

Leadership Master Class

# **Adaptable Human**

Taking the Company and Your Career to the Next Level



Fred Wu







# Who Am I?









Perception of each other



想象中的对方





 ECAL

 REA Group®

 locomote®

 sitepoint

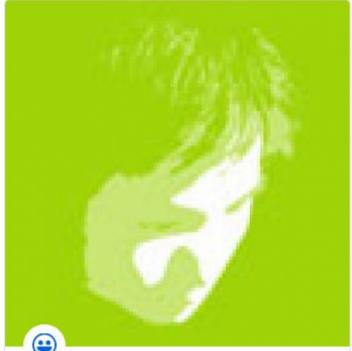
 playup

 envato

---

2009      2010      2011      2012      2013      2014      2015      2016      2017      2018      2019





Set your status

## Fred Wu

fredwu

Ruby, Rails, Elixir, Phoenix, JS, UX,  
Design, Photography, Gadgets.  
Creativity + Engineering, Art +  
Science.

Wuit

Melbourne, Australia (& Shan...)

ifredwu@gmail.com

<http://fredwu.me/>

### Overview

Repositories 112

Projects 0

Stars 1.1k

Followers 1.1k

Following 51

### Pinned

Customize your pins

#### simple\_bayes

A Naive Bayes machine learning implementation in Elixir.

Elixir ★ 345 ⚡ 23

#### opq

A simple, in-memory queue with worker pooling and rate limiting in Elixir.

Elixir ★ 144 ⚡ 5

#### api\_taster

A quick and easy way to visually test your Rails application's API.

Ruby ★ 739 ⚡ 84

#### crawler

A high performance web crawler in Elixir.

Elixir ★ 592 ⚡ 51

#### datamappify

Compose, decouple and manage domain logic and data persistence separately. Works particularly great for composing form objects!

Ruby ★ 341 ⚡ 20

#### jquery-endless-scroll

Endless/infinite scrolling/pagination.

CoffeeScript ★ 847 ⚡ 187





## #214 Fred Wu - All time

Showing 27 commits

Hash	Date	Message
<a href="#">ccbb481</a>	05 Sep 2014	Fix for inflector's incorrect camelCase replacement for ...
<a href="#">f045663</a>	08 May 2014	Fixed HABTM's CollectionAssociation size
<a href="#">9d4e2ab</a>	08 May 2014	Fixed HABTM's CollectionAssociation size
<a href="#">fe126f1</a>	06 May 2014	Fixed grammar
<a href="#">ca1121a</a>	03 Feb 2014	Fixes the camelCase variable name in the docs [ci skip]
<a href="#">85750d4</a>	20 Jun 2013	ActiveModel::Model inclusion chain backward compatibility
<a href="#">c7f47ee</a>	19 Jun 2013	Fixes ActiveModel::Model with no ancestors, fixes #11004
<a href="#">84bb0b0</a>	19 Jun 2013	Fixes ActiveModel::Model with no ancestors, fixes #11004
<a href="#">0b502cb</a>	19 Jun 2013	Fixes ActiveModel::Model with no ancestors, fixes #11004
<a href="#">e3dc10f</a>	19 Jun 2013	Fixed ActiveModel::Model's inclusion chain
<a href="#">2101721</a>	19 Jun 2013	Fix for inflector's incorrect camelCase replacement for ...

