2 NOT READY TO TALK JUST YET? NO WORRIES... Take a deeper look into how the Change Your Company Program works, and how it can work for you. <https://alame.ch/leadership-transformation-coaching/>

3 JOIN OUR CHANGE YOUR COMPANY PROGRAM

I'm working with a few leaders to install our Change Your Company ACTE transformational leadership model to turn around the engagement and performance of your people in the next 90 days.

If you'd like to join us, send me a message on my email fouad@alame.ch or LinkedIn with the word INSPIRE, and I'll get you all the details.

My Wish for You

In the end, my Wish for You I wish you the best of success in inspiring your people to become and do their best. I wish you a deep sense of fulfillment in knowing that you touched your people and made a difference. I wish you a legacy that endures long after your time on this beautiful planet has come to an end.

Dr. Fouad M. Alarke

“As an inspiring motivator for the entire organization.”

Markus Lingohr, CEO, Germany

“You had a massive positive impact on many hundreds within our organization.”

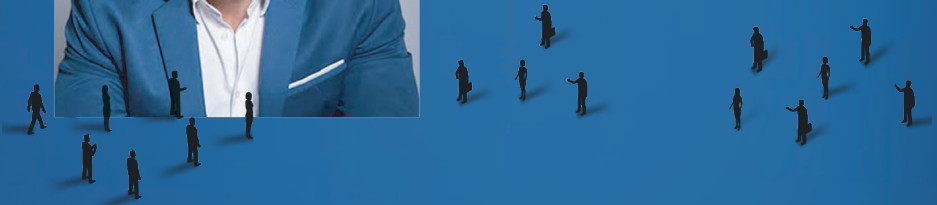
Colm McAlinden, CEO UK

“Authentic Positive Energy!... positively energized so many people creating a beautiful culture of trust, positive can-do attitude with a sense of belonging.”

Bassel El Dabbagh, CEO, Abu Dhabi



INSPIRE YOUR PEOPLE



A new type of leadership book for today's busy leaders to inspire you to lead from the heart. Written in a very easy to digest inspirational passages format for leaders at any level of the organization, this guide's purpose is to enrich your motivation and practice of leading people at your best.

Dr. Fouad M. Alame is a leader in organizational transformation through the power of people. Based on over 25 transformational programs and 100 Face to Face and virtual workshops, his innovative programs leverage learning and development to accelerate capability building, engagement, collaboration, alignment, culture change and strategy implementation.