

Pursuing Success in Life

邁向成功的人生

February 10, 2007

New Environment

- ◆ Globalization
 - No national boundaries for business
 - Capital and work can go anywhere on earth
- ◆ IT Revolution
 - Everything today will be in a digital format
 - Anything digital can be shipped around the world efficiently

Source: Andrew Grove, "High Output Management", 1995

人生綜覽

奠基期	建造期	完成期
完全依賴他人 完全自願自己 品格發展 技能發展 人格形成 關鍵時刻 價值建立	個人的成長 個人的轉變 樹立個人的目標 為夢想努力 建立個人的地位 建造經驗帳戶	可以掌控時間 財務穩定 少壓力 受尊重
年齡 0	25	45
	60	75
		生命終點

- ◆ 偉大的成就通常是條漫長、辛苦、不斷登高、逐步累積小成就的過程
- ◆ 我們必須學會享受旅程中的每一步，而非定睛在於終點的獎賞上
- ◆ 建造期的關鍵在於作計劃、執行計劃、歡慶勝利、並從挫敗中學習

Source: Jerry Foster & Ed Stewart, "Life Focus: Achieving a life of purpose and influence", (人生焦點)
Fleming H. Revell, 2004

Success is a Journey

- ◆ Success ≠ Wealth, Fame, Power, Accomplishment
 財富 名聲 權勢 成就
- ◆ "Success is knowing your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others"¹
- ◆ "To live a life blessed by God"² (討神喜悅)
- ◆ God does not want us to do extraordinary things. He wants us to do ordinary things extraordinarily well." *Bishop Gore*

"Well done, good and faithful servant" Matthew 25:21

好！你這又良善又忠心的僕人

Source: 1. John C. Maxwell, "Your Road Map For Success", Thomas Nelson, 2002

2. Zig Ziglar, "Better Than Good: Creating a life you can't wait to live", Advantage Quest, 2006

Success¹ (生命財富)²

- ◆ In the physical realm(身體資產), it is about personal health and fitness
- ◆ In the intellectual sphere(心智資產), it is keeping our minds active and alert and continually learning new skills and experiences
- ◆ In the economic world(財務資產), it is providing for the family and having a home to live, with enough food to keep us comfortable
- ◆ In emotional terms(關係資產), it is our emotional health and well-being and our sense of happiness and fulfillment
- ◆ In terms of spiritual well-being(靈性資產), it is about having a purpose in life and being able to live out the religious faith and practice that is important to us

Source: 1. Peter Shaw, "The Four Vs of Leadership: Vision, Values, Value-added, Vitality," Capstone, 2006
2. Jerry Foster & Ed Stewart, "Life Focus: Achieving a life of purpose and influence", (人生焦點) Fleming H. Revell, 2004

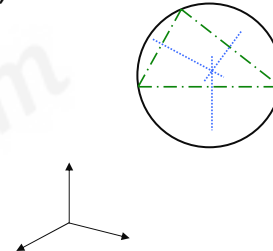
成功的範疇

- ◆ 肉身上要強健精壯，身體健康
- ◆ 智能上要心思敏銳，能不斷學習與成長
- ◆ 經濟上能為家庭提供舒適溫飽，生活無憂
- ◆ 情感上要心靈開朗，快樂兼具滿足感
- ◆ 屬靈層面上能找到生存的意義，並能活出自己的信仰

Source: Peter Shaw, "The Four Vs of Leadership: Vision, Values, Value-added, Vitality," Capstone, 2006.

The Basic Three

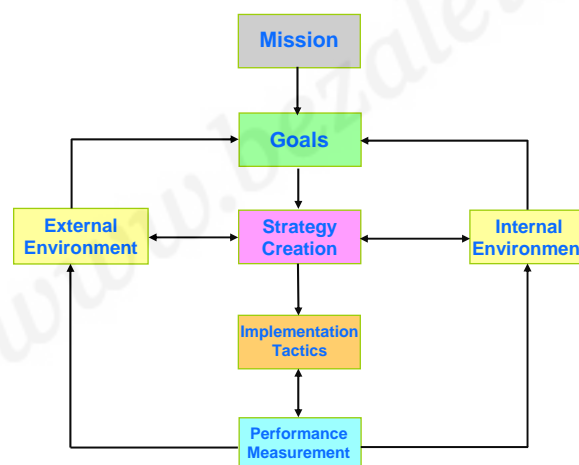
- ◆ The Trinity God (三位一體的上帝)
- ◆ The Mckinsey Way¹
- ◆ Three points determine a circle
- ◆ Three points determine a plane
- ◆ The three dimensional views
- ◆ The three basic colors of light
 - red, green & blue