All time

Today

This week

This month

This year

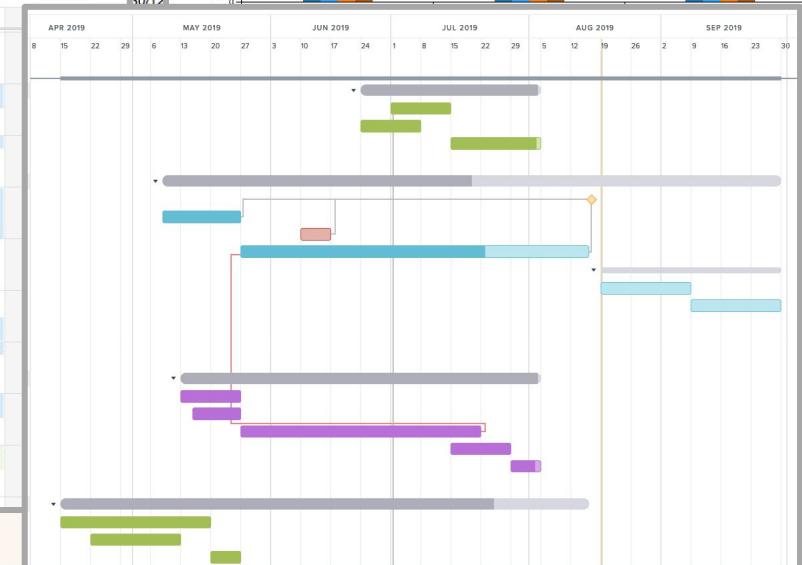
Releases

Edge

FAQ



Capability									
Story	Backlog	Doing	Doing Done	Working Days	Waiting Days	Total Days	Waste (%)	QA	QA Done
P-166	11/12/2014	19/12/2014	24/12/2014	-	-	-	#VALUE!	24/12/2014	26/12/2014
		31/12/2014	05/01/2015	8	3	11	27.27%	05/01/2015	05/01/2015
P-202	16/12/2014	19/12/2014	19/12/2014	-	-	-	#VALUE!	19/12/2014	19/12/2014
		19/12/2014	23/12/2014	-	-	-	#VALUE!	24/12/2014	24/12/2014
		31/12/2014	31/12/2014	3	6	9	66.67%	04/01/2015	04/01/2015
P-208	26/12/2014	26/12/2014	26/12/2014	-	-	-	#VALUE!	29/12/2014	29/12/2014
		29/12/2014	29/12/2014	2	0	2	0.00%	29/12/2014	31/12/2014
P-188	11/12/2014	12/12/2014	15/12/2014	2	0	2	0.00%	15/12/2014	15/12/2014
P-165	11/12/2014	16/12/2014	16/12/2014	1	0	1	0.00%	17/12/2014	17/12/2014
P-190	11/12/2014	16/12/2014	17/12/2014	2	0	2	0.00%	17/12/2014	18/12/2014
P-200	12/12/2014	15/12/2014	19/12/2014	5	0	5	0.00%	19/12/2014	22/12/2014
P-196	11/12/2014	30/12/2014	04/01/2015	3	0	3	0.00%	04/01/2015	05/01/2015
P-197	11/12/2014	24/12/2014	26/12/2014	3	0	3	0.00%	29/12/2014	30/12/2014
P-203	Sun 24	Mon 25	Tue 26	Wed 27	Thu 28	Fri 29	Sat 30		24/12/2014



