Name

Course

Institutional Affiliate

Date

Popular Press Leadership

The book "*Leaders eat last: Why some teams pull together and others don't*" by Simon Sinek is the best read I have come across for a time now. The author expands his leadership and optimistic thoughts to the organizational level. The book indicates that it is essential for a leader to determine the company's why and this is the beginning of successful leadership in the company (Sinek, 2014). Once you discover the company's why you devise a way of involving the company's employees. A leader needs to inspire trust and commitment of the employees to the company and towards one another (Banfield, Eriksson, & Walkingshaw, 2017). The book has a lot of similarities with the course content as well as differences. It is one book that I would recommend to the employees to read as it prepares them for a better company future. This paper looks at how this book fits into the course content and its opinion on leadership skills.

One characteristic of a good leader is the ability to motivate the employees. In most companies, employees are motivated by reasonable remuneration. Suppose company A pays its employees better than company B. In that case, you will find most employees in company B looking for a position in company A. hence, as a leader, you should pay the employees better than the competitors (Stark, & Flaherty, 2010). Such a move is what the author of the book indicates when they say leaders eat last. It simply means being the last to profit. Suppose you pay your employees better remuneration ad earn fewer profits; you will not incur the cost of employment and training as you will have less employee turnover. The course also looks at employee motivation as a leadership skill that every leader should have. There are so many ways that employees could be motivated, and one in common between the book and the course is the salary remuneration. The competition is better for the company, and the leader in the position is responsible for this motivation (Lencioni, 2007).

We all have obsessions to lead, according to Simon: the author. Yes, this is correct and why I would recommend the employees of the company to read the book. I would recommend the book to many other friends and relatives. One role of a leader is to inspire the employees for career growth. The ultimate level of career growth is management which involves leading the company in the right direction. It is the dream of junior employees to become leaders at some point in their career journey. The book guides on how a leader can inspire and pass on leadership skills to the employees in the company. The coursework trains the students on different ways of becoming good leaders. Of course, some of the students are not leaders yet in their company, but they will acquire the skills required through the course, and once in position, they practice it. This makes the book relevant to the course content.

It is the role of a leader to set a culture for the organization. Simon, in his book, discusses this in-depth where the leader should set the culture and values for the employees to follow. While doing this, a good leader involves the employees in decision-making and makes it easy for them to contribute to the organizational values and pass them on to the company's future employees (Blanchard, Hybels, & Hodges, 2001). From the course, good cultural practice in the company determines its performance and how it achieves its goals. It is essential to set a culture of support and togetherness that will build good teamwork and great company in the end.

Earning the employee's trust is a crucial skill of leaders. The course brings out different ways that a leader can earn the trust of the employees. Sinek, in his book, also reviews how a leader can bring the confidence of the employees. Employees who trust their leaders can take a bullet for their organization (Roberts, 2016). In this case, they support each other and eventually help the organization's goals.

The book is very informative and forms an excellent basis for a good leader. It's a book that I would endorse to many people and especially my organization employees, read it. From the topic itself, its literal meaning of leaders eats last means being selfless. I would require the employees to read the book for two reasons, it guides them in their future dreams of becoming leaders, and it also puts them in my position hence would make it easier for them to understand my role and how they can support me in leading them (DeLong, 2011).

I have learned five significant lessons from the book, which I will use in the future as a leader. One is that I should know to be the last to profit after giving good remunerations to the employees. The second one is that I have an obsession with leading, and I should practice the best values in my leadership role to improve it. The third one is that I should endeavor to create a safe environment for my employees to flourish. By supporting them to grow, the company will also increase. The fourth one is the responsibility of setting the right culture and values that employees enumerate, making it easy for the company. The last and most crucial is that I should earn the trust of the employees. This will make the employees have strong faith in my leadership role and eventually lead to company success.

In conclusion, the book "Leaders eat last" is a must lead for the leaders of today and those aspiring to be leaders. It gives the best skills and resources for becoming or perfecting your leadership goals. I would recommend this book to friends and employees.

References

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