

# Leaders Eat last

Why some teams pull together and  
Others don't

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**No organization in a crisis is managed out, it is always led out of a crisis.**

**In the Marines, the leaders always  
eat last.**

**Organizations where people share values and are valued succeed over the long term.**

**A leader who stays focused on the well being of the organization and its people will never fail.**

**In the linear hierarchies where we work, we want the leader at the top to see what we did. When we get recognition, we do better.**

**To earn the trust of people,  
leaders must treat them as  
people. To earn trust, one must  
extend trust.**

**When people in an organization have to manage the dangers from within, they never are able to manage the dangers from the external environment.**

**Leadership always protects the organization from the internal rivalries that can shatter a culture.**



**Every single employee is the son or daughter of someone, every good leader is like a parent, responsible for that son or daughter.**

**Letting someone into an organization is like adopting a child.**

**Weak leaders have small circle of people around them, strong leaders extend that circle to all levels in an organization.**

**Bosses are the reason why employees are disengaged. When employees see a boss who is actively trying to engage with them , they reciprocate.**

**Human beings exist as individuals and members of groups at all times.**

**This tension often weighs in when we make decisions.**

**When an employee feels like an outsider in a group, he then leaves the company in search of a company which makes him/her feel like an insider.**

**Leaders always are looking out for people. Leaders give up something of their own, power, prestige, time to benefit the group.**

**Good leaders recognize that all the perks , the benefits a company offers is for the role they do and not for them. When they recognize the separation, good leaders stay humble.**



**To human beings, the safety a strong tribe gives, makes them stronger. Fear on the other hand hurts the group.**

**We cannot motivate others, what we can do is to create environments where there is no politics and there is trust. The goal for any leader is to find balance. That balance gives courage, inspiration, creativity and empathy.**

**Organizations that offer people an opportunity train and coach them regularly. They offer endless opportunities for self improvement, that's an organization where people want to work.**

**People don't trust rules or technology. Trust is a special human experience. The true social benefit of trust is reciprocal.**

**The responsibility of leaders is to teach people the rules, train them to gain competency and build their confidence.**

**Courage comes from above. Our confidence to do well is determined by how trusted we feel.**

**Trust is like lubrication. It reduces friction and creates conditions much more conducive to performance**

**August 5, 1981 is the day layoffs became an option. That's the day President Reagan fired 11,000 ATCs (air traffic controllers) who were striking. This became the benchmark that CEOs followed after that to right size companies.**

**When a leader knows everyone in a group, the responsibility for their care becomes personal. The leader starts seeing them as if they were his own family.**



**Our world is one of impatience. A world of instant gratification. We have gotten used to getting what we want, when we want it. This is not helpful when we want to form trust, that takes time, there is no quick app for building trust.**

**In a weak culture, we veer away from doing ‘the right thing’ in favor of doing ‘the thing that’s right for me’”**

**The more attention a leader focusses on their own wealth or power, they stop acting like a leader and start taking the attitude of a tyrant.**

**Those at the top have all the authority and none of the information. Those at the bottom have all the information and no authority. The people in power have to relinquish authority for a firm to do well, run smoother, run better.**

**The role of a leader is to give no orders. Leaders are to provide direction and intent and allow others to figure out what to do and how to get there.**

**When we suspect that the leaders of a company are saying things to make themselves or the company look better than they are or to avoid humiliation or accountability, our trust in them falters.**

**A lack of integrity is at best hypocrisy and at worst lying. The most common of these is when leaders say what others want to hear and not what is the truth.**

**For leaders, integrity is crucial. We need to trust them that they will set the direction for all of us. And not just for their own good.**



**The leaders of companies set the direction for the people.**

**Hypocrites, liars, and self interested leaders create cultures filled with yes men, hypocrites, liars and self interested employees.**

**Building trust requires nothing more than telling the truth.**

**Cooperation doesn't mean agreement. It means working together to advance the greater good, to serve those who rely on our protection.**

**Customers will never love a  
company until employees love it  
first.**

**It is not the work we remember  
with fondness, but the  
camaraderie, how the group came  
together to get things done.**

**Human beings have thrived for fifty thousand years not because we are driven to serve ourselves, but because we are inspired to serve others.**

