

# The Enerpace PaceSetter



[www.enerpace.com](http://www.enerpace.com) 630-832-4399

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

June 2020

Hello Subscriber,

It's different this time.

Whether due to social media, COVID or hitting a tipping point, could we actually be reaching a point where we understand that we really are all connected and really all the same?

When George Floyd called out for his mama, mothers worldwide felt pulled to answer his call. God knows his is not the first racist murder, yet people worldwide are still taking to the streets to say 'No More'!

In Chicago, Lake Michigan water levels are up 3 inches as I type - - due to the melting ice caps and torrential rains caused by global warming. A Saharan dust storm has reached the U.S., so now it's no longer something that happens to people "over there".

So it IS different this time. The world we knew has changed. We know what's next will be different – yet we don't have a clue what that will actually look like. And our reptilian brains absolutely hate uncertainty and the unknown.

I'm blessed to have Father Tony Taschetta in my life and now in my extended family. He introduced me to the concept of Liminal Space. It's the space in between what was and what will be. Amorphous. Unclear. Uncomfortable. It can definitely feel icky in this "goo", especially when we can't see a light at the end of the tunnel. We can't go backwards and forwards isn't here yet.

As painful as this year has been, rebirth follows every destruction. We can choose to curse the darkness, or choose to explore all the potentiality that liminal space provides. In coaching, we encourage folks to deliberately choose how they want to BE in any given situation. This way, we're never truly stuck, even

when in liminal space. Because we can consciously choose how we want to be during this time and what we WILL work to create in what's coming next.

Thanks to Fr. Tony, I've chosen to see this liminal space as a sacred time. A place where I'm called to be proactive in protesting that which must end, while visualizing and working towards what I want our "new normal" to be.

The amazing humans I have the privilege to coach often want to discuss how to be better leaders during this time. They recognize that the folks they work with are all doing the best they can in their own unique situations. They empathize with how much energy it takes for all of us just to process our own reactions to current events. And most of all, they don't want to say or do anything to make things worse!

The articles we're featuring this month will help all of us do this work.

I hope you'll join me and everyone on the Enerpace team. Let's co-create it together!

Elene

p.s. For more of Fr. Tony's wisdom, check out his [YouTube Channel](#).



## In This Issue:

### Leadership Learnings

Diversity and Inclusion: 8 Best Practices for Changing Your Culture

### Career Management Corner

Research Finds 4 Signals to Watch That Can Make Diversity Initiatives Succeed

### Business Building

How Should You Be Talking With Employees About Racism

### Enerpace News

Covid Connectors 2020

### Enerpace Expert

Liminal Spaces

### Cool Tools

Implicit Bias

### Great Books

How to Be an Antiracist

### Quotes You Can Use

Martin Luther King Jr.

### [Enerpace Website](#)

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## Upcoming Events



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](mailto:mail@enerpace.com) or through our [Enerpace website](#).

Leadership Crisis Response Solutions



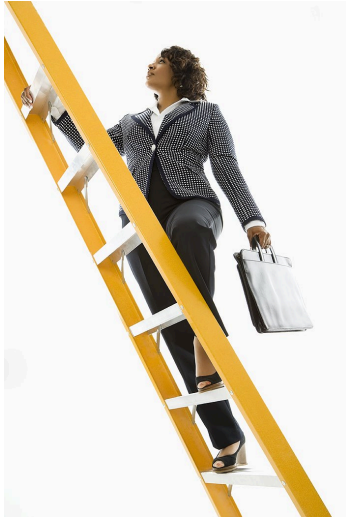
## Leadership Learnings

**Diversity and Inclusion: 8 Best Practices for Changing Your Culture**

**Sharon Florentine, CIO**

Excellent tips to create the type of environment where all folks want to work. Over and over again, it's been proven that diversity actually improves company performance!

Find Out More



## Career Management Corner

**Research Finds 4 Signals to Watch That Can Make Diversity Initiatives Succeed**

**Academy of Management, *Fast Company***

Not getting the desired results from your diversity initiatives? Perhaps you're approaching it the wrong way. These four signals are key to your success!

[Find Out More](#)



## Business Building Blocks

**How Should You Be Talking With Employees About Racism**

**Frances Dodds, *Entrepreneur***

If your firm truly values diversity and inclusion, this is a discussion that needs to take place. Check out this article for help getting these conversations going!

[Find Out More](#)



## Enerpace News

Ever find yourself in this situation? Check out Elene's contribution to the article, "What to Do When Your Boss Doesn't Communicate With You".

[Find Out More](#)

If you are a front line worker and want to talk, let us know.

Enerpace and other ICF-certified coaches are offering "supportive conversations" for front line workers through [Covid Connectors 2020](#). It's a way to say "thank you" while helping those who may need a safe space to process what they're experiencing.

Please click below to learn what this program is all about.

[Find Out More](#)

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## Enerpace Expert

### Liminal Spaces

**Dr. Sarah Sawin Thomas, *TEDx***

From Greek mythology to hospice to Yo-Yo Ma at the border – the power of liminal space is amazing!

[Find Out More](#)

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## Cool Tools

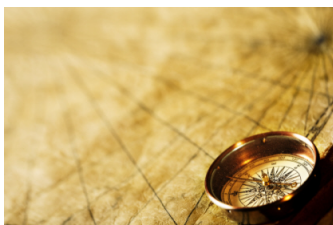
### Implicit Bias

***Project Implicit, [projectimplicit.net](http://projectimplicit.net)***

Here's a free and scientifically valid test to learn of your unconscious biases and stereotypes that may be affecting your attitudes and decisions.

[Find Out More](#)

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## Great Books

### How to Be an Antiracist

**by Ibram X. Kendi**

Recommended by several coaches across our networks, this book reframes the conversation in a way that leads to awareness and behavior change.

Find Out More



## Quotes You Can Use

*We are tied together in the single garment of destiny, caught in an inescapable network of mutuality. And whatever affects one directly affects all indirectly.*

Martin Luther King, Jr. (1929 - 1968)

Ready to learn more?

Go to [www.enerpace.com](http://www.enerpace.com) to request  
a complimentary coaching consultation!

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



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