

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

# The Enerpace PaceSetter

January 2024: Impact



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

Hello Subscriber,

It's still only January and I've already been to 2 memorial services. Both for good men who gave back to their community. My Uncle Gus worked as a teacher in the Chicago Public Schools. Much of that time, he taught kids who were severely "differently-abled", both developmentally and physically.

Greg Brown was married to my colleague Joy for over 50 years. His eulogizers spoke of his impact, mentorship and advocacy, as well as his foundational legal work which helped create Employee Stock Ownership programs. Both words and photos demonstrated a life well-lived and well-loved.

When my father died, I realized that it wasn't his degrees and brilliance that folks recalled. It was the way he made people feel. I heard "He was such a nice man" from receptionists, pizza delivery folks and the cashier at the dry cleaner. Similarly, someone my mom taught in 8th grade, more than 45 years prior, came to her wake in the middle of covid when he saw her name in the obituaries! In all 4 of these cases, their lives mattered.

Concurrently, I had the opportunity to speak to my ProVisors DEI Affinity Group. I was so heartened to hear these amazing professionals share why these principals are so important to them, personally and professionally. A key point in my talk was that we can move away from the words that seem to trigger folks. Instead, we can improve DEI performance while focusing on initiatives that ALSO drive business results and serve company goals. They're actually complementary, not mutually exclusive.

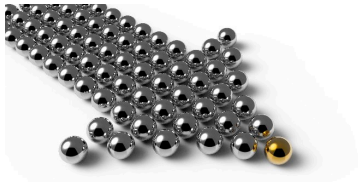
In fact, Gallup found that the biggest improvements in equity measurements occur when employees feel heard, respected and trust the leaders they work for to do the right

thing. Sadly, few workers feel this way regularly in most companies.

As the knot in my stomach grows weekly over the upcoming election and the very real threat to democracy as we know it, I ask myself "what impact can I make?". I've decided I can impact the people around me. I can vote and contribute to causes I believe in. I can write letters & postcards to swing states encouraging others to vote. I also vote financially, by refusing to travel to states or do business with companies that don't support democracy & human rights. And finally, I can further strengthen my boundaries around who I choose to do business with and who I choose to associate with.

We got to this point by looking the other way and implicitly condoning the behaviors we're seeing. Alone, my impact is slight. Together, our impact can turn the tide.

Elene



**"The environment we create will determine what prevails. In other words, what we nurture and encourage wins."**

Jane Goodall (1934 -)

English Primatologist, Anthropologist, Author, Activist



## Leadership Learnings

### From Purpose to Impact

Nick Craig and Scott A. Snook, *HBR*

What's your purpose? What are you passionate about? How does it show up in your career and personal life?

Knowing the answers to these questions helps to achieve your goals & magnify your impact!

If you'd like support defining your purpose or raising your impact, our Enerpace coaches can help.



## Career Management Corner

### 7 Ways to Be a High-Value, Cross-Functional Impact Player

Amy Blaschka, *Forbes*

While specialists are valuable, those with cross-discipline and strategic skills have the most opportunities for both impact and advancement.

These 7 ideas don't require a lot of extra effort. Rather, they help you show up in a new, more expansive way!

[Read More](#)

[Read More](#)



## Upcoming Events & Enerpace News

On Thursday, 2/22, Elene will be a panelist discussing "Succession Planning for Continuing Businesses – Straight Talk for Owners & Successors from a Panel of Experts" at 5:30 p.m. at the Union League Club of Chicago (ULCC).

Interested in attending? Let Elene know at 630-832-4399 or at [mail@enerpace.com](mailto:mail@enerpace.com) and you can be her guest!

[Learn More About Succession Planning for Continuing Businesses](#)

We're proud to share some recent accomplishments of the Enerpace Team!

1. Elene Cafasso and Tom Horne earned the *Diversity, Equity and Inclusion in the Workplace Certificate* from the USF Office of Corporate Training and Professional Education. Congratulations to both of them!
2. Elene complemented the work Enerpace is doing with our Non-Profit clients by attending Northwestern University's program *Leveraging Insights from the Kellogg Sales Institute: A New Fundraising Approach for Nonprofit Leaders*. She highly recommends Kellogg's Non-Profit Institute programming!
3. Enerpace is now a proud supporter of the [Elmhurst Pride Collective!](#)
4. Finally, on January 24th, Elene spoke to ProVisors' Chicago DEI Affinity Group on *DEI Initiatives That Really Work*. She'd love to keep spreading this message, so please reach out if your organization wants to learn what programs achieve **both** business & DEI goals!



Proud supporter of:





## Enerpace Tool

### Diversity, Equity & Inclusion Snapshot

Do you want to measure your organization's impact? How about your own? Yes? Then take Enerpace's DEI Snapshot.

This tool allows you to thoughtfully evaluate how you're doing in areas like Collaboration & Inclusion, Diversity, Equity & Bias and Alignment of Strategy, Values and Goals.

After completing the survey, you'll receive a record of your answers so you'll have the data you need to increase your impact in these areas.

Enerpace is committed to increasing our impact too. That's why we're offering optional - and complementary - consultations for brainstorming and best practices sharing to those who complete the DEI Snapshot.

We're committed to helping you get into action. Together, our impact can multiply to create positive change!

[Read More](#)



## Great Books

### *Limitless Expanded Edition: Upgrade Your Brain, Learn Anything Faster, and Unlock Your Exceptional Life Times*

By Jim Kwik

We are learning more and more about Neuroscience and what our brains are capable of achieving.

Today, we have more information available to us than we could absorb in 1000 lifetimes! This book offers insight and practical tips to cull the inputs, retain the useful information and then put it to use in service of reaching your highest potential!

[Read More](#)

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

**We have Solutions for Individuals, Teams & Entire Companies**

Go to [Enerpace.com](https://enerpace.com) to request a complimentary consultation or contact us at

#630-832-4399 or [mail@enerpace.com](mailto:mail@enerpace.com)

**FOLLOW US**

