



We Lift Leaders & Teams to Become EXCEPTIONAL Leaders & Teams

Hello Subscriber,

Long Time No See!?!

Did ya miss us? It's hard to believe, but we've not sent out our monthly newsletter since last September! With only a few exceptions, we've been dropping into your e-mailbox monthly since 2009!

It is the understatement of the century to say that a LOT has happened since last September in our country and in our world. However, what delayed us most was our decision to "upgrade" our CRM system last November. The conversion that was "supposed" to be done over the Thanksgiving holiday didn't really become usable until earlier this month. And we are STILL working out new bugs daily.

Additionally, we've seen and heard that folks are too inundated with emails and want to keep their inbox just for things they need to act on immediately. So, we've decided to move this newsletter, in a condensed format, to LinkedIn.

If you're already connected with me on LinkedIn, you will receive an invitation to subscribe to our newsletter automatically. After subscribing, you will get a push notification and an email from LinkedIn telling you that a new PaceSetter edition is out each month.

If you're NOT connected with me, you can connect here: [Elene Cafasso MCC | LinkedIn](#)

Finally, the note below is what you'll see posted on LinkedIn. And, as always, we'll still include curated resources for you that are applicable to the topic of the month.

Thanks for reading all these years and I look forward to continuing the conversation on LinkedIn!

Elene

The Enerpace PaceSetter

March 2025: Interesting Times

Hello Subscriber,

"May you live in interesting times" is often cited as a Chinese curse, although Google tells me it's actually more likely to be an English expression with no connection to China. No matter who said it, I feel very safe in saying that we certainly ARE living in extremely 'interesting' times!

MORAL INJURY

Yet I've found a term that seems more appropriate to me: Moral Injury. The Moral Injury Project at Syracuse University - [What is Moral Injury - The Moral Injury Project – Syracuse University](#) - defines it this way:

Drescher et al. (2011) define moral injury as "disruption in an individual's confidence and expectations about one's own or others' motivation or capacity to behave in a just and ethical manner". Litz et al. (2009) further describe moral injury as "the inability to contextualize or justify personal actions or the actions of others and the unsuccessful accommodation of these . . . experiences into pre-existing moral schemas". Shay (2014) emphasizes leadership failure and a "betrayal of what's right, by a person who holds legitimate authority in a high stakes situation." Silver (2011) speaks of, "a deep soul wound that pierces a person's identity, sense of morality, and relationship to society".

Yep, that about sums it up.

For months, many of us have been wrestling daily with our reptilian brains, which only know how to fight, flight or freeze. On the Enerpace team, 100% of us are seeing the leaders we work with delay or cancel their 2025 plans, because there's too much uncertainty to move forward.

What can we do? Focus on what we CAN control. For some, that may be participating in non-violent protests, like the 4/5/25 [National Day of Action](#).

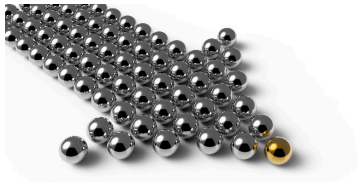
LEADERSHIP AGILITY MODEL

For leaders, we recommend utilizing the 4 types of Leadership Agility, a model explicitly designed for those times where we can't see what's around the corner, or even what's on the road ahead. If you'd like to learn more about that model, see the Great Books section below.

Please take it one day at a time, be gentle with yourself, and focus on what you can control.

Elene

p.s. If you'd like to learn more about Leadership Agility, [contact us here](#). We have a recorded webinar on the model that will give you an overview. Just put the word LA or webinar in the message section.



"It's precisely the people who are considered the least 'likely' leaders who end up inspiring others the most. Everyday people and everyday acts of courage eventually change everything."

Ai-jen Poo Poo (1974-)

American Labor Activist and Author



Upcoming Events & Enerpace News

Elene Cafasso is excited to be speaking on one of her favorite topics - *Coaching Skills for People Leaders!* It's a free offering on Thursday, 4/24 in partnership with the Elmhurst Economic Development Commission. All are welcome!

It's suitable for all levels of leaders and it's very participatory - everyone will be actually doing coaching. They'll also leave with 3 key takeaways:

1. When to coach, and when NOT to coach
2. An understanding of the 3 levels of listening
3. How to ask powerful questions to help people find their own solutions

All the logistics are in the flyer. The QR code will provide the link to register. One note - registration is closing April 16, so please sign up quickly. The venue is in downtown Elmhurst, just 1 block from the Metra West line and a CTA bus too.

