



# Book Review

TITLE: Leaders Eat Last

AUTHOR: Simon Sinek

DATE: October 16, 2021

## PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

I love Simon Sinek and have had this book for awhile. I actually must have started it at some point as part of it was already marked up. I liked Start with Why and The Infinite Game so I was excited to read this one.

## A-HA MOMENTS

What a-ha moments did you have when reading?

- The story of The Circle of Safety with the four oxen and the lion (p. 24). How do we create that same sense of safety in our organizations. Danger must never come from within the circle. Leaders need to look out for those within the circle and protect them.
- The history of how we have gotten to this place where people don't feel safe (post-war, Baby Boomers and a shift in businesses in the 80s)
- The interconnected role of the 4 chemicals: endorphins, dopamine, serotonin and oxytocin

## QUESTIONS

What questions do you have after reading that you want to investigate?

- How can we continually work to extend the size of our circle of safety?
- How do we keep the human element in large organizations? Especially with those making decisions.
- How do we communicate our Why? Our bigger purpose so that people follow for the right reasons?

## CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Need empathy to be a good leader (same as Brene Brown says)
- Building strong cultures creates strong companies that endure. Need strong leaders who see the future as more important than today (Jim Collins)
- Leadership is like parenting (I say this all the time). Need to care about those you are leading as you would your family
- Under stress, cortisol doesn't leave our system like it was designed to (Emily & Amelia Nagoski)

## ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Have a strong set of clearly defined values (EOS: hire, fire, reward, recognize and promote based on them)
- Create phone free meetings
- Tell the Circle of Safety story so we all understand it and talk about how to build and maintain it.

## POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

I loved this book. It was full of great stories which illustrated important points, but also research and great insight. It tied together a lot of other ideas and concepts that I've heard before. I've read Sinek's other books but would read any future ones. I'd love to learn more about tangible applications of the Circle of Safety.