

Self Improvement International

March 2019 Issue



When Good People
become Bad Bosses

Diary of a Tired CTO

Why Should I
Self-Publish?

and many more !!!

Wealth of the Wise



**Self
Improvement
International**

Wealth of the Wise

March 2019 Issue

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Self Improvement International

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From the Editor Desk

Hey, thanks for subscribing to my unique and delightful **Self Improvement International** magazine. This is a magazine to be read, retained, remembered, and re-read. Each magazine carries a bunch of sparkling articles on Self-Improvement, Stress Management, Humor, Frugality, Leadership, Resiliency, Workplace Issues, Spirituality, Life Skills, Writing, Publishing, and an occasional Harsh Advice.

Simplicity is the hallmark of this treasure chest. Unlike the hordes of dazzling magazines that you see in the newsstands the contents here are eye and eReader friendly, and not crowded with complex cosmetics, awesome advertisements, and gorgeous graphics that can distract or irritate your eyes. Like a basket of delicious fruits each issue can dramatically transform your personal and professional life. Think of this magazine as your electronic personal coach who can make you superior to the rest of the crowd. Give it a try. You may be pleasantly surprised.

What Else?

Wise men say that one should never have any desire for wealth and must always be prepared to lead a life of virtuous poverty. Also, writing articles is viewed by many as a hobby that doesn't deserve any compensation for the writer as they must write only for the passion and not for money. But writing is tough, involves effort, and we don't live on money free planets. By becoming a subscriber to this magazine, you help me create valuable content for writers and executives. Thank you for being so generous.

Also, if you are a giving kind of person, then I am an accepting kind. So, if you have any unused excess wealth stashed away in Swiss Banks, Spare Jewels, Precious Gems, Spanish Gold Bars, Priceless Paintings, Rare Dinosaur Bones, Asteroid Pieces, Unused Rolls-Royce, Private Jets, Luxury Ships, or even an Exotic Island or Kingdom somewhere, please feel free to donate them to me along with all applicable taxes. Such humble gifts can nudge me to scribble more such articles that could

be of use to someone, somewhere on our lonely planet



Thejendra Sreenivas

Author & Life Skills Coach

www.thejendra.com

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When Good People Become Bad Bosses

Workplace Management



As soon as the words '*bad boss*' is mentioned most people start imagining pictures of a wicked person, a crook, a tyrant, a scheming backstabbing individual, a selfish ogre, etc. And typical textbook definitions of a bad boss is one who screams, threatens, intimidates, grabs credit, fires people, throttles people's necks and so on. While such gory imaginations could be true in a few cases, it's not so in a large percentage of cases. Actually,

it's not necessary to be a wicked person at all to be called a bad boss. Ironically, a good-natured or normal person can also fall into the category of a bad boss without exhibiting any boorish behaviors. To understand how there are a few common mistakes good people do to slowly transform themselves into bad bosses.

Lack of Knowledge: A good person can become a manager of a department for various reasons, but may have no knowledge necessary to run the department. Often, many employees get promoted to stratospheric levels too fast, but without the required knowledge, maturity or skills to run a bunch of diverse departments. And this is unavoidable in many cases as modern managers often have to swim in uncharted waters in today's chaotic business world. However, this can become a catastrophe not only for the manager but also to all his peers and team members who look at him or her for guidance, help or coaching. If managers lack the required knowledge and advisory skills to coach, mentor and supervise their department, they can agitate their team members to death. In addition to stressing their

team members daily, managers will also stress themselves more as they will be unable to lead effectively. For example, a good person can be a car service supervisor, but can never effectively manage his mechanics if he himself doesn't have some prior experience in servicing a car or at least a generous dose of the practical hardships of it. His lack of knowledge can often lead to conflicts as he may make unrealistic demands on his mechanics, commit to impractical requests by customers, overload his mechanics, etc. Soon it will become an ego conflict between the *'Knowledgeable and the Clueless.'*