Enerpace, inc.
Leadership Development

Elmhurst Chamber
of Commerce & Industry

OUR AWESOME PRESENTER:

ELENE CAFASSO
Leadership development expert, a Master Certified Coach (MCC), an executive advisor, and President of Enerpace, Inc.

SPONSORED BY EXPLORE ELMHURST & ELMHURST EDC
Event includes appetizers, refreshments, coaching skills demonstration with practice time, and networking!

RAISE YOUR PERFORMANCE IN 2025!
·Train you in 3 Essential Coaching Skills you can put into practice immediately
·Let you 'learn by doing' with multiple opportunities to practice in a fun and safe environment
·Include demos by a Master Certified coach!

PERFECT SESSION FOR ANYONE WHO:
·Works with or manages people!
·Wants to create a high performing team
·Has personnel challenges to resolve
·Needs to delegate more & hold people accountable without destroying engagement

SCAN TO REGISTER

FREE EVENT!
COACHING SKILLS FOR PEOPLE LEADERS

Thursday April 24
5:30-8:00pm
Stage 119
119 Commerce Pkwy
Elmhurst

EXPLORE elmhurst

Questions? Email heather.bereckis@elmhurst.org

Sign Up for Coaching Skills for People Leaders

In more Enerpace News, Elene is thrilled and honored to be an **ICF Chicago Member Spotlight!**

With 23 years of coaching experience with leaders and teams she continues to be passionate about raising them to the next level!



ICF Chicago Chapter
MEMBER
Spotlight
ELENE
CAFASSO
MCC

I consider it an honor and privilege to work with leaders and teams. The ripple effect from elevating a leaders' skills extends not just to those under them on an org chart. It extends to those people's families, married employees and even their vendors and other stakeholders. It gives me goosebumps to this day and it's why I continue to do what I do!

"WE'RE NEVER TRULY POWERLESS. WE CAN ALWAYS CHOOSE HOW WE WANT TO BE IN ANY GIVEN SITUATION."

www.icf-chicago.org



Enerpace Tool

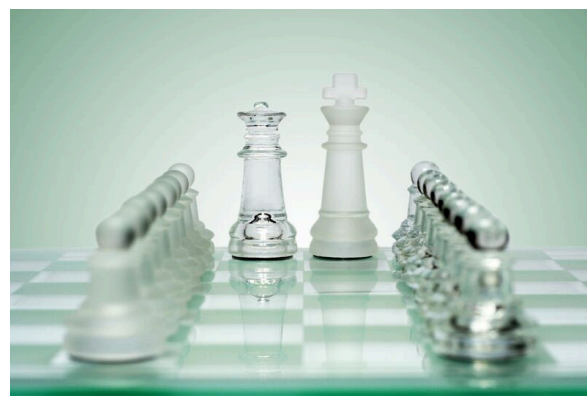
Leadership Agility Accelerator (LAA) Self-Assessment and Action Planning Tool

Bill Joiner defines Leadership Agility as "the ability to take wise and effective action amid complex, rapidly changing conditions. Agility is not a single competency. It's a vital capacity that can be channeled into everything you do as a leader.

As you develop new levels of agility, you become more far-sighted, more effective at collaborating, more creative, and more proficient in learning from your experience."

We're certified to assess your Leadership Agility through a self-assessment and action planning tool called LAA - the Leadership Agility Accelerator. You can also obtain feedback on your level of agility with the Leadership Agility 360 instrument.

Contact us to set up a call and we'll figure out which version is right for you.



Great Books

Leadership Agility: Five Levels of Mastery for Anticipating and Initiating Change

by **William B. Joiner and Stephen A. Josephs**

In today's globally interconnected environment, where the pace of change is increasing exponentially, any model of leadership is obsolete before the ink is dry. Yet by mastering just 4 types of agility (self, stakeholder, creative and context setting), we can handle whatever comes.

Much like during Covid, we're living in a time when agile leadership skills are vital to both survive and thrive!

Contact Us

Read More

**The Only Way to Create an Exceptional Company is
By Elevating Your Leaders and Teams. That's What We Do.**

We have Solutions for Individuals, Teams & Entire Companies

Go to **Enerpace.com** to request a complimentary consultation or contact us at #630-832-4399
or mail@enerpace.com

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