

Q1: What do you think about all the international success that your books and work has generated? Many are saying that you are on your way to becoming one of the world's most successful authors.

RS's Response: I'm humbled by it. And I'm so grateful to everyone who has helped me along the journey. I'm a very ordinary man. No different from the person reading your story. I was born in Africa and grew up in a town of 2000 people on the East coast of Canada. I fell into this whole thing-almost by accident. I used to be a lawyer. I was successful on the outside but very empty within. I felt like a hollow man. So I began to search for answers. I began to try and learn how the best got there. How happy people created their happiness. How superstars created their mastery. I discovered some very powerful lessons. I shared them in a self-published book that my Mom edited and my Dad and I sold out of the trunk of my car. The book began to sell very quickly. That led to invitations from companies to help them inspire their employees and assist them in developing their leadership capacities. The message spread. The dream grew.

Q2: Who Inspires You?

RS's Reply: my two children are my heroes. They teach me what passion, curiosity, joy and unconditional love looks like. People like Bono, Richard Branson, Nelson Mandela and Oprah inspire me. Unknown human beings reaching for their own unique form of personal and professional greatness inspire me. My readers - and all their stories of personal and professional transformation - inspire me deeply.

Q3. What makes you happy?

RS's Reply:

-skiing down a mountain with fresh powder next to my kids -a good cup of Columbian coffee nice and early in the morning -great art (modern), great music, great food, great conversation, great movies -traveling -writing and speaking -walking alone in the woods - feeling I'm making a difference in people's lives -helping companies get to world-class and win -flying on airplanes -buying books

Q4. Did people question you when you decided to leave Law to write books on personal and organizational leadership?

RS's Reply: Yes. But I had a burning desire to do this dream. I knew people would benefit by my message. And I just had to share it. In my mind, the only failure is the failure to try. And the greatest risk a person can take is not taking risks. No one regrets the risks they took when they are on their deathbed. We regret the risks we didn't take and the opportunities we didn't seize and all the things we didn't do. So yes, people questioned me. But I trusted myself and stayed focused on my mission. Some laughed



but that just made me dig even deeper. Some criticised me. If I'd listen to the critics, I'd still be a lawyer in an office tower in downtown Toronto.

Q5. You've served as a success coach to two billionaires, top CEOs and as a leadership consultant to companies like NIKE, FedEx, Microsoft, IBM and KPMG. Movie Stars read your books, rock stars are fans of yours along with professional athletes like Carlos Delgado and Jesse Palmer and Prime Ministers and members of the British Royal family love your work. What kinds of traits have you observed in ultra-successful people?

RS's Reply:

- they have a big dream
- the have strong self-belief
- the work outrageously hard
- they are superb with people
- they innovate
- they are smart
- they are people of action
- they don't let failure slow them down
- they never stop getting better

Q6: How do you define success?

RS's Reply: being true to yourself and, each day, being in the process of creating the life of your greatest vision. To me, success also involves realizing the potential and talents that reside within each one of us, living by your moral compass, staying healthy, having loving "human connections" and leaving a legacy. What's the point of being successful without being significant. Yes, be a huge success. That's important. But lasting happiness ultimately comes from living for a cause larger than yourself.

When I was growing up my Dad used to tell me: "Robin, when you were born, you cried while the world rejoiced. Live your life in such a way that when you die, the world cries while you rejoice."

Q7. You talk and write a lot about this concept "Lead Without Title". Explain what leadership means to you.

RS's Reply: Every person within an organization has the opportunity to show leadership behavior each day. To lead without title. Leadership is far less about position than it is about attitude and the way you show up each day and the way you seize opportunities and the way you handle setbacks and the way you innovate and treat people. The best companies get that. Their race is to grow leaders faster than their competition. My company, Sharma Leadership International, helps them do exactly that.



Q8. In your books, you encourage people to spend 60 minutes a day reading. What are your favorite books?

RS's Reply: Reading is having a conversation with the author. Just imagine having a conversation today with Mahatma Gandhi and Richard Branson and Lance Armstrong and Salvador Dali and Madonna - by reading their books. One idea read in one book has the power to revolutionize your life or your career. I love to read. My greatest gift to my kids will be my library.

Some of my favorite books are "The Alchemist" by Paulo Coelho, who has become a good friend, "The Meditations of Marcus Aurelius" and "The Prophet" by Kahlil Gibran. I still love classics like "How to Win Friends and Influence People" by Dale Carnegie as well a lot of the popular business books out there like "Winning" by Jack Welch and Jim Collins' "Good to Great".

