

The Enerpace *PaceSetter*

News as Individual as YOU Are



August, 2012

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Dear Subscriber,

Constant change, at a constantly increasing speed. More and more uncertainty as our global economy introduces more and more variables we must consider in predicting the future. A flatter organizational structure that seems to add more stakeholders to manage, both inside and outside the firm.

Does this sound like the reality of your professional life? It is for the clients we work with daily, and it doesn't look like it will be changing any time soon!

What's the solution? Leadership Agility. We must be agile leaders to survive AND thrive in this environment.

Agile leaders can self-manage and flex their styles as required by the environment. They know how to scope initiatives and engage stakeholders to achieve alignment. Most importantly, they can look within and outside the firm for synergies, possibilities and innovation.

I'll be speaking on this topic 9/11/12 at the Chicago Marketing Executives Networking Group breakfast. [Please join us!](#) Or, follow [this link](#) to access a short whitepaper explaining the leadership agility core competencies.

Have a wonderful Labor Day weekend -

Elene

p.s. If you'd like to learn more about Leadership Agility, a short whitepaper can be requested here: [Leadership Agility Whitepaper Request](#). Call us at 630-832-4399 to discuss how this tool can support your needs and the needs of your firm.

LEADERSHIP LEARNINGS

What's Your Influencing Style?

Chris Musselwhite and Tammie Plouffe, *Harvard Business Review*

Stakeholder agility requires skill in influencing others, co-creating solutions and bringing conflicting priorities into alignment. Understanding these five influencing styles and when to use them is a great place to start working on your overall leadership agility.

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Upcoming Events

(All Listed in Central Time)

"Wake Up Inspired! to Live the Life You Were Meant to Live"
- Webinar, Fri.
9/7 @ 12PM
[Details](#)

"How Agile Are You?" - MENG
Chicago Chapter
Meeting, Tues.
9/11 @ 7:30AM
[Details](#)

"Maximize the ROI on Your Networking Time" - St. Raphael's Career Transition Group, Sat.
9/22 @ 9AM
[Details](#)

"Does Leadership Really Have a Gender?" - Webinar, Fri.
10/5 @ 12PM
[Details](#)



CAREER MANAGEMENT CORNER

Want to Be a Better Leader? Schedule Some Time for Yourself to Think
Patty Azzarello, *TNLT The Business of HR*

Do you ever find yourself wishing you just had more time to think? It's necessary for agile leadership!

Specifically, reflection time is needed for context agility as you scope and define desired outcomes. When a problem is complex, creative agility necessitates some thinking and strategizing time.

We know you're very busy, but to be a more effective and efficient leader you need to give yourself the time to think. This article provide some ideas on how to do just that!

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BUSINESS BUILDING BLOCKS

10 Ways Successful Entrepreneurs Beat the Odds
Martin Zwilling,
blog.startupprofessionals.com

Is it just luck that makes you successful as an entrepreneur? This article points out the leadership style and personal characteristics that lead to business success. Not surprisingly, they address all 4 Leadership Agility Competencies too!

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ENERPACE NEWS

1. Enerpace's big news - Elene is now certified in the Leadership Agility 360 feedback instrument. Elene says "I am a continuous learner in executive coaching. I love what I do and will always look for new tools to add to my coaching toolkit to best serve my clients!"

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2. Do you find that you cannot advance professionally because the company cannot function without you in your position? Read this article, "Are You Too Essential at Your Job?", to give you some tips on how to carefully move ahead while not leaving an empty spot where you were. And, Enerpace is quoted!



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3. Read about "4 Ways to Help Employees Reduce Distractions" and check out Enerpace's contribution too!

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4. Enerpace is #45! Read about "Tips to Land Speaking Engagements."

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ENERPACE EXPERTS

Leadership Agility, Team Agility, and Organizational Agility

Bill Joiner, *ChangeWise.biz*

We thought it only fitting that we take you "straight to the horse's mouth" as it were to learn more about these important topics. To create an agile organization, you need agile teams comprised of agile leaders.

The link below provides a great overview of the Leadership Agility Model and it's key competencies.



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COOL TOOL

Leadership Agility 360

ChangeWise and Cambria Consulting

Work in a rapidly changing environment? Face a lot of uncertainty daily? We have the tool for you!

The LA 360 is an on-line feedback instrument that creates a detailed report showing leaders concrete ways to increase their own leadership agility, thereby increasing that of their organization. Leadership agility is a critical skill for



winning in today's global marketplace.

[Find out More](#)

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GREAT BOOKS

Leadership Agility: 5 Levels of Mastery for Anticipating and Initiating Change - William B. Joiner & Stephen A. Josephs

NOT a light read, but definitely important information for all of us leading in times of rapid change and great uncertainty.

These new times require a new level of leadership - not new news. But this work is unique in recognizing that we must develop internally to change our leadership behaviors externally.

Elene Cafasso recently attended certification training for the "LA 360"- a 360 degree feedback instrument based on these 5 levels.

No time to read? Contact us at #630-832-4399 for an Executive Summary of the research/book and the implications for leaders.



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QUOTES YOU CAN USE

"You cannot create experience. **You must undergo it.**"

Albert Camus
French Writer and Nobel Prize Winner

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