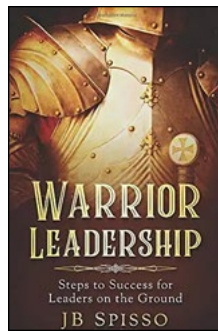


## **Warrior Leadership: Steps to Success for Leaders on the Ground**

**By J.B. Spisso**

**Henderson, NV: JBS  
Leadership Consultants, LLC,  
126 pages, 2019**

**Reviewed by LTC (Retired)  
John D. Nawoichyk**



In his book *Warrior Leadership: Steps to Success for Leaders on the Ground*, J.B. Spisso provides authentic and heartfelt lessons on leadership that makes it a must read for every leader. In his introduction, he states that everything in the book leads back to “hard work, staying positive, and leadership is a learning process,” and he clearly lays out those threads in spades on every page. He goes on to say that everyone is a “warrior” in their own right, defining the term as someone who “is working hard to be the best at whatever you do and doing it with honor, personal courage and character.” Unlike so many recent books written by veterans, Spisso seamlessly integrates his own military experiences with those of countless professional athletes, business executives, and leaders across all industries; you will find yourself pulling your well-worn and written-in copy off the shelf to continuously review as you face challenges and strive for continued growth. He achieves this through an easy-to-follow structure, outstanding examples, and actionable lessons learned. This book is an easily digestible treasure trove on being a “warrior.”

Spisso structures the book into categories that result in bite-size chunks of leadership lessons. The lessons are broken down into 12 chapters, each covering critical topics such as finding your leadership style, engaging every role you are in, being a force multiplier, and enhancing group dynamics and team chemistry. Every chapter provides a series of examples that are case studies from his lifelong drive to be the best he can be and associate with those same people. Within each of the examples, Spisso provides actionable items for leaders to use. Uniquely, each chapter ends with “The Takeaways,” which are three to five quick hits that the reader can immediately use and easily refer back to. His stories make the structure flow and have the reader wanting more.

Throughout the book, there are a range of examples of both success and failure from leaders in every community, including military, C-suite executives, and professional athletes. These examples, truly stories, allow readers to easily grasp the lessons because they may feel like “hey, that could be me” on every page. For example in the chapter “Finding Your Leadership Style,” Spisso talks about how his first squad leader, SSG Hugh Roberts, taught him through personal example that every person could have a leadership style as long as they are consistent, clearly driving his point home in a simple understandable way. While two chapters later, he

uses the actions of a professional hockey player talking to an 11-year-old boy to exemplify the ability to easily fill multiple roles based on the scenario. It is through these examples, that the author highlights easily digestible actions any leader can take.

As a direct follow up to the examples, Spisso uses his skills honed within the special operations community and countless years of teaching to provide the reader with actionable tools. For example, in the “Transformation” chapter, he addresses how you can stay focused and achieve more by sectionalizing activities in your life; while doing your workout cut out distractions like emails and texts, but when in the office focus on work. A poignant example that really hit home for me is the idea of “being home for dinner by 6 p.m. every night” often results in working at home all night, losing the desired effect of family time where it could be better to come home 45 minutes later but leave work at work — being deliberate and present in all you do. Other great lessons include how to quell the natural fears of your new subordinates as you move into a new leadership position in the chapter “Be Yourself” and how to adapt to your people in the chapter “Leaders Must Be Adaptable.” By using clear examples and immediately following them up with actionable lessons learned, readers can naturally feel empowered to transform their personal and professional lives.

*Warrior Leadership* is a must read. As you read the book, you will want more and find yourself taking notes on how you can become the best “warrior” you can be. Not only will you enjoy the first read, but you may continually come back to it as a reference for your growth and to solve challenging problems.

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