# Philosophy



# shapes





do circles exist

do circles exist

do **perfect** circles exist reddit

do **perfect** circles exist in real life

circles do **not** exist

circles don't exist **720 the shape of pi**

Google Search

I'm Feeling Lucky

*Report inappropriate predictions*



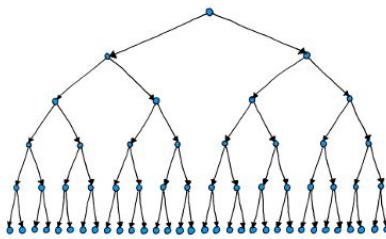
# Chaos Theory



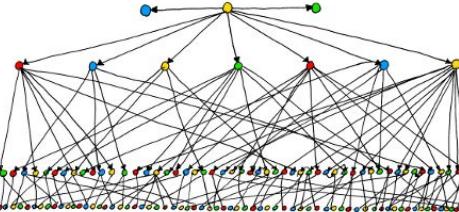
# Adaptable Organisations



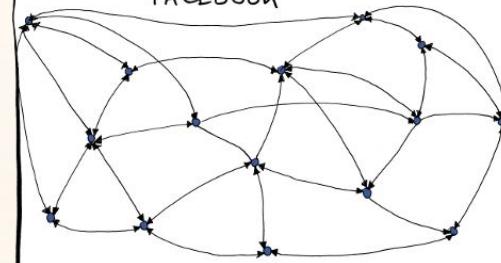
AMAZON



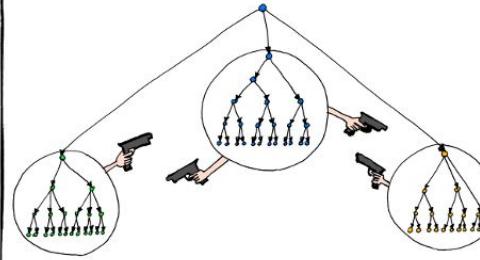
GOOGLE



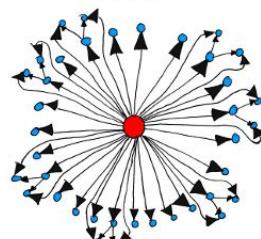
FACEBOOK



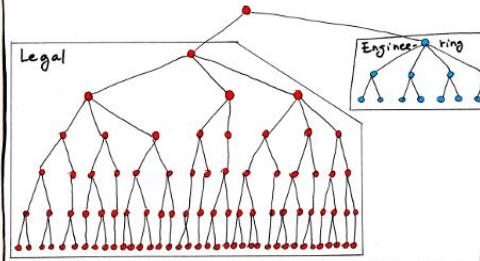
MICROSOFT



APPLE



ORACLE



Nintendo®









PoC

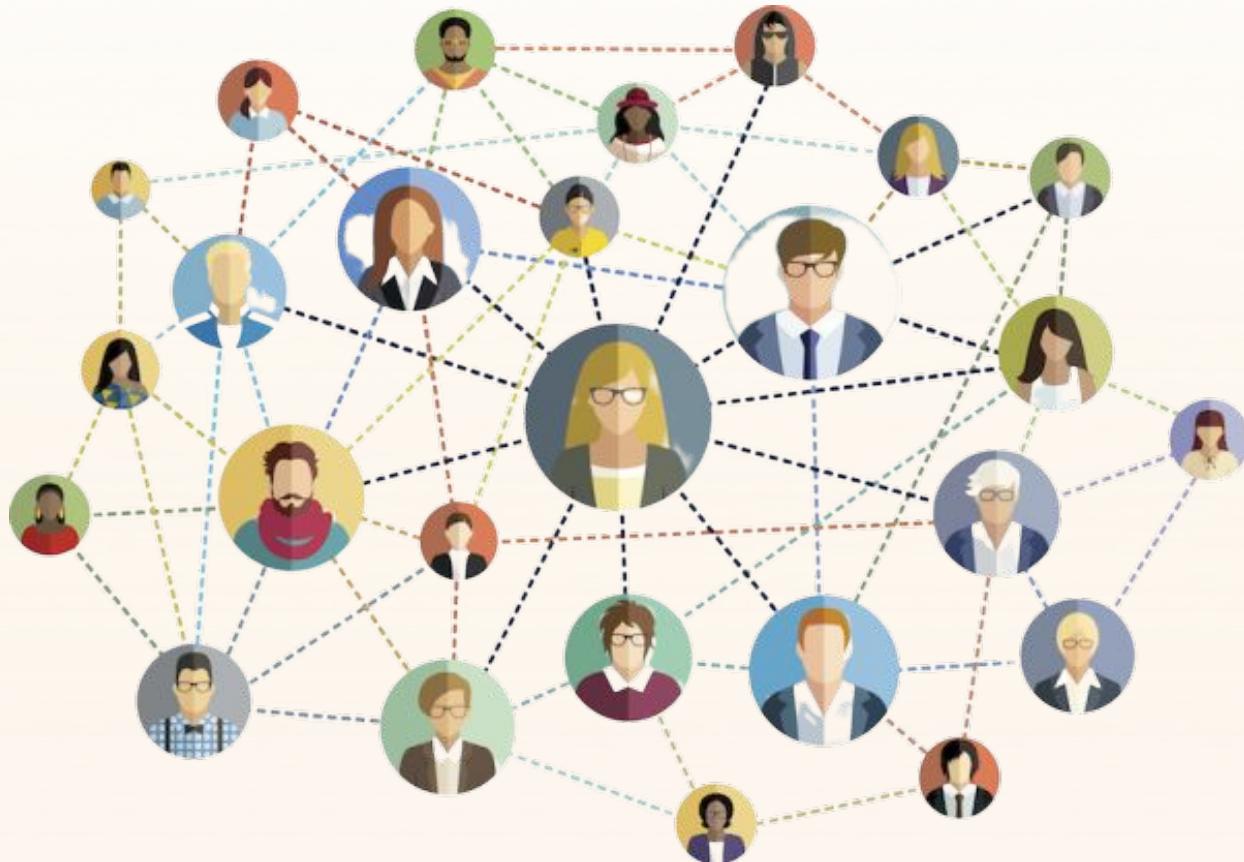
Market Fit

VC

Growth

Domination





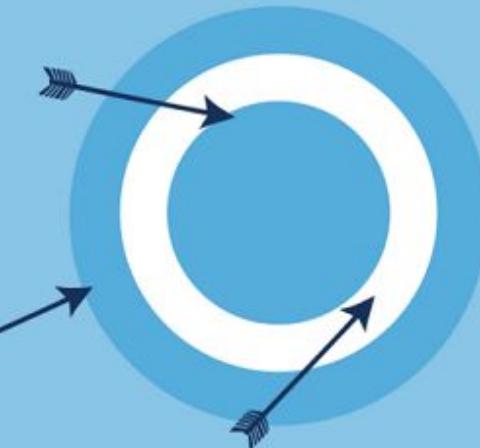
