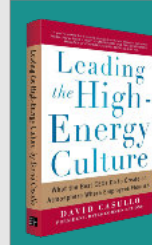


# Leading the High-Energy Culture:

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



## Chapter 11



## Chapter 11 Rise to Your Best Leadership Self

### Step 1: Thorn, Rose, & Bud

### Step 2: Writing Your Own Leadership Eulogy

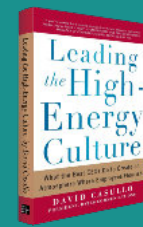
Having now journeyed through the process, you have undoubtedly uncovered nuggets of gold. Let's capture them here using a couple of unique exercises that we've used in programs to help leaders emblazon some of the learnings from reflections into their soul.

*"Follow effective action with quiet reflection. From the quiet reflection will come even more effective action."*

*—Peter Drucker*

# Leading the High-Energy Culture:

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

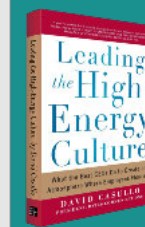


## Exercise 11.1

THORN	ROSE	BUD
<p>Think about a low point in this journey. It could have been a difficult realization that struck you about how your personal truths compared with your organizational truth.</p> <p><b>What proved to be your biggest thorn?</b></p>	<p>Now consider the high points of this journey. What was a eureka moment for you while you were reading this book—something that made your mind reel because of leadership and communication?</p> <p><b>What was your rose?</b></p>	<p>Last, reflect on the challenges that await you in the months to come. We reviewed all sorts of processes and steps that you might undertake as a leader with your team. What are you looking forward to as you move forward? What are you most excited about as a tangible way to promote growth for you as a leader and for your team?</p> <p><b>This is your bud.</b></p>

# Leading the High-Energy Culture:

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



## Exercise 11.2

### Writing Your Own Leadership Eulogy

Imagine a time machine has transported you several decades into the future. The scene is a house of worship, packed with a congregation wearing somber colors. As you look around, you're stunned to realize that the pews are filled with your family members, friends, acquaintances, and colleagues—all considerably older but absolutely recognizable.

It hits you suddenly: this is your memorial service.

What do you want the eulogist to be able to say about you as a leader?

"As we reflect here today on our great loss, I want to say a few words about \_\_\_\_\_'s professional legacy. As an individual contributor, what made \_\_\_\_\_ different from the typical professional was \_\_\_\_\_

\_\_\_\_\_."

"On a personal level, I know that many of \_\_\_\_\_'s colleagues and I have fond memories of our days together. As we worked together as a team, I always appreciated \_\_\_\_\_'s personal qualities of \_\_\_\_\_

\_\_\_\_\_."

"As you know, \_\_\_\_\_ ultimately became a great leader. In order to energize their people, all leaders need to get off the fence and stand for something.

Whether \_\_\_\_\_'s organization was enjoying success or struggling through a challenge, I always knew deep in my bones that \_\_\_\_\_ stood for \_\_\_\_\_

\_\_\_\_\_. There was never any doubt about that because that's what \_\_\_\_\_ is all about. That's why I'm proud to be here today to honor \_\_\_\_\_'s legacy as a leader."

*“You have the power  
within you.*

*It doesn't come by  
the grace of God  
alone. You have to  
go after it.”*

*—David Casullo*