Avoiding learning: It's understandable that a manager cannot be expected to have an accurate knowledge from day one. To gain knowledge one must get into the deep water to understand the nitty-gritty of a new department's work, irrespective of their earlier experience. And no matter which department you manage there will be some amount of new learning every day to keep abreast of latest trends and happenings related to that particular industry. But too

many managers avoid doing this and don't make any effort to learn the work hands-on or at least an essential percentage of it. They never bother to understand the '*Nuts and bolts*' or roll up their sleeves to get involved. Instead, they run their departments from a high level by viewing the world through status reports, metrics, statistical gymnastics, asking tough questions, etc., and soon become an object of ridicule. Very soon, this will lead to problems like inaccurate estimation, procrastination, unable to take independent decisions, workload issues, staff shortages, endless meetings, email wars, improper budgeting, and various daily conflicts. By refusing to learn or get involved they distance themselves from understanding any practical issues and difficulties of a department. Instead of being in a position of confidently saying, '*Let me show you how or this is how you do it,*' they will start covering their lack of knowledge through devious means as they become insecure and incompetent. Obviously, that means entering into dirty waters like indulging in cheap politics,

surround themselves with *yes* men, shoot the messenger and find scapegoats.

Unable to shield their team: Often, for many managers, maintaining the status of a good and diplomatic person who will not antagonize customers and clients, becomes more important than being right. So, they may not be able to shield their team from hostile situations, unfair accusations or demands. They will start saying yes to every demand and put their team members in trouble or excessive workloads. Also, they cannot take the heat for their team when required. Very soon team members will stop going to them for help like a certain Jeff Rich, the CEO of ACS says, *'I think the day that your people stop bringing their problems to you is the day you stop leading. They've either concluded that you don't care about their problems or that you cannot help them. And leaders have to be in a position to help.'* For example, continuing the example of a mechanic, he will often not be able to shield his mechanics from aggressive and impatient customers who pressurize

them with unreasonable demands, invent faults or expect unrealistic services.

Distorted view: Customers and clients don't appreciate a plain exhibition of good nature. Just because a person is good, customers will not take things easily or dilute their demands. They need value for their money, solutions, answers, guidance, etc., for their problems. And if a person cannot provide that, he or she automatically becomes a bad manager. A good nature and lots of smiles cannot be used as a shield for delivering bad results. For example, will you go to a doctor who is very friendly, but is unable to diagnose your fever or prescribe the right medicines? Will junior surgeons depend on a friendly senior surgeon who cannot teach or oversee complicated and delicate surgeries? Would you go to a lawyer who talks well, but gives you bad legal advice? Would you go to or recommend a tax consultant who talks well, but can't give you proper tax advice? Similarly, a good-natured person who is unable to help customers, clients and

team members can get into trouble by being branded as a bad manager as their credibility will take a nosedive.

Finally, we can conclude this article with a quote from Thomas Arnold who said – *“Real knowledge, like everything else of value, is not to be obtained easily. It must be worked for, studied for, thought for, and, more than all must be prayed for”.*

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Diary of a Tired CTO

Humor



Dear Diary

I did the following things this month.

Met fourteen different IT vendors who gave an impressive high impact presentation on how their products and services can guarantee cost effective, cutting edge, optimized, and seamless, business value in tune with our strategic goals.

Rejected three vendors as their presentations were not in line with strategic customer oriented initiatives to suit next generation business clients.

Had a detailed discussion (for the 636th time) with all business stakeholders on how our latest strategic initiatives can totally align IT to suit business needs and deliver increasing business value with constant innovation in our journey to the Promised Land.

Attended sixteen best practice security seminars on how to accurately protect my company data from viruses, spyware, hackers, worms, phishers, trojans, malware, spammers, data center disasters, database errors, hurricanes, tornadoes, floods, data corruption, bomb attacks, snipers, power failures, wars, alien attacks, corporate frauds, information theft, lawsuits, bird flu, mad cow disease, political turmoil, human mistakes, computer errors, and a few other threats.

