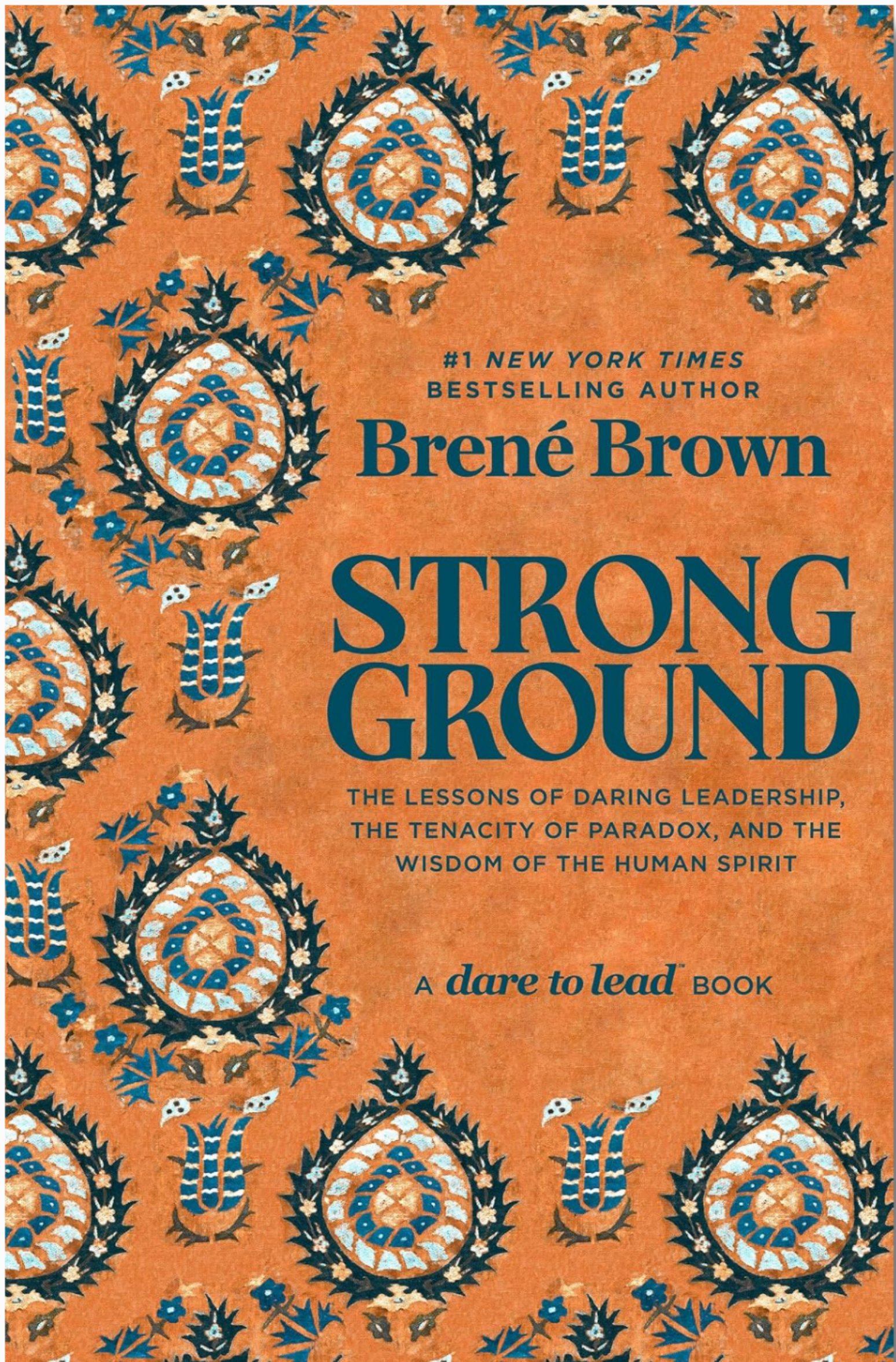




Book Key Takeaways

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Main Idea

Just as core strength is vital for the body, people (the strong ground) are vital for an organization, which cannot move well without people who can stay strong under pressure.



Core Strength

In the body, core strength supports balance and agility.

In organizations, the equivalent is people who trust and connect. The stronger the human core, the better the organization can move forward without falling apart.



Management by fear

Fear can create movement, but it cannot sustain healthy performance. Over time, it damages trust and narrow thinking. It may feed some quarterly results yet does not build an organization.



Paradox

**Holding two seemingly
opposite thoughts (e.g.,
Purpose vs. Profit or Short-
term vs. Long-Term) is hard.**

**Weak leaders escape the
tension too quickly. Strong
leaders endure until better
judgment emerges of it.**



Power over vs. Power with

Power over uses fear, control, blame, and false certainty. It may look decisive, but it weakens the system. **Power with** expands responsibility instead of concentrating control.



Above/Below the Line

The line is fear. Below the line, fear drives behavior.

We blame, defend, or become the victim. Above the line, fear is still present, but we acknowledge it yet maintain the wheel.



Grounded confidence

**Grounded confidence is built
through self-awareness,
courage, practice, learning,
and unlearning.**

It is not arrogance.

**Its motto: “I am here to get it
right, not to be right.”**



Lock in, then lock through

Deep work requires the ability to lock in. Focus, practice, flow, and mental toughness... But leadership also requires locking through to move from deep focus back into broader awareness.



So What?

**True resilience in
uncertainty requires an
“athletic stance with core
strength” that balances
internal stability with the
dynamic flexibility to pivot.**