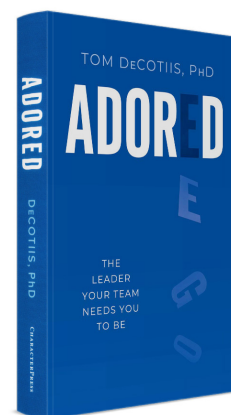


Adored

The Leader Your Team Needs You to Be

by **Tom Decotiis**



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THE SUMMARY IN BRIEF

Every leader wants to make a difference to their business, but that is easier said than done. With so many leadership styles and preferences today, finding the key to success can be tricky. Not to mention, many descriptions of a great leader are subjective. In order to be the type of leader that makes a difference and is respected no matter what, you must transcend from being a great leader to an adored one.

In *Adored*, Dr. Tom DeCotiis draws upon his own experience as a teacher, entrepreneur, and CEO to explain how using your values can allow you to transform your business and coworkers for the better. DeCotiis uses personal anecdotes and insightful instruction to explain exactly how and why to transform from an accepted leader to an adored one, all by setting your ego aside. *Adored* is the perfect guide for anyone wanting to be more than a simple desk leader. With implementable tips and amusing stories, DeCotiis can help you become an Adored Leader by leaning on what matters to you most: your values. Only when you combine active attention and goodness to your leadership approach can you become a truly Adored Leader.

IN THIS SUMMARY, YOU WILL LEARN:

- What separates an Adored Leader from other leaders.
- The 4 most important habits of Adored Leaders.
- The steps to getting a leadership edge.
- How to connect your knowledge, values, and achievements through hard work.

Introduction

Today, more than ever, ethics and personal values must be put into the heart of your leadership skills. That is because being sort of great will not cut it. Looking back at our past presidents, we can see that there is a distinct separation between great and sort of great. For example, George Washington and Abraham Lincoln stand out as being great leaders, despite their numerous ethical failures.

In contrast, many modern presidents, such as Barack Obama or Donald Trump, are described as great by certain people, but the statement is easily contested. What does this teach us? It teaches us that the notion of great and sort of great rely heavily on subjective opinion. If the notion of great is subjective, then why are certain presidents, such as George Washington and Abraham Lincoln, overwhelmingly approved despite their shortcomings?

The answer is rather simple. These presidents are not just great or respected. Instead, they are adored. Though their shortcomings are noted, their eagerness, goodness, and achievement allow them to stand the test of time and be remembered as game changers. How does one become an Adored Leader, though? What does “Adored” even mean in the sense of leadership?

The Three As of Leadership

When it comes to leadership, there are three different classifications: an appointed leader, an accepted leader, and an Adored Leader.

An appointed leader is one that gets appointed to the job but never goes above and beyond to be a fantastic leader. Instead, an appointed leader is simply there to fill the role, and their lack of action and ego tends to do more harm than good for the company. Although an appointed leader is rather straightforward and easily seen, the distinction between an accepted leader and an adored one is much more subtle and warrants further discussion.

An accepted leader, in contrast, has great intentions. They care about the organization and their team, and they work hard to get the job done. Accepted leaders are often liked or appreciated, but they are not all that special. Even though they often make a difference, they are not the difference maker for their team’s success. Instead, they are more like cogs in a leadership wheel, one more successor in a chain of succession. Most leaders fall under this category.

Then, there are a few leaders that go above and beyond and make other people wonder how they can do it. Through their energy, insight, and ability to motivate people, they constantly blow other leaders away and are revered among their coworkers and team. This is an Adored Leader. An Adored Leader is someone who is regarded with utmost esteem, love, respect, and honor. They somehow meld achievement with goodness to make a difference in the team.

But how does one transform from an accepted leader to an adored one? The first thing that distinguishes an accepted leader from an adored one is the sense of wanting to make a positive difference in the lives of others. In fact, the essence of leadership is this very fact. If you do not incorporate this essence of leadership into your leadership strategy, you can never be an Adored Leader. At most, you can be an accepted leader.

The second thing that distinguishes an accepted leader from an Adored Leader is the emphasis on two characteristics: achievement and human goodness. Many accepted leaders focus on one of these characteristics, but not both. They may force achievement while forgetting about human goodness. Conversely, they may be really lenient and kind but not push forward for achievement. Adored Leaders do not pick between these two characteristics. Instead, they have both of these characteristics at once.

Finally, the last characteristic of an Adored Leader is that their achievements do not happen by accident. Instead, they intentionally act to do better to set them apart from other accepted leaders. In other words, they view their leadership success as a matter of choice and personal responsibility.

The Starting Point of Personal Growth

To begin your journey of becoming an Adored Leader, you have to ask yourself one question: how good a leader do I want to be? This is the starting point of personal growth. Although this question may sound a bit juvenile, it is a serious question that will shape your destiny. Many people assume that answering this question happens anytime anyone takes a leadership role, but very few leaders take the time to ask themselves this question.

Even if you do not formally ask yourself how good of a leader you want to be, you will inevitably answer this question through your actions. Your actions will be seen by your peers, colleagues, and history. What you do will tell you exactly how you answered this question. Adored Leaders answer this question intentionally and know that it is up to

them to make their answer a reality.

You Are What You Repeatedly Do

You are what you repeatedly do. The sort of habits you incorporate into your leadership style will determine the type of leader you are. An Adored Leader is one that incorporates habits of excellence into their day to day life. Although it may sound simple to have habits of excellence, it is actually a lot harder than it may sound.