Someday I must organize all my 13945 best practice white papers by industry experts on how exactly to align my IT department to cut across traditional business lines, reduce TCO and elegantly simplify our business processes.

Renamed my slave sized technical support department to Strategic Enterprise Customer Orientation Services in

order to strengthen brand equity, increase shareholder value, and improve customer satisfaction to progress towards a coherent service oriented organization.

Sent an umpteenth reminder to my team members to clearly define, document, organize and prepare accurate processes of their jobs and tasks to make it easy for outsourcing. Wonder why my team is not co-operating even when I am communicating so well.

Declined an invite to fifteen seminars on the strategic benefits of early adoption of new emerging technologies. Thought I would wait till they fully emerge from wherever they are emerging.

Added one new business jargon sentence "Key transition leader and catalyst for enhancing customer centric business landscapes" to make my resume look good.

Must stop pulling my hair for every network glitch and computer error. Wife and kids not happy with balding, short-tempered daddy.

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A Few Questions

FAQs



How do we contact you?

You can contact me on thejendra@yahoo.com or thejendrabs@gmail.com.

I am a writer and want to submit articles to your magazine. Will you accept it?

Yes, but with some conditions like you must have your own website, blog, and preferably be a self-published author with your books available on amazon and other sites. If you want to contribute regularly, then I would prefer you become my magazine subscriber. This link contains the submission details and template.

<http://thejendra.com/ARTICLES/submission.htm>

Do you pay for articles?

Not yet. This is still a new magazine and to pay you my circulation must improve. But I will provide a PDF copy of the magazine if I include your article in this magazine.

What kind of articles do you accept?

Your articles must be related to self-improvement, stress management, leadership, management, writing, publishing, and so on. It must help the reader learn something useful for their life skills. Also, your article must be your own and not copied from anywhere. All images used must cite sources and must be free for personal and commercial usage. I can also consider publishing articles, drawings, and paintings done by your kids to push them towards the habit of reading books and magazines.

Do you accept advertisements in your magazine?

Definitely, you can have a half-page or a full-page advertisement. For half-page advertisement I charge US\$10 and for a full-page advertisement it is US\$20 (see

samples next page). If you are an author you can even advertise your book cover, links, and a short summary for just US\$5/-. Just send me a good resolution JPG or PNG file of size 5 inch x 3.75 inch (for half-page) or 5 inch x 7.5 inch (for full-page) so that it can be stretched to half or full page.

I have some other questions.

Just send me an email.

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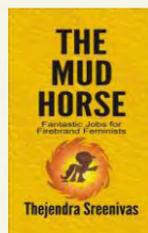
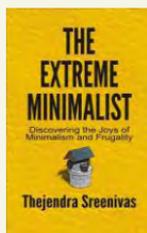
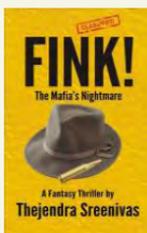
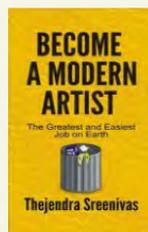
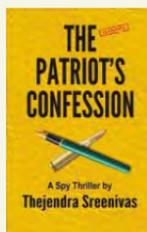
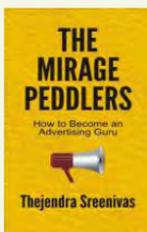
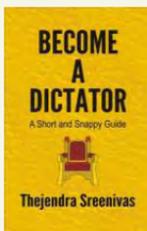
About the Editor



Thejendra is a Technology manager with nearly 28+ years of experience in the IT industry handling a variety of technical roles & projects. He is also an Author and Life Skills coach. He offers personalized coaching in Self-Publishing, Financial Literacy, IT Asset Management, and various Self-Improvement concepts. He has also written 20+ mild & wild books on a number of subjects. His inspiration for writing unique books comes from Toni Morrison who said, "If there is a book that you want to read, but it hasn't been written yet, then you must write it."

Please visit his web cave - www.thejendra.com for details of his books, articles and coaching information.

Books by the Editor





Wealth of the Wise