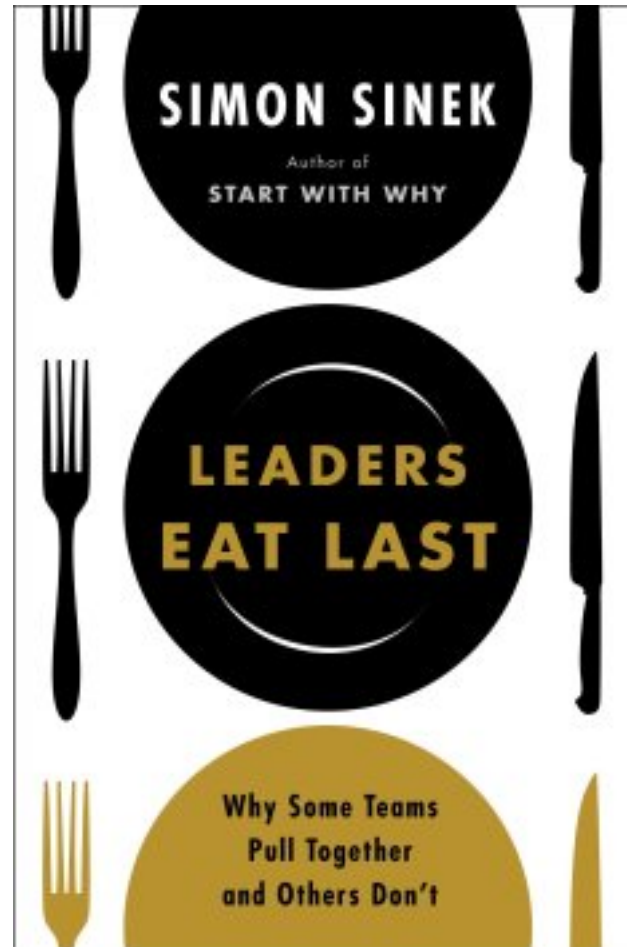


Leaders Eat Last

Based on the book by
Simon Sinek

A recommended read



The key message

Those of us that lead may not always understand the impact that our leadership roles actually have on those we lead.

Sinak's aim is to create a new generation of people who understand that an organisation's success or failure is based on leadership excellence and not managerial acumen.

A leader who takes care of their people and stays focussed on the well being of their organisation cannot fail.

Cultivate your circle of safety

We should focus on helping each other rather than “one-upping” each another. When we know and trust that the people inside the Circle of Safety will look out for us and protect us from the dangers of the outside, we’re more likely to freely exchange information and ideas that will move the organisation forward rather than keep things to ourselves because we’re afraid someone might “steal” our idea.

In order to cultivate your Circle of Safety you need... **EMPATHY**, the ability to recognize or share the feelings of another.

Cultivate your circle of safety

Treat people with respect and dignity and you'll see the benefits in every dimension of your work.

When we feel hopeless and devastated (like many do with our work situation) or about some area of life, and we feel like we have no control, then the result is rarely positive (at least until we overcome it).

AUTONOMY MATTERS.

Lack of control at work
= stress + emotional strain.

2011 Mercer report concluded:

- That there are A LOT of people that want to quit their jobs, and/or
- People feel like they've got no other option but to stay put (due to money, family, and insecurities about being unable to find other work)

The work environment

- **When the environment at work is** one of encouragement, and one that meets the basic human needs to live, to learn, to feel valued and significant, we do more than just survive we thrive.
- It's the leadership's responsibility to set up the right conditions/environment for this to happen.
- We do not have the power to “change people”. We must enhance the environment.
- And if we want to see “change” we need to focus less on ourselves and more on others and the team

Stress and anxiety

University of Canberra 2011

- Having a job we hate is as bad for our health and sometimes worse than not having a job at all.
- When we know that there are people at work who know how we feel, our stress levels decrease.

GALLUP poll 2013

When our bosses completely ignore us, 40% of us disengage from our work. If we get criticised on a regular basis 22% of us disengage.

People who go to work unhappy do things to make people around them unhappy too!

A child's sense of well being

Research: Boston College

- A child's sense of well being is affected less by the long hours that a parent puts in at work but more by the MOOD that parent is in when they come home.
- Working late does not negatively affect our children, but rather how we feel at work does.
- We have to build and maintain circles of safety where we work. Inside a circle of safety we feel like we belong.

The 4 happy chemicals in your brain

We have four chemicals in our bodies that work towards driving our behaviour.

- Endorphin: the pain-masking chemical
- Dopamine: the goal achieving chemical
- Serotonin: the leadership chemical
- Oxytocin: the chemical of love

Simon calls the first two “Selfish” and the second two “Selfless”.

Endorphins + Dopamine

These are the chemicals of progress, as they make us feel good when we achieve goals and accomplish things.

The “command + control” model of leadership has not only been proven NOT to work, but has also been shown to spike our egos and get dopamine surging through our bodies. This can make US feel good at the expense of others.

Endorphins + Dopamine are highly addictive.

Dopamine

This is the dangerous chemical but only when abused. Cocaine, nicotine and alcohol all send dopamine surging through your system. The reason we get addicted to this stuff is because it provides near-instant gratification which, is dopamine making you feel good.

Dopamine is that compelling force that makes you feel like you absolutely NEED to reply to that little buzz, ping, or flash coming from your phone, notifying you of that text you just got.

Dopamine isn't always rational.

Serotonin and Oxytocin

Serotonin + Oxytocin are the chemicals of contribution, trust + belonging.

When we include these two chemicals in our 4-way cocktail, the result is a healthy (and necessary) synergy that results in more cooperation and more collaboration.

People need to know that you care and know that you're there. There not just as a cheerleader through the good times, but as a leader that cares regardless of the highs and lows.

Good Leadership Is Like Exercise

We do not see any improvement to our bodies with day-to-day comparisons. It's only when we compare ourselves over a period of weeks or months that we can see a difference. The impact of leadership is best judged over time."

Leading for the long-term is a win-win-win for everyone because short-term fixes, though they may seem like the best decisions at the time, are nothing more than short sighted means of immediate gratification.

Our best days at work

- In challenging times, it is not the work we remember, but how the group came together to get things done.
- What ignites the human spirit is when the leaders of our organisations give us reasons to grow.
- We need a reason to come to work, they create a vision of what does not yet exist; a huge challenge, something to believe in, and the people will do everything they have got to meet that challenge.

Small steps to make a big leap

“Everything about being a leader is like being a parent. It is about committing to the well being of those in our care and a willingness to make choices that will see the interests of others advanced so that they can carry the banner when we have gone.”

“We must all start today to do little things for the good of others...one day at a time.

Let us be the leaders we wish we had