

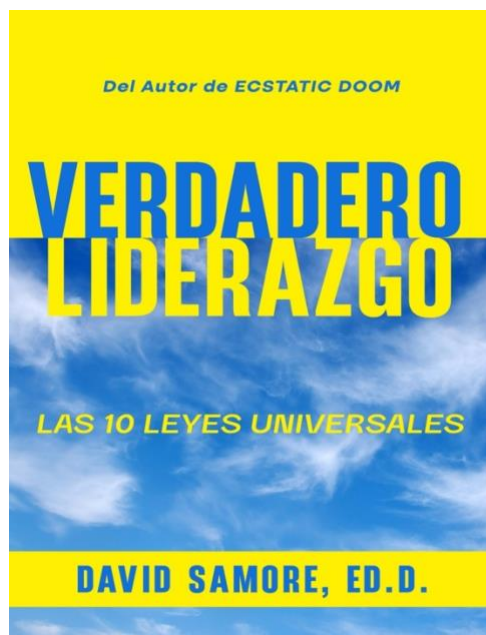
## **RESEÑA: DAVID SAMORE: VERDADERO LIDERAZGO: LAS 10 LEYES UNIVERSALES**

## **REVIEW: DAVID SAMORE: TRUE LEADERSHIP: THE 10 UNIVERSAL LAWS**

**Sarah Menor-Tiilikka**

M.A., Florida International University

B.A., Florida Gulf Coast University



:

## FICHA TÉCNICA:

TÍTULO: **TRUE LEADERSHIP: THE 10 UNIVERSAL LAWS**

AUTOR: DAVID SAMORE

AÑO: 2024

IDIOMA: ENGLISH - CASTELLANO

EDITORIAL: David Samore & Associates, LLC,

FORMATO: PAPEL /DIGITAL

NÚMERO DE PÁGINAS: 230.

ISBN- 13: 979-8987750278

"In any enterprise, leadership boils down to how well people coexist with one another. Fundamentally, effective leadership is creating, sustaining, and nurturing relationships." (pg3) In Dr. David Samore's new leadership book, published January 2024, *True Leadership: The 10 Universal Truths* provides readers with actionable strategies to enhance their leadership abilities and build relationships. Dr. David Samore is an experienced leader who has over 40 years of experience in both public and private sectors as well as a teacher, principal, and professor. *True Leadership* is applicable to educators in leadership and rising educational leaders and anyone who aims to lead others in any profession.

David Samore grew up in Sioux City, Iowa to immigrant parents. As a teenager Samore won a scholarship to a boarding school in Wales called United World College of the Atlantic. This experience helped shape his love of education. Dr. Samore earned his B.A. and M.A. in Spanish from the University of Iowa and Ed.D. in Educational Leadership from Florida Atlantic University. Dr. Samore was recognized as the Florida Principal of the Year in 2008 and 2015. These educational accomplishments give significant credibility to Dr. Samore's leadership guidance offered in *True Leadership: The 10 Universal Laws*.

### **Main Themes**

Dr. David Samore offers what he believes to be *The 10 Universal Laws* of True Leadership. A brief summary of these laws are as follows:

Samore begins his book by describing what True Leadership is and what he calls the *Five Levels of Leadership*. This is a scale in which Level 1 represents Poor Leadership and Level 5 represents Exceptional Leadership. He offers guidance on what each level looks like and the ways in which a leader can strive to achieve each one (Samore, 2024).

In The 1st Universal Law, *Job No. 1 Never Changes*, Dr. Samore emphasizes that "the No. 1 task is to build and foster relationships among stakeholders" (p. 18). Samore describes communication as the foundation for promoting relationships among stakeholders. When communication systems are established, organizations can help create a culture of trust. He also recommends that leaders get out of their offices and communicate with stakeholders (Samore, 2024)

The 2nd Universal Law: *Culture Always Matters*. Samore describes creating a culture that has shared values. He presents his Three Shared Values, which he used during his tenure as school principal to unify the culture. These values helped shape

his school's culture, and he suggests that all organizations create shared values (Samore, 2024).

The Third Universal Law: *Leaders Need Followers*. This section is devoted to the idea that leaders must have followers because without followers they cannot be called leaders. It posits that leaders must offer trust, compassion, stability, and hope to their followers or they will seek other options. It also argues that communication is an important necessity for followers. Samore also provides practical steps for managing "obstacles," people who stand in the way of leaders (Samore, 2024).

