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# The 4As to Exceptional Leadership

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***#WinningMindset**® Leadership series  
with Mustapha B. Mugisa –  
Your Success Partner*

The A4s to WinningMindset® leaders:

- 1.** *Accept reality.*
- 2.** *Abandon obstacles.*
- 3.** *Appreciate their people and processes; and*
- 4.** *Adjust to better ways.*

Below is Mustapha's engaging talk to executives and managers who want to create commitment not just compliance and have staff morale through the roof again. Grab a cup of coffee and enjoy the speech delivered by Mustapha at the Breakfast meeting organized by the Insurance Regulatory Authority (IRA) of Uganda and attended by insurance CEOs.

Raise your hand if you are a frequent traveler? Yes, there in the corner? Do you travel by air or by foot?

[Audience murmurs]

Ok, thank you. Me too, I travel by both.

Recently, I have been travelling a lot. As the managing director, my role is look for opportunities. I am always moving around in search of them.

On my last trip in October, my son who was nine years old came and hugged me tightly: he said "Welcome Daddy, I missed you so much. You are my best Daddy."

Now I got to be honest, up until I got that passionate hug, I thought looking for money was more important than anything else. It did not realize that it was making me appear like a visitor in my own home!

Maybe I should reduce my travels so that I don't become a stranger to my family.

But there are some travels you cannot avoid. Like going to the village for the holidays to relive the good old days.

Last December, I went to the village and attended a village meeting. While at the meeting, one of the Elders said, since we have our son from Kampala here today, let him say something before we proceed. He should greet us.

So, how do you turn down elders? I stood up and said something.

That is what it means being a leader. You must stay *ready*. As a leader, do you have to first get ready or you stay ready?

Turn to your neighbor and ask: *do you have to first get ready or you stay ready?* Thank you.

Just last month, I was at the conference of internal auditors in Munyonyo Kampala. The MC noticed me in the room. He said since fraud is a hot topic in this country, and we have the President of the Association of Certified Fraud Examiners Uganda Chapter, allow me to ask him say to something. How do you turn down such opportunity? I stood up, and said something about fraud! Did you know that an average organization loses over 5% of her annual revenue to fraud? And then you wonder why your business grows slowly, if any.

After my comments, one of the people inside that room came to me and requested for my business card. He said "I really liked your ideas on fraud prevention. We are organizing a seminar for accountants. Do you mind being one of our speakers? Hey, the seminar is next week." I said, yes, count me in.

These experiences have taught me one thing.

When it comes leadership or business development I don't have to get ready, I must stay ready. So that I may get any opportunity whenever it arises!

My new motto is "**don't get ready, stay ready.**" That way you are able to grab any opportunity that comes your way!

Finish this for me, good luck is when preparedness, meets  
..... [opportunity]. You want to get lucky? Stay ready!

Do I sound like a Pastor?

But that is not just with leadership. It is true with everything you do.

You must stay ready.

It does not matter what you do. What matters is that you must stay ready. Because the people who need you, always need you.

Today, you are going to pick up, the 4 As to WinningMindset leadership is not only about how to stay ready, but how to become a type of leader who can create commitment, when others are just creating compliance. Become a leader who inspires, not threatens.

Be the type of leader who can get other people to admire and *want* to follow you, rather than *have* to follow you.

And a type of leader who can have people's morale shooting through the roof, when for other leaders' people are saying do I have to come to work tomorrow?

And if you can do that, believe me you will become a leader whom others want to follow not want to follow.

Ladies and gentlemen, I want to ask you kindly to stand up, and learn a key leadership lesson.

Make sure you can look at me. Can everyone see me? Alright:

This is what I want you to do:

I want you to put your right arm straight out like so. And I want you to keep it absolutely parallel to the ground.

Now I want you to take your right thumb and right index finger and put them together like so, making sure that your arm is absolutely parallel to the floor. Now, as fast as you can, without hurting yourself, I want you to take your right thumb and right index finger and put it on your chin and turn to your neighbor and say: that is not your chin.

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