# Startup vs Corporate





**Specialist**

vs.

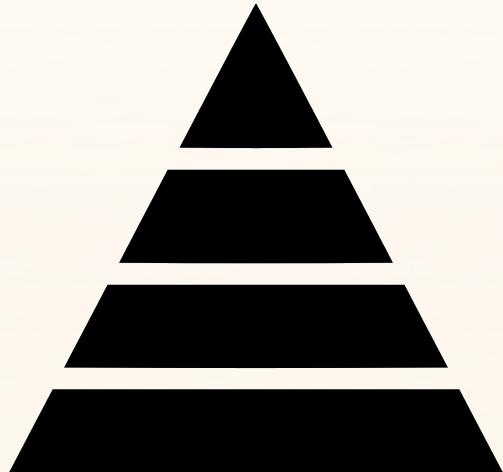


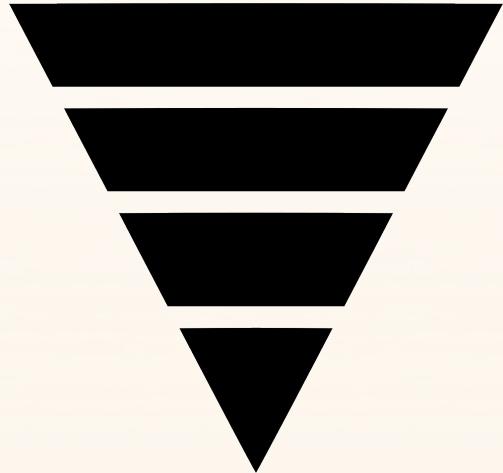
**Generalist**



# Levels of Visibility







# Levels of Tolerance



# **Truth** = Visibility x Tolerance

$$\begin{array}{r} 2 > -3 \\ 0.999\dots = 1 \\ \hline \pi \approx 3.14 \\ \sqrt{2^{1 + 2 \cdot 3}} \\ 5^{(1 - 2) + 3} \\ 5^{(2 + 2)} \\ \hline 101_2 = 5_{10} \end{array}$$



# Organisational Politics



# Building Rapport



# Adaptable Individuals



# Intention vs Behaviour



# Recognise Skill Gap



# Think Like Your Boss



Do I have the skills to do my manager's job?



Do I know what skills are needed to do my  
manager's job?



# Peter Principle



People in a hierarchy tend to rise to their "level of incompetence".