Source: 1. Ethan M. Rasiel, "The Mckinsey Way: Using the techniques of the world's top strategic consultants to help you and your business," McGraw Hill, 1999

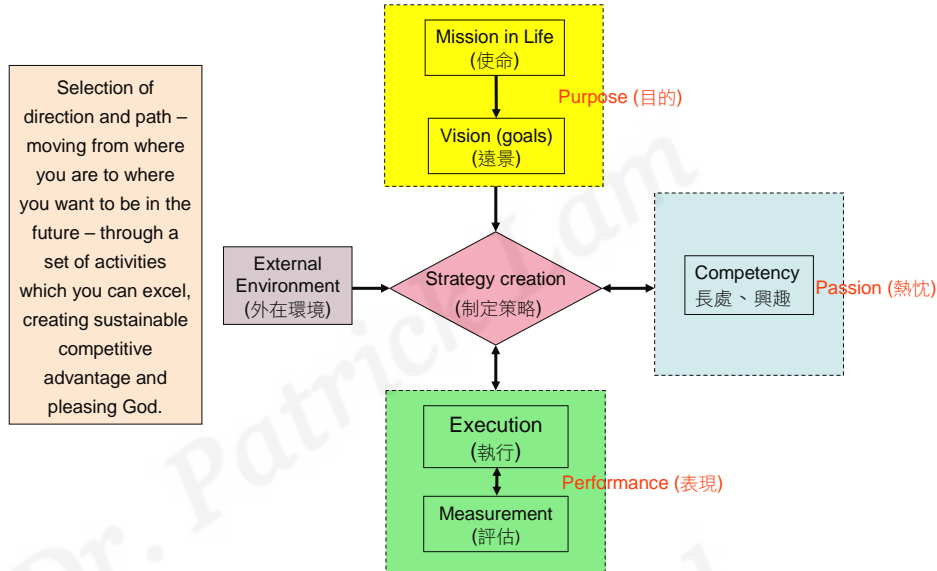
Strategy

Definition
 "Moving from where you are to where you want to be in the future – through sustainable competitive advantage."
 "Selection of direction and path – a set of activities which an organization can excel creating sustainable competitive advantage and value for its customers."



Source: Richard Luecke, Harvard Business Essentials: "Strategy – create and implement the best strategy for your business", Harvard Business School Publishing, 2005

Strategy For Life



Three Pillars of Success

<ul style="list-style-type: none"> ◆ Purpose 目的 1 <ul style="list-style-type: none"> – Fulfilling God-given purpose 	<p>“Hold that vision no matter what” 2 (無論如何都要心懷夢想)</p>
<ul style="list-style-type: none"> ◆ Passion 熱忱 <ul style="list-style-type: none"> – Living with genuine passion 	<p>“Let passion be your power” (化熱情為力量)</p> <p>積極行動的人以熱情支持夢想</p>
<ul style="list-style-type: none"> ◆ Performance 表現 <ul style="list-style-type: none"> – Striving for peak performance 	<p>“Magnify what’s best, focus on what’s next.” (放大優點，專注未來)</p> <p>思考你運用了什麼天分、長處與技能來達到成就</p>

Source: 1. Zig Ziglar, “Better than Good: Creating a life you can’t wait to live”, Advantage Quest, 2006

2. Kathryn D. Cramer & Hank Wasiak, “Change The Way You See Everything Through Asset-Based Thinking”, (扭轉人生的正面思考力), 2004

Purpose (目的)

◆ Mission (使命)

- 信仰和人生目標決定人們行為取向與取捨
- 信徒皆是被呼召作「全時間事奉」的
- 使命感帶來堅強意志和決心，令人主動工作，不以薪水作為唯一的目標

◆ Vision (目標)

