

The Enerpace *PaceSetter*

News as Individual as YOU Are



May, 2013

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Dear Subscriber,

Graduations. Serious illnesses. End-of school year activities coming fast and furious. Births and deaths. Weddings, communions and confirmations. Special days when we miss those no longer with us. Transitions big and small!

I know the only constant is change and that every change is a loss - even when it's a wonderful change. Some transitions we mark with rituals. Others, like a relationship ending, we may not want to acknowledge at all.

So as I pondered all the transitions in this whirlwind month of May, I decided to select articles that speak to the transitions and changes in our professional lives: changing bosses/jobs/careers, changing the cultures in which we do business and even working with an employee to change behavior.

As we (hopefully) slow down a bit to enjoy the summer weather which has FINALLY arrived, please remember to acknowledge all the transitions in your life - big and small!

Elene

p.s. We'd love to hear how you commemorate special transitions! Send us a note at: mail@enerpace.com

p.s.s. **THANK YOU to those who've already contributed.** We are still collecting pledges for the 2013 National Alopecia Areata Walkathon in June. We participate each year at their annual conference, which will be held in St. Louis this year. Maria has been so thrilled to be among the top 10 fundraisers the past few years (That's her below in the yellow shirt with her prize)! If you'd like to help her win again this year by making a fully tax deductible contribution, please send a check payable to NAAF to Enerpace, 240 N. Addison Ave., Elmhurst, IL 60126 Thanks!



LEADERSHIP LEARNINGS

Your Assumptions About Cultural Adaptations Are Probably Wrong

Andy Molinsky, *HBR Blog Network*

With the increasing pace of globalization, odds are good that you'll be working internationally more frequently or even transitioning to an international assignment.

Upcoming Events

(All Listed in Central Time)

"LinkedIn Power Users: How to Be Productive in 2 Minutes or Less" - Webinar, Fri 6/7/13 at 12 Noon
[Details](#)

We know we need to respect and understand cultural differences. But did you know several common beliefs about what it takes to do business globally are actually wrong?

To make your transition easier, find out three common myths about doing business with another culture....and DON'T do what the Romans do!

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CAREER MANAGEMENT CORNER

How to Fire Your Boss

Liz Ryan, Denver Post

No more excuses, if you're not happy with your current job, it's time to move on. It's time for a change. It's time to transition.

This article offers step-by-step guidance on finding out what you enjoy doing, what you're good at and what jobs are out there that encompass both. Take that first step and take control of your own career!

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BUSINESS BUILDING BLOCKS

How to Reform a Low-Performing Employee

Robert Moskowitz, *Intuit Small Business Blog*

Have an under-performing employee? Think the only option is to let them go or ignore the issue? Try transitioning him/her into the high performance category using these 3 basic steps!



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ENERPACE NEWS

1. Ready to make a career transition? Networking is a great way to land the job you want. But how do you know when to turn networking on or off? Check out Enerpace's thoughts in the article "*Networking 102: How to Turn a Chance Meeting into a Career Opportunity.*"
[Find Out More](#)

2. Since we can never have 100% certainty about the future, our businesses need to be flexible to adapt to whatever comes. Need more flexibility in your business? Here are 39 ways to make that happen and be sure to see Enerpace's advice in #34.

[Find Out More](#)



3. How do you know when to keep following up on a job lead, referral or possible business relationship? The article, "*WorkWise: Spotting, taking action when job-hunting help fades*" provides insight into when to keep trying and when to call it quits!

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Enerpace Expert

The Ring Theory

Susan Silk and Barry Goldman, *LA Times*

Most of us want to provide words of comfort when someone is going through a rough transition. How can we tell what's acceptable and comforting or what won't help the person at all?

The Ring Theory is a great model which helps us think through our words... BEFORE we open our mouths and say something we may regret later!



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COOL TOOLS

Caring Bridge, caringbridge.org



Most of us have lived through a health scare with someone we care about. Prayers and extra help from family and friends are very much appreciated during these times.

You probably sent out status reports to loved ones on a regular basis. Did you ever wish for an easier mass communication tool that didn't require emails/texts/phone calls? Caring Bridge is

the solution!

You can share news, receive words of support and ask for help where needed. This is not a tool that any of us want to have occasion to use. But, if the time comes where you need a little extra support, use this tool to make sure you get it.

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GREAT BOOKS

Transitions: Making Sense of Life's Changes, Revised 25th Anniversary Edition

by William Bridges

There is one certainty in our lives - there will always be changes. This book helps guide us, through transitions big and small, to the new reality of our existence.

The path to change may be smooth or bumpy, but has the potential to leave us stronger and wiser if we look to the future and new beginnings.



QUOTES YOU CAN USE

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."

John F. Kennedy (1917 - 1963)
35th President of the United States

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