

# The Enerpace PaceSetter

March 2022: Agency



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

Hello Subscriber,

One of the definitions of agency in the online Cambridge Dictionary is "the ability to take action or to choose what action to take". I've been thinking about the concept of agency a lot lately. Is it really just a fancy way to say we need control?

Science has shown that when we don't have control, or experience a similar 'threat', our amygdala triggers a reptilian brain reaction of fight, flight or freeze. Basically, we've all been operating from our reptilian brain and swimming in stress-generated cortisol way too frequently since Covid entered our consciousness. Let's not forget global warming, political polarization and now a war in Europe that impacts us all. We all need to be very gentle with ourselves and others!

Yet agency feels different. Almost up there as an integral human right – like life, liberty and the pursuit of happiness! Teenagers chomp at the bit to get the privileges of adulthood. Younger kids chafe against rules. The aged suffer a loss of agency when they face challenges with independence and a body that no longer moves the way it used to.

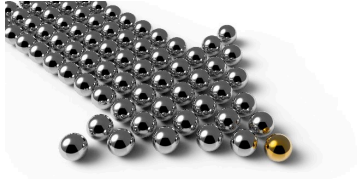
Legally, adults have many rights to agency – except when they impact those of others. The biggest challenge arises when we don't have an ability to take action, or when those in our power are insufficient. So what's the solution?

For me, it's baby steps. Finding one thing I CAN do – even if it's just a drop in the bucket. I feel ridiculous making donations online, knowing that what I'm giving is more like a drop in an ocean of need. Then I remember the **parable of the starfish** and pray that I'm making a bit of a difference for just one.

Where can you claim more agency in your life – personally or professionally? We'd love to help you make it a reality!

Elene

p.s. Thanks to Jackie, we're featuring a new, fresh look for our PaceSetter this month! Hit reply and let us know what you think - - we'll keep making tweaks!



**"The most common way people give up their power is by thinking they don't have any."**

Alice Walker (1944 - )

American Novelist, Poet, Social Activist



## Leadership Learnings

### The Power of Choice

**Sherilyn George-Clinton, *NeuroLeadership***

Letting your people exercise some agency, within boundaries, creates engagement instead of just compliance.

[Read More](#)



## Career Management Corner

### The secret trick that makes networking suck so much less

**Justin Pot-Zapier, *FastCompany***

If you feel like you don't know how to network, here are several things you CAN do – even online – to make you more effective.

[Read More](#)



## Upcoming Events & Enerpace News

Join me at the Union League Club of Chicago for the Women's Salon Series, *Breaking Through Bias to Improve Collaboration & Diversity*.

Andie Kramer will discuss gender stereotypes, how it affects women's careers, ways to break through the bias and finally will end with a discussion about bias in the workplace.

This event is on Tuesday, April 5th at 5:30pm. For reservations, log on to [www.ulcc.org](http://www.ulcc.org) if you are a member. Not a member but want to attend? Contact Elene or Jackie by replying to this email.

[Find Out More](#)



### Enerpace Expert

**How Communication Policies Can Dictate the Success of Remote-First Companies**

**Bruna Martinuzzi, *American Express***

As more folks are returning to in-person work, it's important to clarify which communication



**Check Out Our New Race/Diversity/Equity/Inclusion (RDEI) Corner**

**Did you know that April is Diversity Month?**

It was designated Diversity Month in 2004 to help us work towards appreciating and

tools should be used when. This will give everyone more agency about the right platform for their message AND help manage expectations on response times.

understanding both our differences and our similarities.

Check out our Enerpace social media posts, where we'll be honoring Diversity Month by sharing RDEI content once a week - direct links to follow us are below.

In the interim, click below to learn about *4 Ways to Cultivate Inclusion and Compassion in the Workplace*.

[Read More](#)

[Read More](#)

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