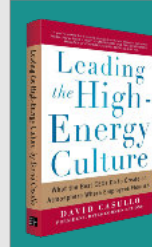


Leading the High-Energy Culture:

What the Best CEOs Do to Create an Atmosphere Where Employees Flourish



Chapter 10

Chapter 10 : Save the “Saved”

Step 1: Build the Fire

Step 2: Walk in the Shoes of Your Disciples

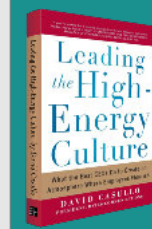
Armed with a better understanding of your organizational truths, you have cracked the code and identified the secret sauce that has (or will) set your company apart... or you have discovered the missing ingredient it lacks. The atmosphere is rich with oxygen. A spark will ignite the energy and set off a chain reaction.

“One-fifth of the people are against everything all the time.”

—Robert F. Kennedy, former US Senator and Attorney General

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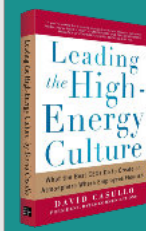


Exercise 10.1

Who are the 3-5 disciples whose energy will be ignited by yours and who will spread your powerful message quickly, efficiently, and effectively?

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Exercise 10.2

Think of the top 5-20% of your employees, the peak performers, the reliant self-achievers. Walk a mile in their shoes. You need to understand who these people are, as they are vital to your success as a leader and organization. So engage in some 180 Thinking. Look at things from their point of view.

- If I'm one of the best performers at this company, what outcomes result from my performance?
- Has anyone asked me lately what outcomes I value most?
- How does management "preach to the converted" here as opposed to ignoring the best performers and focusing on the slackers.
- What actions has leadership taken in the last two months that focus on reaching for and celebrating team wins?
- How much do team wins result in shared rewards?
- If this company were to face a crisis, is my passion for our leaders so strong that I would walk through fire for them?
- What could our leaders do in the next two months to strengthen my sense that I am truly valued in this organization?