

# How to Eliminate or Reduce Egos and Be a Better Leader

**CASA eLeader**  
**Conference June 2015**  
**Praque**

Very

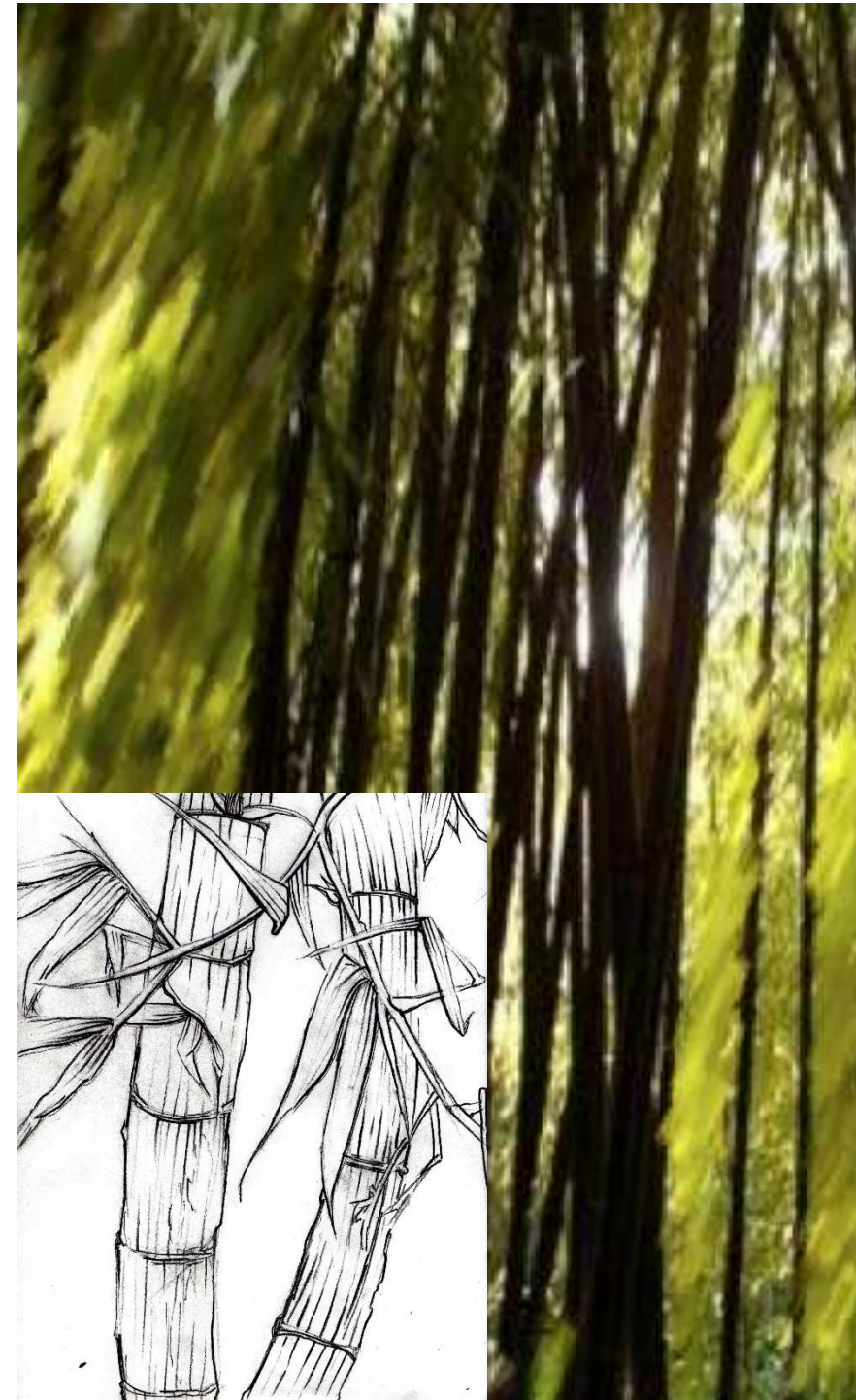


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*PhD & Chartered Marketer*



“The Tao leader acts  
without attachment,  
Achieves but does not  
take credit,  
Transcending ego  
With greater  
harmony.”