- 在人生的旅途中，目標就像航行中船的舵，把持人生方向和路徑、行動的動力，讓你產生使命感，並重視工作成果
- 目標必須是長期的、清晰具體、有挑戰性但可行、並可量化
- 遠大的目標有助發揮人的潛能，推動人們前進

◆ Values (價值觀)

- 人特別重視的信念與行為，直接影響其生命及與人的交往
- 直接影響所訂的人生目標、優先次序、處世待人、危機處理等重要決定
- 我們活在世上的時間、精力、才智、機會、關係、資源等等，皆是神的恩賜，託付我們照顧及管理

Passion (熱忱)

◆ Passion (熱情)

- 哪個領域最觸動你的心，令你特別熱愛或引起你的關切
- 神賜每個人不同的熱情和經歷，好讓每件祂要做的事得以完成，服事祂和其他人
- 事奉時充滿熱誠(enthusiasm)、果效(effectiveness) 和滿足感

◆ Talent (天賦才能)

- 與生俱來的長處和能力
- 藝術和運動天分，活潑外向的性格，分析數據或特強記憶力
- 不同屬靈恩賜：說預言、執事、教導、勸化、施捨、治理、憐憫人
(羅12:6-8)

◆ Competency (才幹)

- 天賦才能加後天培訓，產生專長
- 尋找和認識你的特長強項，這領域是你最有可能成功之處

天賦能力與才華

- 音樂、藝術、寫作、表達、運動、
- 語言、性格、理解力、洞察力、記憶力、
- 組織力、行政、數理、領導力、深思熟慮、
- 系統計劃、機械

合適工作

領袖	vs.	跟隨者	社工	vs.	記者
管理人	vs.	獨立貢獻者	醫生	vs.	工程師
老師	vs.	學生	會計	vs.	藝術創作者

自我評估

嘗試選擇去做我們能做得最好、神呼召我們去做的事：

- 我在哪方面最在行？
- 我最喜歡做的是什麼事？
- 我喜歡和人交往嗎？或我喜歡做分析型的工作？
- 工作上最令我引以為傲的是什麼？
- 我真正在乎的是什麼？

“Combining your competence with your passion, you will find the mission that is best suited to you.” *Peter Drucker*

「整合才幹與熱誠，是尋找人生使命的關鍵」

Source: Robert Buford, “Half Time: Changing your game plan from success to significance”, (人生下半場)
Zondervan, 1994

信徒皆祭司

屬靈領袖	普通信徒	經文	
領袖	約瑟	宰相	創 37 – 50 章
先知	戶珥	以色列領袖	出 17 : 8 – 16
祭司	比撒列	工匠	出 31 : 1 – 11
使徒	尼希米	酒政 → 省長	尼 1 – 13 章
	司提反	執事、管理飯食	使 6 : 1 – 8
	腓利		

「耶和華曉諭摩西說：看哪！猶大支派中，戶珥的孫子、烏利的兒子比撒列，我已經提他的名召他。我也以我的靈充滿了他，使他有智慧，有聰明，有知識，能作各樣的工。」 出埃及記 31:1-3

Competitive Strategy

Adopting one of the following:

Overall Cost Leadership ¹	Operational Excellence ²
Differentiation	Product Leadership
Focus	Customer Intimacy

Source: 1. Michael Porter, "Competitive Strategy: Techniques for analysing industries and competitors", Free Press, 1980

2. Michael Treacy & Fred Wiersema, "The Discipline of Market Leaders", Harper Collins, 1995

Performance (表現)

◆ Focus (專注)

- 不讓瑣碎事情、發怒、抱怨、吹毛求疵而浪費精力
- 刪除一些活動，專心做真正要緊的事
- 鍥而不捨地為堅定不移的目標奮鬥

◆ Constant Learning (不斷學習)

