
The Enerpace *Pace*Setter

News as Individual as YOU Are



March, 2014

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Dear Subscriber,

As I type this, the sun is actually shining! What a difference the light makes- Winter may finally be ending!

You probably know by now that Enerpace works with leaders of companies of ALL sizes. We often coach our clients on what authentic leadership looks like for them and the type of leader they'd like to be. At it's most simplistic level, leaders define the vision and managers make it happen. Sometimes, you need to do both or at least be able to adjust your style based on the situation. That's one of the foundational tenets of Leadership Agility.

But whether leading or managing, you have to produce results by working with and through people. That's where coaching comes in. Since everyone is different, how do you do that? By using coaching skills like powerful questions, accountability, challenging and championing. By providing the road map and help over obstacles when your folks get stuck. By letting people discover THEIR way of getting results and creating success.

As Galileo says in our quote of the month: "You cannot teach a person anything; you can only help them find it for themselves". Join us 4/26 for our *Coaching Skills for Leaders* workshop and learn how to do just that!

Happy Spring -

Elene

p.s. Ready to add coaching skills to your professional/personal toolkit? Join our workshop, *Coaching Skills for Leaders*, 9 a.m. - 1 p.m. Saturday, April 26th. To learn more and register, check out the details [here](#).

LEADERSHIP LEARNINGS

Advanced Talent Management Approaches... That You Have Never Heard Of (Part 1 or 2)

Dr. John Sullivan, *ERE.net*

Whether leader, manager or coach, you need to get results with and through people. Here are several things you may have heard of...but we bet there's also several you haven't tried!



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Upcoming Events

(All Listed in Central Time)

"How to Network Purposefully™ to Develop Connections for Lifetime Career Insurance" - Webinar, Friday, 4/11/14 @ 12 noon CT
[Details](#)

"Coaching Skills for Leaders" Workshop, Saturday, 4/26/14 from 9 to 1pm in Wheaton, IL
[Details](#)

"Caregiver Storm: Your Blueprint for Surviving the Elder Care Process" Webinar, Friday, 5/2/14 @ 12 noon CT
[Details](#)

"Influence Without Authority - 7 Keys to Strengthening Your Influencing Skills" - Webinar, Friday, 6/6/14 @ 12 noon CT
[Details](#)

"Ten Legal Tips for Small Business Success" - Webinar, Friday, 7/11/14 @ 12 noon CT
[Details](#)



CAREER MANAGEMENT CORNER

Coaching Urged for Women

Joann S. Lublin, *Wall Street Journal*

Whether you are a woman proactively managing your own career, or a corporate leader wanting to take advantage of the benefits diversity brings, getting coaching at key points can make all the difference in a woman's career.

Need to retain and promote more women and people of color? Then take a look at how you're supporting your diverse executives!

[Find Out More](#)

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BUSINESS BUILDING BLOCKS

5 Ways to Get More from Your Employees

Karlee Weinmann, *OPENForum*

Having a motivational issue at work? Looking to inspire those that work for you? Want to demonstrate how important each of your employees really are to the organization?

Follow these five basic steps and reminders to get you on the right track. Put your coaching skills into practice to be a more inspiring leader!

[Find Out More](#)

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ENERPACE NEWS

1. We had such great response to our January workshop, we're doing it again! Join the Enerpace team for *"Coaching Skills for Leaders"* taking place on Saturday, April 26th. Learn some coaching skills you can use right away. You will have the opportunity to watch demos and to actually coach others too! The Early Bird Rate expires April 16th!

[Find Out More](#)

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2. Need some advice from the entrepreneurs who've surmounted the challenges of starting their own business? Then read *"Experts Weigh In: If I Had to Start My Business All Over Again"* and read the Enerpace input in #48!

[Find Out More](#)

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3. So many distractions at work! Check out *"The Biggest Time Sucks at Work and How You Can Eliminate Them"* - Enerpace offers some insights in #10!

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4. Considering entrepreneurship? Check out our advice at #56 in "Advice for Entrepreneurs Starting New Businesses".

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Enerpace Expert

Dr. Marshall Goldsmith
Leadership Coach and Author

Dr. Goldsmith is the perfect Enerpace Expert given this month's theme! He is a well known Executive Coach to the C-Suite, with vast knowledge about leadership, how to work with people we may disagree with, and influencing others - even when you don't have the authority. All of these skills are necessary for anyone who deals with people!



[Listen](#) to Dr. Goldsmith talk on "Effectively Influencing Decision Makers".

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COOL TOOL

Enerpace's Tools

<http://www.enerpace.com/tools.html>

Enerpace offers a variety of tools, resources and articles - available to you for free right on our website! Please take advantage of them.

Need some help assessing whether you are more of a leader or manager? Take a look at our *Executive Competencies*

Wheel on skill-sets you may need to develop. Compare that to the *Managerial Competencies Wheel*. Which one fits you best?

[Find Out More](#)

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GREAT BOOKS

Co-Active Coaching

by Laura Whitworth, Karen Kimsey-House, Henry Kimsey-House, Phillip Sandahl

Coaching skills can be used in all aspects of your personal and professional life. This book provides the fundamentals of coaching to make you a better communicator, manager, team member and ultimately, a better leader too!



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QUOTES YOU CAN USE

"You cannot teach a person anything; you can only help them find it for themselves"

Galileo

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