

Enerpace.com ~ mail@enerpace.com ~ 630-832-4399

# The Enerpace PaceSetter

August 2022: Meliora



## We Grow Agile Leaders Who Grow Purpose-Driven Firms

Hello Subscriber,

Last week, I left my heart in NY when my one and only child moved into the "Sue B" dorm at the University of Rochester. As I've said repeatedly for months now, "I love everything about the place except the location!".

One of the things I love most is their motto - Meliora- which is Latin for 'ever better'.



Meliora doesn't require perfection, competition or burnout. Instead, as Faulkner reminds us in our quote this month, it's really about just "being better than yourself".

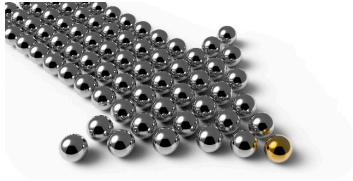
I am constantly awed by our many fabulous coaching clients who embody Meliora each day. Some clients have been with us for years – and not because they haven't achieved their goals! Instead, these “human thoroughbreds” just keep raising the bar.

They can do that because they have a growth mindset. This is one of the most necessary characteristics of leadership, because it enables change. The best leaders recognize that situations, skills and challenges aren't fixed in stone and permanent. They know that we can grow and change, innovate and learn, and indeed become 'ever better'.

As we move into the final months of 2022, in what area(s) will you apply the Meliora principle? Where can you better embrace a growth mindset? The articles we've selected this month will help.

Getting better together -

Elene



**"Always dream and shoot higher than you know you can do. Don't bother just to be better than your contemporaries or predecessors. Try to be better than yourself."**

William Faulkner (1897-1962)

American Writer



## Leadership Learnings

### 4 Steps for Embracing the Discomfort of Developing the Growth Mindset

Rachel Cardero & Andrea Derler, PhD,  
*NeuroLeadership Institute*

Cultivating a growth mindset isn't automatic or even easy. That's why many leaders enlist coaches for support until the new behaviors become habits. In this article, our favorite



## Business Building Blocks

### Help Your Employees Spot Your Company's Bad Habits: 5 Steps to Tossing Stale Best Practices

Steven Goldbach, *Training Industry*

As business owners, it's sometimes difficult to let go of policies and programs that we created but may no longer serve us. Our employees can provide a fresh perspective

neuroleadership experts provide 4 keys that make the process smoother.

Read More

and front-line experience to help us identify ways to make things 'ever better'.

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### Upcoming Events & Enerpace News

As a leader, part of your job is to motivate and develop your employees to be better than themselves. So how do you do that? Check out Elene's ideas along with other business leaders in the article *"How to Motivate Employees (According to 35+ Experts)"*.

If your employees see growth within the company, you'll be dealing with less turnover and more engagement!

Find Out More

Also, Elene has some speaking engagements coming up so look for more information in our social media and in our September *PaceSetter*.

On October 13th, she speaks on "Presenting Your Best Self" as part of the "Next Steps Bootcamp: Second Edition" for Chicago Booth Alumni. There are four different sessions in the series, so if you're a "Boothie", sign up [here](#).



**Enerpace Expert**



**Great Books**

## How to Cultivate a Growth Mindset

Sweta Bothra, *Thrive Global*

Is the concept of a growth mindset new to you? This article is a great introduction, with definitions, misconceptions and 7 practices to shift your mindset.

[Read More](#)

## Radical Candor: Fully Revised & Updated Edition: Be a Kick-Ass Boss Without Losing Your Humanity

by Kim Scott

The only way to make things better is to be radically candid about where improvement is possible. This updated edition of an 'oldie but goodie' provides the model, examples and best practices to have the caring and candid conversations that serve both the person and the organization.

[Read More](#)

## Need a People Plan to Make Your Business Plan a Reality?

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