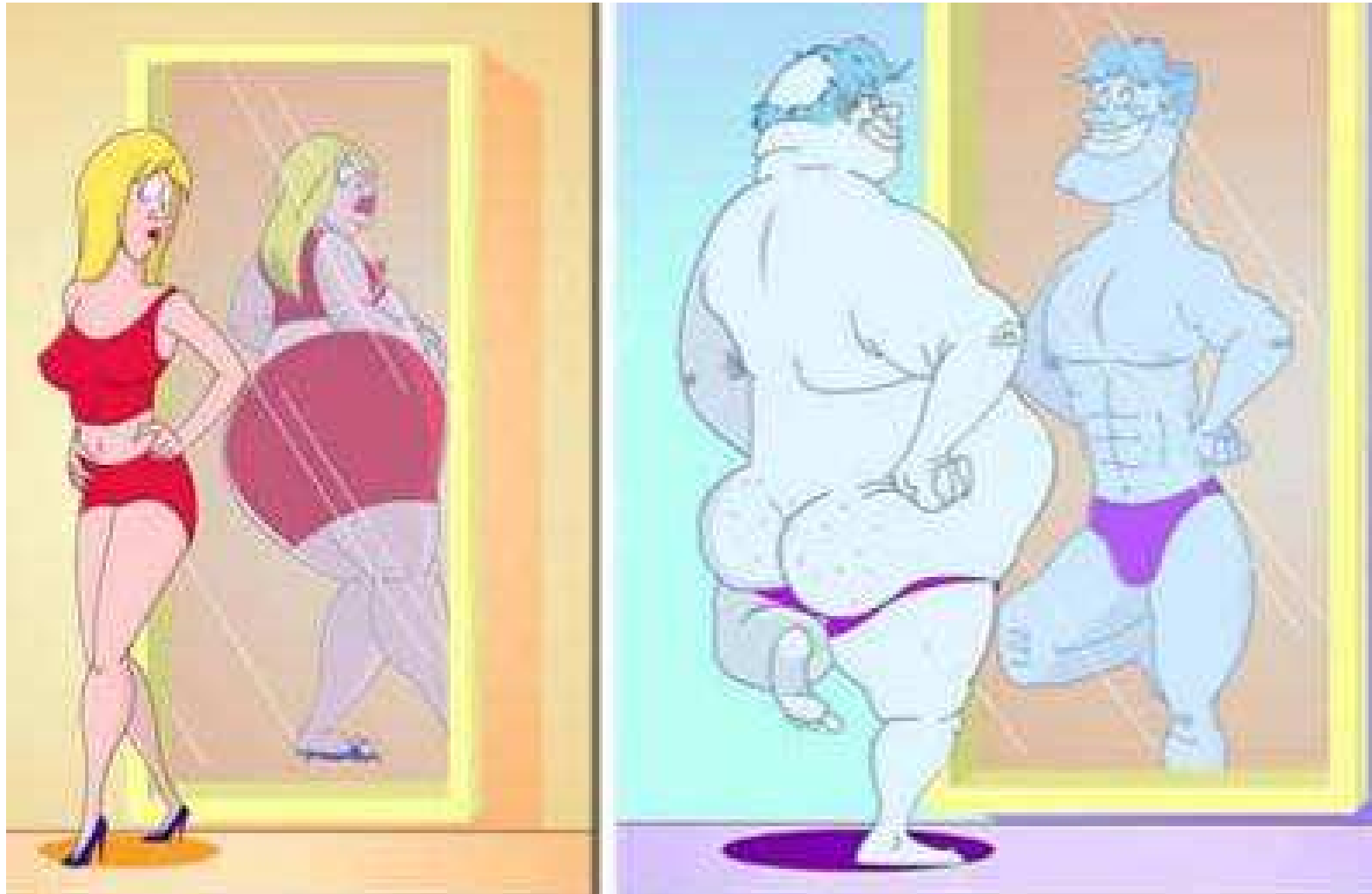
(Tao, 77)







