

The Enerpace PaceSetter



www.enerpace.com 630-832-4399

We Grow Agile Leaders Who Grow Purpose-Driven Firms

February 2021

Hello Subscriber,

I thought I was “woke”. The Oxford Dictionary defines woke as “alert to injustice in society, especially racism”.

I grew up in Oak Park, a diverse community named an “[All American City](#)” back in the day for our progressive policies and citizenship. During graduate school, I lived in Hyde Park on the South Side of Chicago for 2 years, where less than 50% of the residents are white. My Godchildren are biracial. I took part in 3 peaceful protests last year.

Ya know what? None of that is enough if I want to be an ally. I certainly don’t deserve any awards. In fact, each week I seem to be learning yet another way I’m really not so ‘woke’ after all!

My daughter is 17 and keeps me honest by pointing out every time I’m careless with language. Case in point – last week I referred to the Munchkins in the Wizard of Oz as midgets. OOPS! Turns out, the “M word” is as bad for these folks as the “N word” is for African Americans. The respectful term is Little People - or People with Dwarfism works too, if you prefer.

It also seems there are a lot of microaggressions I don’t pick up on until they’re pointed out to me. A long time client and friend has shared how absolutely exhausting it is to be black in America. It’s not just about the senseless murders. It also includes always having to be twice as good, then dealing with folks who are actually surprised when you are! Compliments like “you’re so articulate!” after she makes a speech incorporate an element of surprise. Yet, why wouldn’t she be?

A workshop I attended this week shared a [short video](#) on Dr. Patricia Bath, a black woman who invented laser cataract surgery. Her boss didn't believe SHE actually did it. I agree with Dr. Bath – “The narrative of surprise, it has to change”.

This month, we're sharing articles and resources to help us all become more aware. Most people really don't mean to make others feel badly. When we know better, we can do better. I'm proud of our Enerpace team – we are attending training, reading articles, sharing resources and developing our own DEI programs! It's a start.

Please, won't you join us?

Elene



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Enerpace Website

Our website is new!

Upcoming Events



Our new, updated Enerpace website is live and ready to use!

Over the years, we've developed more ways beyond coaching that we can work with you. Solutions are available at the Individual, Team and Company levels.

Please check out all the additions to our many Speaking and Workshop options, and our Assessment offerings to make you a better leader. Finally, read all about our expanded team of coaches and consultants. We all bring real-life business experience and the passion to help you grow agile leaders who grow purpose-driven firms.

Take a look at our website! Then, contact us to help you tailor a faster path to your 2021 goals!

[Our New Enerpace Website](#)

Elene will be introducing Thea Polancic at the [PWCC](#) (Professional Women's Club of Chicago) on March 10th. Thea is the Founder and Former Chair of the [Chicago Chapter of Conscious Capitalism, Inc.](#)

For the March Program, Thea will be speaking virtually on *A Call to Action: How Conscious Business Will Lead Us Forward in 2021*.

Hope you can join us!

[PWCC Registration](#)



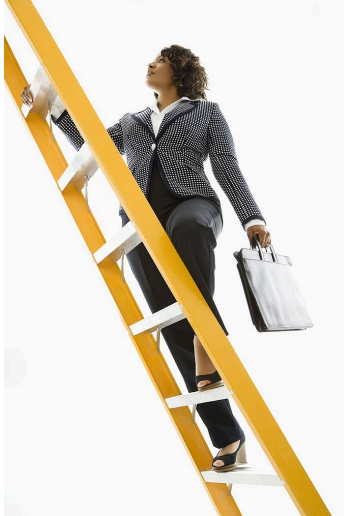
Leadership Learnings

4 Ways to Show Diversity & Equity Even Without Having an Outwardly Diverse Leadership Team

Blog, *The Kaleidoscope Group*

You don't need to start by firing your entire leadership team! Here are 4 ideas every leader can implement to demonstrate a commitment to diversity.

[Find Out More](#)



Career Management Corner

For younger job seekers, diversity and inclusion in the workplace aren't a preference. They're a requirement.

Jennifer Miller, *The Washington Post*

Top talent is walking away from companies that don't walk their talk on diversity, equity, inclusion and career paths!

[Find Out More](#)



Business Building Blocks

Building inclusivity and belonging with a few small steps

Fortune

Employee turnover is expensive. Helping your people feel like they're included and belong in your company is not!

[Find Out More](#)



Enerpace News

We've received several requests lately for DEI (Diversity, Equity & Inclusion) training & workshops. You can see our offerings on the Enerpace website under Speaking and Workshops. And, we customize these for your specific needs!

[DEI Training and Workshops](#)

Regain your focus with our **Leadership Crisis Response Solutions**. Does it feel like your team has been driving 200 mph lately? Bring them in for a virtual

"pit stop" and get realigned!

Do YOU need a confidential sounding board, access to best practices and an Executive Mentor to help you prioritize and strategize? We've created "Just-in-Time Focus Sessions" for that exact purpose. Contact us for a complimentary "laser coaching" session and get results while meeting your coach.

Learn to stay effective and efficient during this rapidly changing time. Again, there's no long-term contract or commitment, so give yourself and your team the opportunity to take a breath, align, refocus and move forward.

Click the button below for more details, or contact Enerpace at #630-832-4399, at mail@enerpace.com or through our [Enerpace website](#).

Leadership Crisis Response Solutions



Enerpace Expert

Iceberg or Beacon? How the Cultural Iceberg Guide Us Toward Greater Inclusion

Language & Culture Worldwide, LLC

What comprises the culture in your workplace? Your family? Spiritual tradition? This great visual helps us remember that observed behaviors do not tell the whole story.

Find Out More



Cool Tools

Diversity & Inclusion Dialogue Series

Chicago Booth

There are SO many great resources available to us in our virtual world that there's really no excuse for remaining uninformed. Libraries, universities and public interest groups are great sources of information, and the events are usually open to the public for free or at a nominal cost.

Several members of the Enerpace team have been taking advantage of the free *Managing Bias in the Workplace* Series at Chicago Booth. There are 2 coming up at noon CT on 3/2 & 3/9 - - hope you'll join us!

Find Out More



Great Books

Breaking Through Bias Second Edition: Communication Techniques for Women to Succeed at Work

by Andrea S. Kramer

We've recommended this book previously for its great advice and practical solutions to common situations. A new edition was recently published to incorporate the #MeToo movement and the impact of COVID-19.

[Find Out More](#)



Quotes You Can Use

"Do the best you can until you know better. Then when you know better, do better."

Maya Angelou (1928 - 2014) - American Poet, Author and Civil Rights Activist

Ready to learn more?

Go to www.enerpace.com to request

a complimentary coaching consultation!

Questions? Contact us today 1-630-832-4399



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