The 4th Universal Law: *Adversity is Opportunity*. This law explains the importance of emotions related to leadership. Dr. Samore describes ways to build an "open arms" culture and how crises can unite stakeholders under the right leadership. Samore describes communication as the foundation for building this community of emotional support (Samore, 2024).

The 5th Universal Law: *Risk Must Be Pursued* recommends that risks must be taken in order for growth to occur. Samore again suggests communication with stakeholders as a key element. A Culture of Forgiveness must also be instilled in order to take risks. Clear expectations for all stakeholders, including leadership, are key factors for growth and risk management (Samore, 2024).

The 6th Universal Law: *A Saga is Mandatory* proposes that True Leadership requires a saga. Leadership sagas take time to build and must have a keen sense of purpose and belonging. Samore argues that leaders need thinkers to help them implement innovative ideas and win over detractors (Samore, 2024).

The 7th Universal Law: *Reject Charlatans* is a warning to leaders and future leaders to be wary of leaders who seek power at any cost. Samore describes a charlatan leader as deceitful and a sower of mistrust, while emphasizing that the

only way to lead is with complete transparency. Organizations that generate transparency create a culture of trust, and trust leads to success (Samore, 2024).

The 8th Universal Law: *Stay Ahead of the Curve or Disappear* outlines guidance on how to monitor significant changes and prepare for changes that will affect the leader. Samore suggests that leaders should be aware of the communications they participate in and listen to, and then reflect on these conversations. The leader must be able to tell their story before someone else does (Samore, 2024).

The 9th Universal Law: *Protecting Power is Failure*. Samore warns against leaders with political tendencies, as they do not exhibit leadership talents. Leaders must be careful not to engage in rumors and divisive behavior. Leaders must always take into account the thoughts and opinions of the members of the organization (Samore, 2024).

The 10th Universal Law: *Don't Depend on Sugar*. Dr. Samore urges leaders not to sugarcoat the truth. He believes that clear and honest communication is the most effective way to lead (Samore, 2024).

### **Key Quotes**

"It is essential that anyone aspiring to a leadership position in any field take the time to reflect on themselves and analyze their motivations for wanting to be a leader" (p. 16, Samore, 2024). Samore goes on to explain that True Leaders lead because they feel they can help others. He goes on to explain that leaders who want to "lead" in order to feel powerful often fail if their primary motivation is questionable.

"True leadership is not possible unless strong, honest, and trusting relationships are at the heart of every decision, vision, and mindset of those who

make up the organization" (p. 18, Samore, 2024). In this quote, Samore explains that relationships and honest communication are the elements that help leaders succeed. He also explains that these relationships flourish when a sense of teamwork is cultivated by working together on challenging tasks. When stakeholders see that leadership practices and models expectations, trust begins to build.

"The way an organization responds to a crisis is a reliable measure of leadership. When an unexpected calamity strikes, the response of leadership and its subsequent actions are a strong indicator of the organization's ability not only to avoid disaster, but also to recover strongly and find opportunities in the process" (p. 79, Samore, 2024). In this quote, Samore explains that when adversity strikes, it is important to have strong and compassionate leaders. He suggests that leaders learn to lead with emotional intelligence and open arms. This can be achieved with effective communication skills and a willingness to listen to the concerns of stakeholders.

### **Strengths and Weaknesses**

*True Leadership* provides excellent insight and guidance for current and emerging leaders. Dr. Samore consistently emphasizes that communication is the key to successful leadership and provides practical steps for leaders. His book is filled with excellent practical examples of leadership qualities and anecdotes that provide context for the ideas. These anecdotes are also a weakness in some sections. At times, some of them are too long and it is a bit difficult to relate them to the topic of the section.

One of the strengths of *True Leadership* is that it applies to leaders in any organization, not just education professionals. Any other professional will find great value in the practical steps outlined and can apply these leadership practices to

their profession. Dr. Samore demonstrates his clear and deep understanding of the education system, as well as the private sector, which provides a unique perspective, as many books on educational leadership are written by professionals who have dedicated their entire lives to education.

### **Conclusion**

*True Leadership* is incredibly relevant in today's culture and highlights ways in which leaders can be more effective. Dr. David Samore discusses the importance of having clear channels and procedures for communication.

Samore offers ten universal laws for leadership and establishes common points and ideas that support good leadership practices, highlighting the importance of building relationships and uniting people within the organization to support a common cause or moral purpose.

Samore's text is relevant to other professionals outside the field of education, based on the context he provides through his examples. Overall, David Samore's book *True Leadership* would be wonderful for all professionals, and particularly those in the field of education.