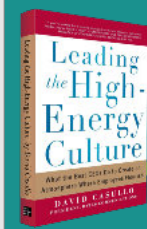


# Leading the High-Energy Culture:

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



## Chapter 5



## Chapter 5: Pay Careful Attention to the Alpha Dog

### Present Day Leaders - Alpha Dog Analysis

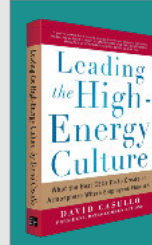
We have now turned our attention to the present day leaders, the key decision makers we affectionately call the “Alpha Dogs” of your organization. Alpha Dogs are the one, two, or three key leaders in your organization with position authority, currently or recently, who have driven the most economic value while having the greatest positive impact on the people in your organization.

*“Leadership is influence.”*

*—John C. Maxwell,  
American author and  
pastor*

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## Exercise 5.1

Identify your Alpha Dogs

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

What are the key phrases you hear them often say?

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When forced to prioritize, what choices do they make?

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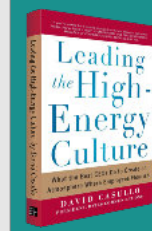
What behaviors do you witness when they're at their very best?

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## Exercise 5.1

How do they behave in times of crisis?

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What is their decision-making style?

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What is their communication style?

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What don't they do, ever?

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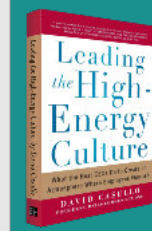
What upsets them?

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## Exercise 5.1

What excites them?

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How do you feel when you're around them?

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Are their behaviors consistent? If not, what's inconsistent? What stimulates the inconsistency?

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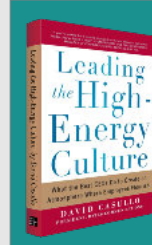
In a short phrase, what is their most important truth?

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## Exercise 5.1

Reflecting on your Alpha Dog answers, what personal truths emerge in your mind for the Alpha Dogs as you see them portrayed through their actions? Capture those personal truths in writing:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

### Alpha Dog Personal Truths vs. the Organizational Core Values

List the consistent truths here:

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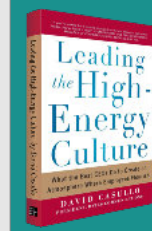
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## Exercise 5.1

### Alpha Dog Personal Truths vs. the Organizational Core Values

What excites you about these consistencies?

**Are your organizational values, Alpha Dogs PTs, and your PTs aligned?**

**IF YES –  
Great!  
You're poised for success.**

**If NO –  
Take time to reflect and  
consider the options you have  
to remain true to your PTs.**