

Database

Entry Date	2023-07-11
Source	Ludeman K, Erlandson E. Coaching the Alpha Male. Harvard Business Review. 2004;(May 2004).
Link	Link
Source Type	Review /Overview
Domain	Individuals
Subdomain1	Leaders
Subdomain2	Coaching
Key Points	The highly competitive environment of hospital specialist training and recruitment inevitably leads to a disproportionate number of highly driven and competitive 'alpha' males ending up in these positions. This may be advantageous where bold innovation and boundary extending courage are required. Few ground breaking surgical techniques are introduced and nursed through the early learning curves of frequent failures by shrinking violets. We need this type of alpha males (and females, fewer in number tho' no less courageous or turbulent) for progress to be made. The down side ot 'alphadom' is that such individuals may not be easy to work with or be good team leaders or builders. At the extreme they can verge on dangerous narcissism - disruptive to their colleagues and dangerous to their patients because of their unshakable self confidence and over estimates of their own abilities. This paper gives some useful and practical advice for managing these individuals at the milder end of the spectrum.
Citns	124