



Visionary Voice

Stability Is the New Competitive Advantage

By Eric Kung – Founder, Chairman & CEO, Human Dynamic Group

When the editor of the Influencer told me about this topic, my first response in my mind was: Are you serious? Stability has often been regarded as the stumbling block for organizational change and business transformation. People are challenged to leave their comfort zones or stability and to embrace change fast! "There is no stability; there is only opportunity."

Then, I think of the keel of a sailing boat. A keel is to keep the fast-moving sailing boat stable and "grounded". Otherwise, the boat could capsize by strong winds or waves. Stability of organizations could mean strong and committed leadership team, foundations of talents, technology, innovation, and capitals (structural, financial, intellectual, and human), and most importantly the value, mission, and vision (VMV) of the organization.



We often hear management gurus or leadership coaches remind their clients to "go back to your basics" and to "focus on your core competencies". Passion is a double-edged sword; it could drive you to strive for success and to lose sight of your heart, which is where your passion comes from. "Do not let them out of your sight, keep them within your heart." (Proverb 4:21) Your heart is the base of your stability and the source of your life!



Stability in leadership is about your authenticity, integrity, righteousness, faith, trust, love, and hope; those elements all come from your heart. In a changing and challenging business environment, we need to adapt fast, learn fast, and innovate fast. The commander of the US Army for Dessert Storm operation said, "Speed is lethal; speed is final!" The same applies to business competition. However, if your mission is not just, then victory will become evil. Search your heart and find your source of stability before it is too late.



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