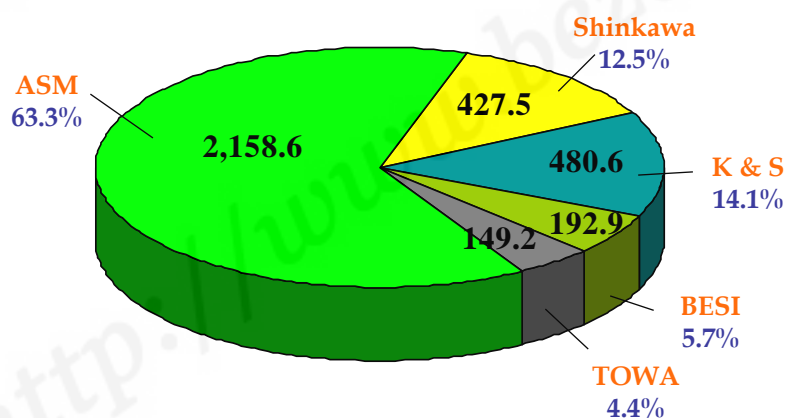
- 終生學習，邊學邊用，邊用邊學
- 養成讀書、進修的習慣，從別人與自己身上學習
- 知識累積要有目標，講究效果

◆ Execution (執行)

- 除了清晰目標，亦要強調行動計劃，評估障礙風險，落實執行
- 願意創新以求突破，但仍要注意一分耕耘，一分收穫
- 定期評估進展，檢討挫折，並適當調整方向和執行方案

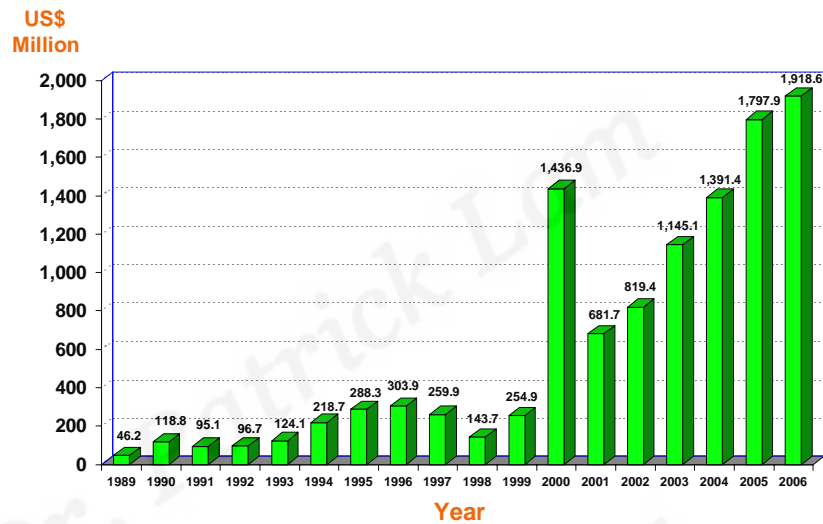
ASM's Market Capitalization

as of Dec. 31, 2006
(US\$ million)



ASM's Rising Valuation

as of mid-year



Failure / Setback (失敗/挫折)

- ◆ Failure teaches us that we can't always get what we want, to be humble and dependent on God, and to make a correction in our course of action
- ◆ "We also rejoice in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope." Romans 5:3-4
 「就是在患難中也是歡歡喜喜的。因為知道患難生忍耐，忍耐生老練，老練生盼望。」 羅馬書 5 章 3-4 節
- ◆ 「生命的悲劇不在於沒有達成目標，而在沒有目標去追尋；懷著夢想抱憾而終並非不幸，不幸是沒有夢想；. . . . 失敗不是罪過，低下目標才是罪。」 Book of Positive Quotation
- ◆ Don't make the same mistake twice



ASM's Corporate Culture

Shared Value

- ◆ *Long term results*
- ◆ *Customer centric*
- ◆ *Success through innovation*

Behaviour Norm

- ◆ *120% efforts*
- ◆ *"Can do" and persistent*
- ◆ *Flexibility to serve customers*
- ◆ *Continuous learning and change*
- ◆ *Teamwork*
- ◆ *Focus on execution*

結語

「我靠著那加給我力量的，凡事都能作。」

腓立比書 4:13

“I can do everything through Him who gives me strength.”

Philippians 4:13

「你要專心仰賴耶和華，不可倚靠自己的聰明，在你一切所行的事上都要認定他，他必指引你的路。」

箴言 3:5-6

“Trust in the Lord with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight.”

Proverbs 3:5-6