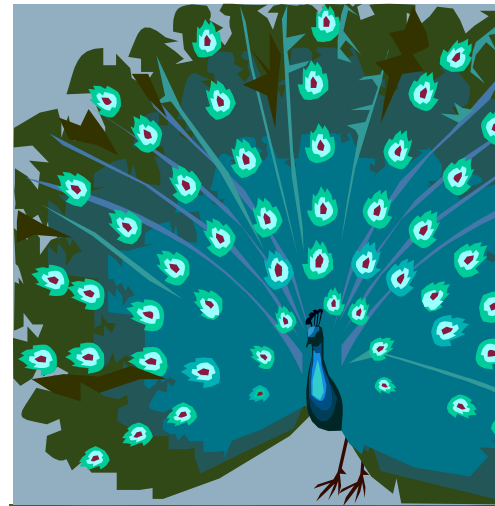
# How we see ourselves

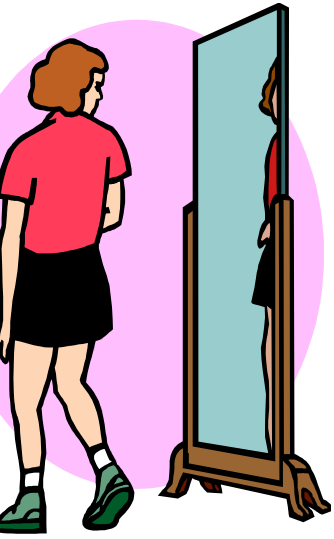


“‘Me’, ‘Myself’ and ‘Mine’ –

Holy Trinity of selfishness.”

(Kazimierz Matan)







# The Effect of Ego on Leadership

They are so smug or self-satisfied”  
...think(ing) that they are so smart or  
...better than others.” “Caring more for  
...themselves...(and) taking ego trips”,  
...egoistic or self-important leaders can  
...make their people feel small, if not  
...humiliate... or embarrass them”.



They think that they are so smart or better than others.”

To the high-ego leaders, things may never be correct or perfect; their people may not be good or capable enough as them.”



“Egoistic leaders can adopt an irritating **holier-than-thou attitude** and worse, they **get defensive when someone challenges their views.**” (one interviewee’s inputs).







YOU  
ARE  
FIRED





EMPATHY

would this help?

~~Empathy~~









When a leader is **not** egoistic or does not think that (s)he is more important, knowledgeable (smarter) and able than his (her) people; he knows that (s)he is fallible; (s)he often seeks the opinions of others. (S)e also listens well. “Wisdom is the reward you get for a lifetime of listening when you’d have preferred to talk” (Doug Larson cited in Deep and Sussman, 2000: 58). And **it is often and indeed good to seek the opinions of one’s people** (Matsushita Konosuke once implied these, cited in PHP Institute Inc., 1994). **It is also good to be consultative** (Matsushita Konosuke spoke of these; PHP Institute Inc., 1994), and the leader too learns a thing or two from his (her) people.

