



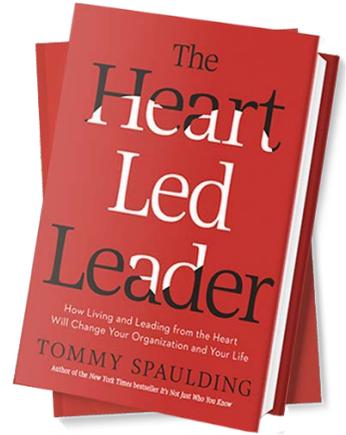
DODReads Executive Summary

The Heart-Led Leader

How living and leading from the heart will change your organization and your life

Thesis: Without acting from a place of love within your organization, leaders lose the ability to produce love-driven results.

- **Tommy Spaulding:** An American Author, global leadership expert, mentor and president of [Tommy Spaulding Companies LLC](#). His mission is to create civic leaders and service-minded leaders by developing their leadership skills and inspiring a heart for serving others with love.
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Why this book is important for the Military Professional:

The Military joins individuals from all walks of life that come together for a common goal. As such, leaders must create and develop subordinates and teams to be better human beings, feel valued, produce results, and be service minded. It is imperative for leaders of all levels to know what it takes to be a heart-led leader that can create a successful organization, maintain military readiness, while growing individuals to be the best version of themselves by leading with love first.

Heart / (hart) trans. noun 6b. the essential or most vital part of something: [heart](#)

Part one: Becoming A Heart-Led Leader

Who You Are Matters:

- Duty titles, recognition, awards, and accomplishments don't show who you are. How you live is how to show people who you are.

How to show who you are

- Living each day authentically caring about family, friends, coworkers, and superiors.
- Making the best out of what life gives you.
- Always live your life as the truest reflection of who you are.
 - I.e.. If a superior or distinguished visitor comes to my office, I don't change my presentation because I want to impress. I'm my same authentic self with everyone all the time.
- When people know you care they will in turn trust you and follow all the while producing love-driven results.
- Demonstrating a genuine and selfless concern for others is how you show who you are.

Do Right:

- Tee Green, CEO of Greenway Health said, "All we have are our hearts and minds. If these hearts and minds aren't taken care of, what kind of company are we going to be? We need to create an environment where people's hearts and minds can thrive."
- Be available and accountable: When are family, friends, coworkers, and superiors need us we need to be there. Whether it's a late-night call or an afternoon take be available. Additionally, as heart-led leaders we need to be accountable for all the concerns, questions, and feedback.

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From the What to the Who:

- In order to have someone's full trust, you must understand their heart.
- Making decisions based on who we are as people rather than in what we think we should achieve.
- Doing what you love instead of what produces the most monetarily will lead you to who you are.
- Heart-led leaders need to start by changing their emphasis from the what to the who. Who we are is the first step to the 18-inch journey.

Part two: The 18-Inch Journey

- **The distance from brain to heart:** 18 inches is the length from our brain to our hearts. Follow the 18-inch roadmap and your organization, family, and you will transform into a heart-led leader.
- **Get to know your people:** When is the last time you spoke with members of your organization? Do you know anything personal about each person? These are the questions that must be asked to change the culture of our organization. Take the time to just talk to your personal. This will lead to better connection, thus leading to a better culture, and better results.
- **Love, Humility, and Caring:**
 - **Love** is showing or telling someone how important they are and can create a foundation that is unbreakable and will prosper.
 - Frank DeAngelis the former Principal at Columbine High School, changed the most recognized and tragic school shooting in US history into a place of hope with simple acts of love. Simple acts such as sending handwritten Christmas cards to each of his 150 staff and taking time from his schedule to meet with students, he transformed the school.
 - **Humility** is about thinking of yourself less. Our accomplishments don't matter rather those that we love and care about are more important.
 - Have you walked into a colleague's office and were bombarded by all their awards, achievements, and recognition but no pictures of their family? We are not defined by those awards but by the people that we love and those in which we serve.
 - **Caring** is showing others you want to see them achieve their best. Caring is not a sign of weakness it takes more courage and strength to be there for your staff and superior.
 - Have you ever had an idea, but a team comes to you with a compromise, do you hear them out? A heart-led leader will allow the team to run with it. Why because sometimes caring allows the team to have by in. This will ultimately bring better results.
- **Passion, Selflessness, Authenticity:**
 - **Passion** is when you care so deeply that whatever the situation is you want it to succeed. If you don't have passion in everything you do, nothing will be successful.
 - Jay Hamby, National Director of Retail Sales, Lucchese Bootmaker was so passionate about his company that one evening he saw a gentleman in a hotel lobby messing around with his boots. He spoke with the man and told him the boots are too small, if the store doesn't refund you, I certainly will. He proceeded to give him his business card. This act showed his passion which encompasses enthusiasm, commitment to go the extra mile.
 - **Selflessness** derives from putting your team before yourself. Teams only succeed when you put the team a head of yourself.
 - Have you ever encountered a "leader" that always said I? These are self-serving leaders. Selfless or heart-led leaders will always refer to we versus I.
 - **Authenticity** starts with respecting the individual and not just their position, duty title, or rank.
 - In the military we are forced to respecting someone's rank and position. However, when we respect a person because they are authentic, we will follow them without hesitation.
- **Self-awareness, Faithfulness, Character:**
 - **Self-awareness** comes from the ability to know exactly who you are, faults and all.
 - John Lennon said, "It's not what you are going to do, it's who you are going to be."