Something becomes a habit whenever the new behavior becomes automatic. The person who instinctively reaches for a cup of coffee upon waking up has a habit. So too does the person who laces up her sneakers and hits the streets for an early morning run. Just as you can have positive habits, you can also have harmful habits, and harmful habits are much harder to break than good ones. After all, it is much easier for me to break the habit of running in the morning than it is to grab a candy bar in the checkout line.

Habits become ingrained in your neuropathways the more you do it. That is why it is tough to add a new habit to your routine. There is not a pathway to help us establish it yet. Likewise, it is hard to break habits because the pathways are already etched in our mind.

The 4 Habits of an Adored Leader

Adored Leaders know the importance of habits. Nothing they do is accidental or coincidental. Instead, their achievements are based on habits that they have worked hard to build up in their mind. There are four habits in particular that an Adored Leader rests upon that separates them from an accepted leader: focus, preparation, commitment, and reflection.

Focus allows you to know where you are going and how you get there. If you do not know your destination, any road will take you there. Adored Leaders focus on the mission at hand. They know what they need to achieve, allowing them to focus on how to achieve it. They then work with an experienced and effective team to make this focus a reality and they have clear expectations and accountability. These expectations and accountability allow for everyone to remain focused.

The second habit of an Adored Leader is preparation. The Adored Leader knows that they must practice excellent habits in order to be excellent when it matters most. In other words, they prepare and practice day to day. Just as the

old saying goes, “practice makes perfect.” Adored Leaders practice often so they can be as perfect as possible.

Adored Leaders also make commitment a habit of theirs. Commitment goes much further than being engaged. Instead, it is about giving a part of yourself for the benefit of others, including your enterprise, team members, and community. This commitment allows them to be better. Even if a follower cannot see an Adored Leader’s commitment, they can feel it. In many ways, commitment is the driving force behind many Adored Leaders.

Finally, the last habit of Adored Leaders is reflection. There is no growth without reflection. Otherwise, you will stay in your comfort zone and stagnate, as the easiest path is to do what you have always done. Growth happens when you think and reflect on yourself and your actions. Personal growth does not come from experience, but from reflecting on experience. Adored Leaders reflect on themselves and their own experiences to reach achievements.

The Leadership Edge

An edge is something that provides us an advantage in the pursuit of something valued. The leadership edge puts six different stepping stones together to achieve one end: being an Adored Leader. This allows you to create your personal edge, starting with your definition of a leader and encourage you to customize one of your own. Here are the six stepping stones of the leadership edge:

1. **Define:** Define what it means to begin with the end in mind and answer the question, “What is a leader?”
2. **Know:** Know what it means to understand the driving force that underlies positive relationships and what it is that an Adored Leader gifts to his or her followers.
3. **Be:** Be is about developing your personal character-- that is, how you approach the challenge of being a good person.
4. **Universal Promises:** Universal promises refer to what Adored Leaders promise their team members and what Adored Leaders expect in return.
5. **Measure:** Measure means monitoring your progress on your journey to being an Adored Leader.
6. **Achieve:** Achieve is about the destination of honorable character and being an Adored Leader.

The Head, Heart, and Hand Triangle

In order to understand the habit building process and how to apply it to yourself, you need to understand the head, heart, and hand triangle. The head represents the knowledge and understanding of what it is that you intend to do. We must have knowledge of what we want to do before we can actually do anything. The heart represents your emotions, values, energy, and what you will actually do. Finally, the hand represents action aligned with the power of knowledge and commitment. In other words, it allows you to connect your head and heart.

All three aspects are seen as a triangle because they relate to one another and are equally important. Without one, you will likely not become an Adored Leader. You will find routine visits to your head, heart, and hand triangle to be invaluable on your journey to being an Adored Leader.

Hardworking Is Not the Same as Hard Work

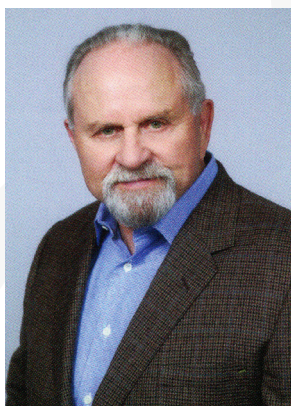
Being a hard working leader is not the same as doing the hard work of improving your knowledge of the profession, lining it up with who you are, and executing it to a high level. Many leaders do hard work to make achievements, but they are not hard working in the intellectual sense. Instead, they are lazy.

It may be more helpful to distinguish between hard working and hard work in the terms of a doctor. Would you want to go to a doctor who is lazy and does not stay up to date on the most recent treatments? Of course not. You want a doctor to be as knowledgeable about medical improvement and science as possible. The same should be said of a leader.

By working hard, you can begin to connect the knowledge of your profession with who you are and executing it. Not doing the hard work of learning the lead at the highest achievable level will lead to serious consequences.

Conclusion

You have already started the hard work of learning to become an Adored Leader. Now, you must challenge yourself by following along the six stepping stones of the leadership edge and more so that you can transform yourself from an accepted leader to an adored one. The choice is up to you.



Tom DeCotiis is co-founder and CEO of CorVirtus. He has more than thirty years' experience working with start-up, fast-growth, and turnaround companies and not-for-profits that want to emphasise values, execution, and being the best in their industry as the basis of their growth.

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