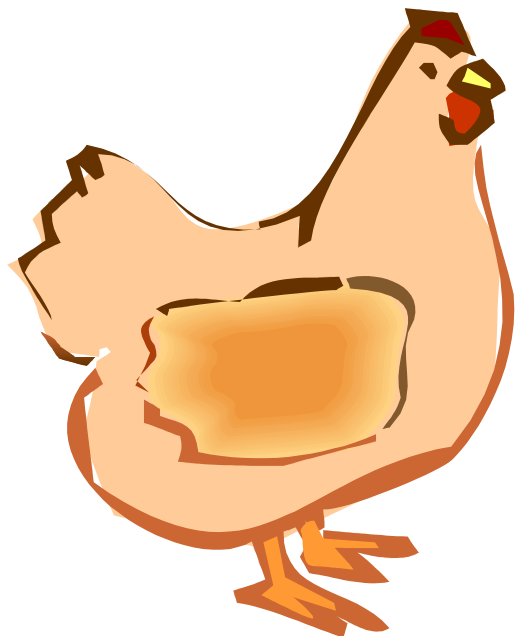
**General Colin Powell:**

“Never let your ego get so close to your position that when your position falls, your ego goes with it.”

# Ego of Being More Important, Knowledgeable and Able



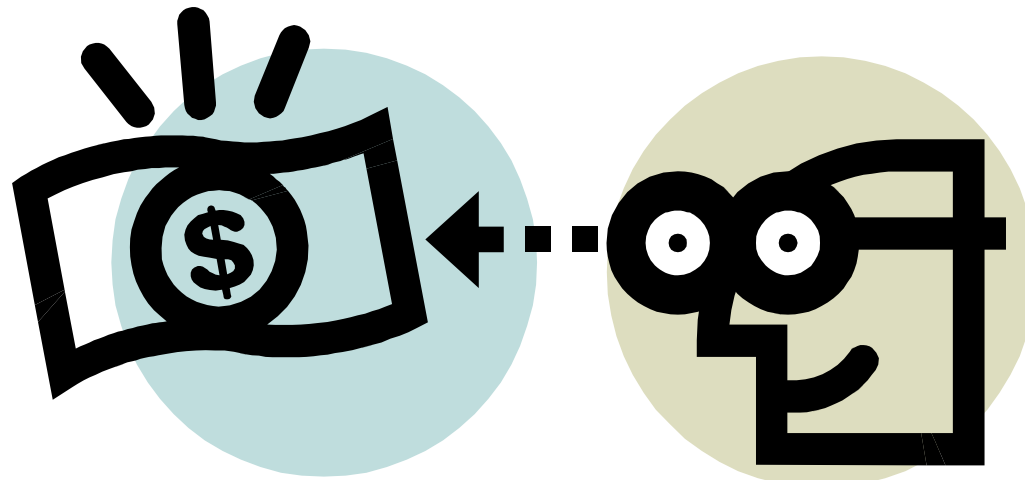
to draw a...



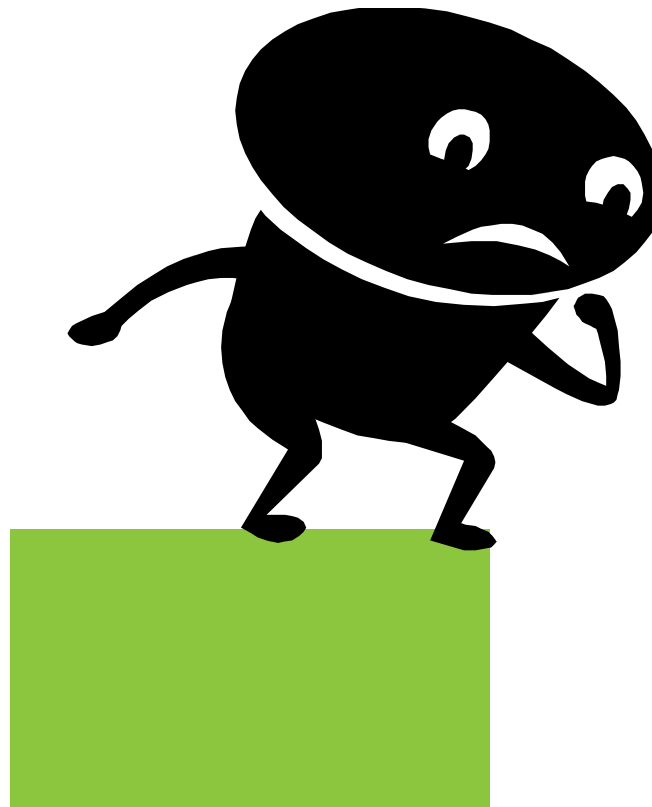
to  
depict a...



