Figure 1

Forms of canine presence in organizations

## Canine skills **Human-canine interactions** Explanation: Dogs have unique skills, in Explanation: Organizations use developed some cases superior to those of humans. forms of human-canine communication to perform tasks beneficial to humans. Organizations take advantage of these skills by assigning dogs to work roles. *Illustrations*: corporate use of dogs in stress Functional relief initiatives; helping the employees to Illustrations: narcotics detection; handle hectic schedules; improving the companions of blind people; detecting social climate of the organization; attracting explosives; avalanche victim search. and retaining dog owners or applicants/employees who "love" dogs. Role Leader values Canine symbolism Explanation: Organizations use values Explanation: Leaders and other commonly associated with dogs to perform organizational representatives are seen in expressive functions. the company of their dogs. The dogs are expected to transmit specific ideas about the Illustrations: use of dogs in company logos; leader. use of dogs as symbols of loyalty, Symbolic faithfulness, and proud and in war times; Illustrations: dogs as substitutes of human dogs as epitomes of the Nazi ideology. proximity in tough corporate arenas (Al Dunlap); using dog to intimidate adversaries (Vladimir Putin); "Mrs. Clinton is a wellknown dog lover" (Kingson, 2016); Trump "would be the first president since Harry Truman without a pet" (Kingston, 2016). Dogs **←** - Focus **→** Humans