

Contents

About the authors	vii
Introduction	ix
Acknowledgements	xv
PART ONE: WHY: RE-ENERGIZING THINKING	1
1 Beyond the talent war	3
2 Come together	9
3 In search of surprise	15
4 The energy of excellence	23
5 Energizing leadership	29
6 Killed by management	35
7 From great to grave	43
8 The balancing act	47
9 Split decision	57
10 The people power plant	63
11 Constructing the competence campus	67

12	Creating the confidence clinic	89
13	Composing the courage cathedral	99
PART TWO: HOW: ENERGIZING ACTION		111
14	The Es in energize	113
15	Envision	117
16	Elements of envisioning	125
17	Engage	133
18	Elements of engagement	137
19	Execute	155
20	Elements of execution	159
21	In the army now	173
22	How to develop leaders	177
Index		197