# Ego, Attachment or Desire



# Ego of Having More or Greater Experience(s)





# Ego of the Past



What we should do:

Johnson (2003: 57) advised, “Look at what happened in the past. Learn something valuable from it. Use what you learn to improve the present”, and be more in the being which we did well when young and now, when older, have forgotten about it.

# Ego of the Future

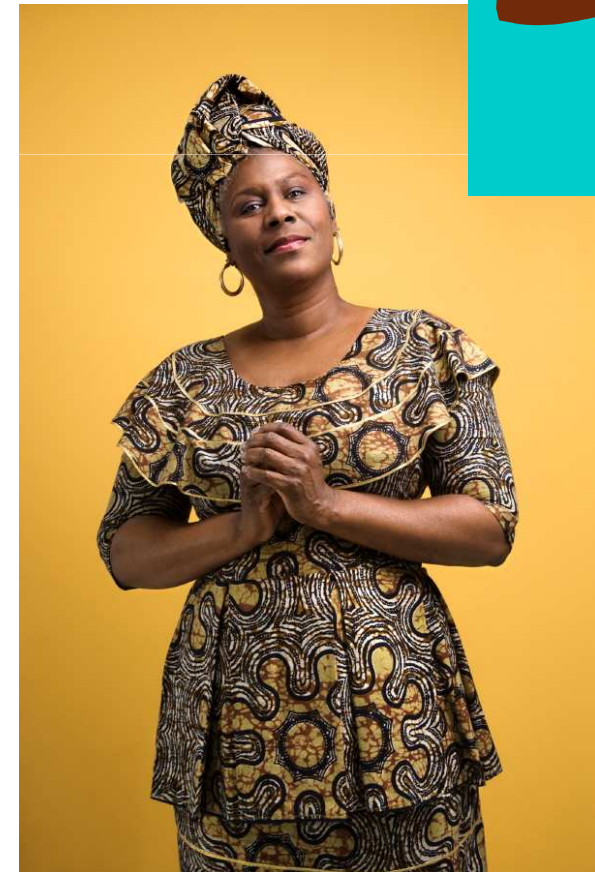
“Life is always  
NOW. Everything seems  
to be subject to time, yet  
it all happens NOW”  
(Tolle, 2012).



# Ego of Owning Things and Being Materialistic



# Ego of Gender, Race and Religion



# Ego of Social Class or Group Status



# Ego of Bureaucracy and Paperwork



“The **ego** relies on the familiar. It is reluctant to experience the unknown, which is the very essence of life.” (Deepak Chopra, *The Third Jesus: The Christ We Cannot Ignore*.)

# Ego of Technology



“True while it is good to be high-tech, one should not forget about being high-touch too. At times, nations and corporates can be too obsessed with technology that they may hold technology high and be technologically egoistic – as if, sad to say, all the answers can be resolved by technology and things high-tech or being tech-savvy.

# Ego of Technology



And they just forget about things human (all human values and what mankind stands for) and more importantly, high-touch.



Remember  
**relationships**



As long as we live, having egos are unavoidable; nonetheless, perhaps, leaders or in fact all of us should come up with further plans and even learn some lasting ways of reducing or avoiding having egos to improve ourselves.

Deepak Chopra has these to say: “If you want to reach a state of bliss, then go beyond your ego and the internal dialogue. Make a decision to relinquish the need to control, the need to be approved, and the need to judge. Those are the three things the ego is doing all the time. It’s very important to be aware of them every time they come up.” (Thinkexist.com; 2014).

In other words, **one simply does one's job and fulfill one's leadership duties and responsibilities. One simply executes, does and takes actions.**



# Q & A session