# Growth Mindset



# FIXED MINDSET

# MINDSET CHARACTERISTICS

# GROWTH MINDSET

SET - YOU HAVE WHAT YOU HAVE

HOW THEY LOOK  
PERFORMANCE FOCUS

SOMETHING YOU DO  
WHEN YOU'RE NOT GOOD

GIVE UP / CHECK OUT

TAKE IT PERSONAL  
GET DEFENSIVE

HATE THEM / TRY  
TO AVOID MAKING THEM

## SKILLS+INTELLIGENCE

## MAIN CONCERN

## EFFORT

## CHALLENGES

## FEEDBACK

## MISTAKES

CAN BE GROWN AND DEVELOPED

LEARNING / GETTING BETTER  
PROCESS FOCUS

AN IMPORTANT PART OF  
LEARNING

PERSEVERE / WORK THROUGH  
IT - SHOW MORE GRIT

LIKE IT / USE IT TO LEARN

TREAT THEM AS A LEARNING  
OPPORTUNITY





# Founder Mindset





# Starcraft Mindset





















# From Job to Career

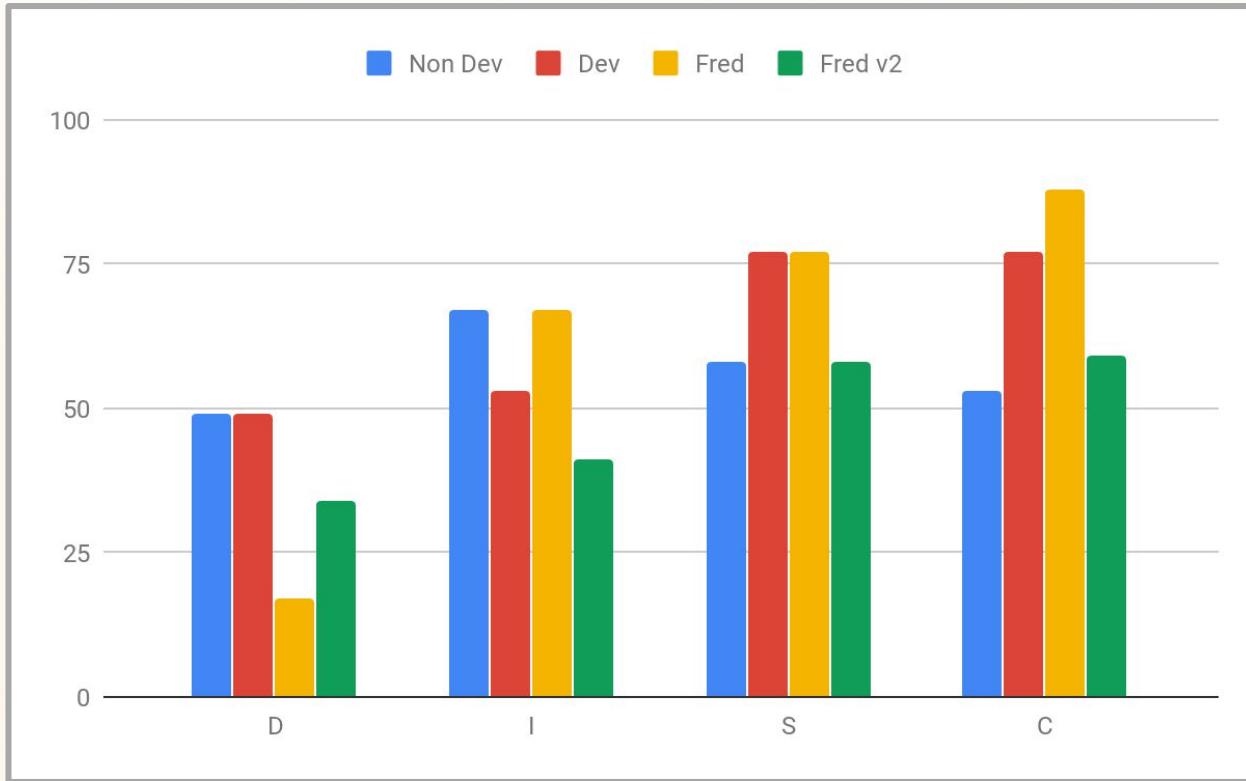


# DISC Profiles



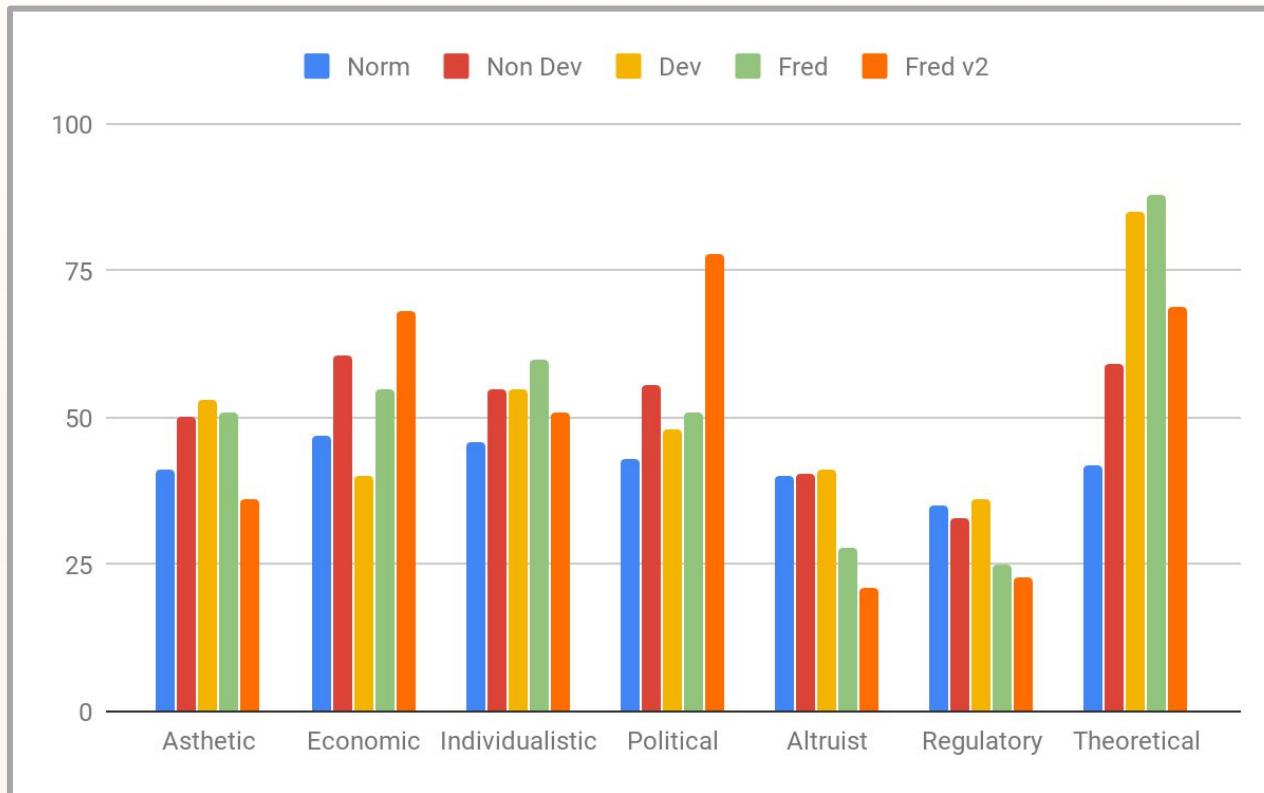
Decisive	Interactive	Stabilizing	Cautious
Problems:	People:	Pace:	Procedures:
How you tend to approach problems and make decisions	How you tend to interact with others and share opinions	How you tend to pace things in your environment	Your preference for established protocol/standards
