



# LEADERS' DIGEST

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*Something Old,  
Something New,  
Something Borrowed.*



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From the  
*Editorial Desk*

# *Who makes the difference, anyway?*

Perspective drives perception. Whatever we look at, anything we think about, each personal and professional relationship we have, and will have, is not one-dimensional, unless we define it that way.

Changing perspective adds insight, expands our horizon and deepens emotional connections.

Leadership's most attractive and decisive characteristic is about constantly taking another point of view, another point of reference, another aspect of a person, a tool and a process. It is about taking what is labelled as 'old', 'borrowed' and/or 'new' and replace its label for the sake of curiosity at first.

If it is 'old', to do something with it and about it, so that its meaning and purpose, becomes 'new'. Innovative thinking, focused attention and a no-judgment approach drives transformation. This is the essence of novelty. It is the realignment of something towards something else. It is disciplined efficiency as it bypasses the typical need to always replace what was considered 'old' by something that others consider 'new'. The magic is to bring a new life, new outcomes without having to discard something or sideline a person.

And as we move from the perceived usefulness of a tool, towards the re-aligned value from effortful talent spotting, capability development and timely coaching interventions, we should borrow ideas, tool and processes from others, too. Borrowing is harder then owning. Borrowing creates a much stronger sense of care. Not only do we need to ensure that what was borrowed is returned – hopefully in a better state – but that it shows how what was borrowed made a positive difference.

Ownership sparks and gives more power to the ego. Borrowing a sign of humbleness and openness.

While ownership may denote power and strength – “This is mine!”, borrowing incorporates indirect teamwork, even team spirit.

The act of borrowing has a more intrinsic value than ownership. Borrowing disarms the ego of the owner as much as it can boost it. It reflects a power beyond the need for control.

If a child says: “That toy is mine!” as you want to borrow it from them, you diffuse the fear of losing the sense of ownership by the child by you saying “It is yours and will remain yours. I just want to borrow what is yours and if anybody asks me, I will tell them that you are the owner”. As we clearly state that we don't want ownership, we will have access to the toy, enjoy it and, knowing that it will go back to its owner, cherish it. As we have limited access to it, the owner, seeing how we create 'new' uses for the 'old' toy, it is very likely that the owner will have learned to lend as she will learn innovative ways of playing with the toy.

We will have inspired. We will have done leadership. We may have converted the old to the new, borrow the new to merge with the old and reached our objectives in a more inclusive way than just limiting ourselves to only one possibility.

You can only receive if there is somebody who gives. Lend what you own, and you will only benefit from the act. Yes, more than from what you own.