

The Enerpace PaceSetter

News as Individual as YOU are!

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August 2015

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Dear Subscriber,

We've all heard slogans like "do more with less" or "faster, better, harder" so many times that they make us gag. Yet we are also well aware that we will never be told NOT to grow revenue or NOT to cut expenses. No salesperson truly expects their targets to be lower next year or that they will be rewarded more for producing less.

This month's "Enerpace Expert", Liz Ryan, shares a great story about her son's new manager who rode the employees hard to increase their pace....even though nothing was technically "wrong". He cracked the whip just because he could.

I've had similar conversations with clients 3 times over the past week. In fact, the title this month - 'Beat the Mule Syndrome' - actually came from a client who feels like HIS boss is cracking the whip, without recognition of the great achievements they've already made. Yes, they may not be outperforming another geographic area. But what about the fact that they've blown their goals out of the water? If you beat a mule too much, it shuts down or collapses.

Think about your leadership:

- Where are you cracking the whip just because you can?
- Where do you feel whipped?
- Where do you beat yourself up?
- Where do owe your team some recognition?
- Where do you owe yourself some acknowledgment?

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Upcoming Events

Speaking with prospective clients, I explain that Enerpace works with “Human Thoroughbreds” who are looking for support to run their best race. One of the first steps in that journey is to make sure you are treating yourself like the thoroughbred you are!

Here’s to making your life a “mule-free zone”!

Elene

p.s. Be sure to check out the discount on a wide variety of courses offered by QTI. The promo code and registration link are in the Upcoming Events column to the right. ==>> ==>>

(All listed in Central Time)

"Turn Your Accent into an Asset!" - UCWBG September Webinar, Friday, 9/11/15 @ 12 noon CT

[Details](#)

"The Business of Divorce: Minimize Your Economic Impact When 'Happily Ever After' Ends" - UCWBG October Webinar, Friday, 10/2/15 @ 12 noon CT

[Details](#)

Leadership Learnings

Help Your Team Spend Time on the Right Things

Ron Ashkenas and Amy McDougall, *Harvard Business Review*

When you need to raise the bar or shift your team’s focus, how do you do it? Rather than "crack the whip" and expect the impossible, perhaps there's a better way to lead your team to the goal you want.



Read on to see how one company achieved this goal.

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Our new partner, the [Quality Training Institute\(QTI\)](#) offers a variety of courses for professional development and career growth including Enerpace workshops.

And, QTI is offering Enerpace Subscribers a **15% discount on all upcoming courses**. To take advantage of this, use promo code: enerpace71983 when registering. This code expires 9/31/2015.

Click [here](#) to learn more about QTI and the upcoming workshops and events. There are some new ones starting in September!

Career Management Corner

Schedule a 15-Minute Break Before You Burn Out

Ron Friedman, *Harvard Business Review*

Feeling guilty about stepping away from your desk for a quick break? Don't! A break actually makes you more productive than pushing through an energy slump.

Find what works for you to get that extra jolt of energy. You're a thoroughbred, not an Energizer Bunny!



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Business Building Blocks

How When and Why to Part Ways with a Customer

Lior Arussy, *Harvard Business Review*



Feeling beat up by a key customer? You're not alone. I recently spoke with a woman business owner who fired a customer because their demands had become ridiculous and the relationship abusive. Her Sales

VP was apoplectic, but she knows life is too short to work with folks who only want to "beat the mule".

How many customers do you need to say goodbye to, in order to have room for the ones you serve the best?

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Enerpace News

Job hunting? The article, "*How to Make Time for a Job Search When You're Working Full Time*" offers some great tips - including one from Enerpace!



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Enerpace Expert

Here's to Where to Stick Your "Sense of Urgency"

Liz Ryan, LinkedIn

How do you show respect for those who work for you and with you?

We can all learn a powerful lesson from this 16 year old's first job.

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Cool Tools

Are You Focusing on What's Important?

Stew Friedman, *Harvard Business Review*

Follow this quick and simple diagnostic to review your priority and time allocation, or what some of my clients call your "say/do" ratio.



Are you putting your time and effort into those areas you value most?

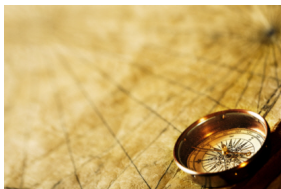
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Great Books

Simply Effective: How to Cut Through Complexity in Your Organization and Get Things Done

by Ron Ashkenas



As a leader in today's business world, it's tough to just "Get Things Done."

Need some help? Read this book written by the

author of this month's Leadership article. It will help you create a "mule-free zone"!

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Quotes You Can Use

"Your happiness ultimately comes from the way you work, not where you work."

Russell Simmons
(1957 -)
American Entrepreneur

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