<b>High D</b>	<b>High I</b>	<b>High S</b>	<b>High C</b>
<b>Demanding</b>	<b>Gregarious</b>	<b>Patient</b>	<b>Cautious</b>
Driving	Persuasive	Predictable	Perfectionist
Forceful	Inspiring	Passive	Systematic
Daring	Enthusiastic	Complacent	Careful
Determined	Sociable	Stable	Analytical
Competitive	Poised	Consistent	Orderly
Responsible	Charming	Steady	Neat
Inquisitive	Convincing	Outgoing	Balanced
Conservative	Reflective	Restless	Independent
Mild	Matter-of-fact	Active	Rebellious
Agreeable	Withdrawn	Spontaneous	Careless
<b>Unobtrusive</b>	<b>Aloof</b>	<b>Impetuous</b>	<b>Defiant</b>
<b>Low D</b>	<b>Low I</b>	<b>Low S</b>	<b>Low C</b>





Value	The Drive For
Aesthetic	Form, Harmony, Beauty, Balance
Economic	Money, Practical results, Return
Individualistic	Independence, Uniqueness
Political	Control, Power, Influence
Altruistic	Altruism, Service, Helping others
Regulatory	Structure, Order, Routine
Theoretical	Knowledge, Understanding





# Thanks!

@fredwu