- **Faithfulness** can include a higher power however it can also be the ability to keep persevering through whatever the situation is.
 - In war or in training faithfulness is a key. Our team or wingman rely on us to keep pushing forward. Heart-led demonstrate the ability to keep going even when it seems impossible.
- **Character** is much like integrity, doing the right thing even when no one is looking.
 - Have you walked past that piece of trash on the floor while walking alone but when a superior is there you would have picked it up? Heart-led leaders will always pick up the trash.
- **Vulnerability, Forgiveness, Purpose:**
 - **Vulnerability** helps to build better connections, trust and insight into our relationship, whether at home, work, or school. Vulnerability helps to get to know people in a way that you never would have.
 - As self-serving leaders, you are taught to be tough and always keep your composure. Heart-led leaders are able to be open and candid with their teams.
 - **Forgiveness** comes from a place of love. We all make mistakes, some bigger than others but we should all find that love within to forgive.
 - An extraordinary example of forgiveness is Renee Napier. She was the mother of a 20-year-old that was killed by a drunk driver. She was able to forgive the young man who killed her daughter. She now collaborates with her daughter's killer to bring awareness to the dangers of drunk driving. If she was able to forgive her daughter killer, why can't we find forgiveness?
 - **Purpose** comes from the ability to know exactly where you fit into the bigger picture.
 - In the military we are all part of a bigger purpose. Individuals joining don't always know where they fit in but as heart-led leaders have the responsibility to guide them to their purpose.
- **Encouragement, Empathy, Generosity:**
 - **Encouragement** is the act of encouraging your team to be their best, giving them that pat on the back and believing in them.
 - When is the last time you told your child, spouse, or team that you believed in them? Heart-led leaders encourage their team and give them that extra bit to make them successful.
 - **Empathy** is not just telling someone you know how they feel, it's about building that connection to how they are feeling.
 - Many self-serving leaders in the military lack empathy. Those heart-led leaders that truly have empathy for their team build better connections, thus creating a more productive work center.
 - **Generosity** is using your power to help those around you. Whether you're helping a non-profit, elderly person, or your coworkers.
 - Tommy Spaulding said "there are two parts to generosity: the compassion that fuels a desire to make a difference, and the commitment that turns that compassion into action. Heart-led leaders take action."
- **Honesty, Trust, Transparency:**
 - **Honesty** encompasses being truthful and, in our lives, goes both ways. Give your people a sense of purpose and courage to make change.
 - Honesty is key to any relationship. Once that honesty is broken it's almost impossible to get the trust back. Heart-led leaders are always honest with their team no matter how difficult the conversation is.
 - **Trust** is at the center of every relationship in our lives. Without trust the organization, family, or relationship will fail.
 - In war, how are we to put our lives in the hands of our team without trust. It is imperative that heart-led leaders trust their team so they can in turn trust them.
 - **Transparency** is being able to tell the whole truth no matter the circumstances. It's not about holding back any part of the story; it's about telling it all no matter how ugly.
 - Have you ever had a boss not tell you the whole story? Not being transparent allows people to fill in the blanks with their own version of events. Worse yet, you find out the left-out parts and lose trust.



Part three: Leaving A Heart Print on the World

- Everyone wants to leave a legacy when their tenure or life is over. What kind of legacy do you want for your life and organization? Leaving a heart print is about the determination to leave an impression on others' lives. Put down the to-do list, achievements, and accolades.
- Heart-led leaders strive to be a leader that not only gets the mission accomplished without fail but leaves a lasting impression on those in which they serve.
- Modeling love towards everyone is not always the easiest but to give individuals the opportunity to win tomorrow, we must give them chances. People will make mistakes and be given the chance to overcome those mistakes to be better individuals.
- To leave heart prints a positive impact is a must in order to have the long-term impacts on the person and/or organization.

Thanks to John Laney for writing this executive Summary. John is the former Commanding Officer of Mine Countermeasures Division 31 and the owner of DODReads. After retiring in 2020 john moved to Mexico to serve in a Christian based Non-profit supporting orphanages and humanitarian services. John can be reached through [Linkedin](#).



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