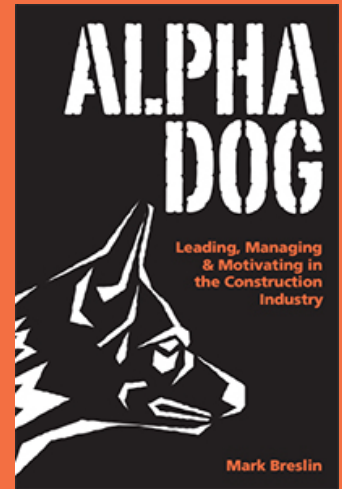


ALPHA DOG DISCUSSION GUIDE

The following **20 questions** are designed for use by contractors, instructors and foreman.

1. What obstacles do construction supervisors face in trying to grow and improve in their jobs? What makes a foreman a professional? (pages 36-39)
2. Why is integrity and honesty so important in leading others? (page 188)
3. What are ways of being a magnetic and positive leader?
What are the benefits on the jobsite? (pages 66-67)
4. Why is it important to provide employees with consistent feedback?
(pages 121-122)
5. How can active listening and asking questions rapidly improve employee commitment, loyalty and buy-in? (pages 110-113)
6. What are five of the seven tactics for effective delegation on the jobsite?
(pages 114-115)
7. What are some effective ways of resolving or managing conflict between employees?
(pages 137-140)
8. What are some of the impacts of allowing a sub-standard performer to remain on the jobsite too long? (pages 177-178)
9. What are the most powerful motivators to improve employee performance?
How are those being used or not on your jobsites? (pages 169-170)



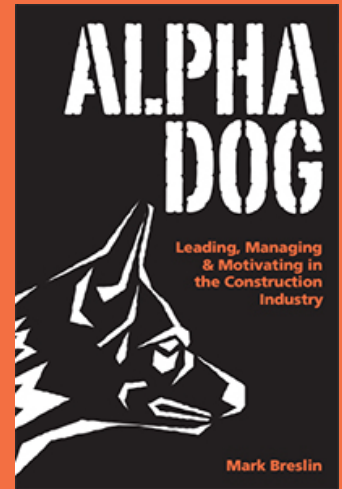
Alpha Dog: Leading,
Managing & Motivating
in the Construction
Industry (Book)



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10. What are the three biggest de-motivators to employees? (pages 163-164)
11. What is "The Hub" management style and how does it impact performance in the field? (pages 102-104)
12. What are common mistakes construction leaders make with their employees? (pages 61, 64, 77, 115,125)
13. How does a foreman balance the role of manager vs. friend on the jobsite? What possible challenges might he/ she encounter? (pages 100-101)
14. Are foremen generally held to a higher standard of behavior and integrity than the people who work for them? Why or why not? (page 52)
15. What are the differences between a Real Alpha leader and a Fake Alpha leader? What motivates each? How does this impact jobsite performance? (pages 54-57)
16. What does a construction foreman need to know to really understand the business that he/she is in? (pages 80-82)
17. What is the difference between things that are urgent and important? How should this impact jobsite decision making? (pages 74-76)
18. How would a top foreman run a morning "jobsite huddle" to increase performance results on the job? (page 131)
19. What are five of the ten "Absolute Rules" for terminating employees? (pages 148-150)
20. How does improved field management and leadership directly lead to improved profits? (Summary Question)



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What leaders are saying when asked:

*"What is one thing you will
do differently after the
Alpha Dog series?"*

"Praise someone's actions not their
outcome."

"Influence, not authority."

"Get employees more involved in the
decision making process."

"Try to encourage and mentor my
men under me."

"Explain more effectively to personnel.
Listen to people. Take time to be
more efficient."

"Try better to elevate the mindset of
those that work under me."

"Change the way I give praise."

"Look at how I express expectations
to other employees."

"Give more info, and be more open-
minded with other suggestions."



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