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# The Enerpace PaceSetter

November 2023: Life - Looking Back AND Forward



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

Hello Subscriber,

November is an interesting month, one that brings a wide variety of emotions and activities. For example:

Gratitude – We honor our Veterans and count our many blessings on Thanksgiving.

Stress – There's not much time left to achieve those business goals by the end of the year! Are you also trying to squeeze in all those doctor appointments now that you've FINALLY hit your insurance deductible? We're also inundated with pressure to buy everywhere we look. In fact, we're made to feel behind on our holiday shopping if we're not completely done... and have the house decorated... by the end of Thanksgiving weekend!

Reflection – Many start to look back on what we achieved in 2023, especially if we have performance reviews to write.

Anticipation – Thinking about our personal & professional 2024 plans brings the sense of a fresh start. We'll have a whole year of new experiences, learning and celebrations ahead.

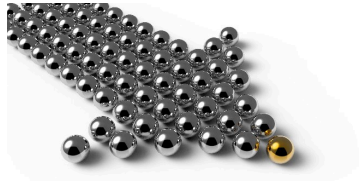
This month, we've been working with our clients in all of these areas, while also walking with them through the accompanying emotions. A few examples from just this week: setting '24 goals, mediating a conflict, recognizing employees, building stakeholder relationships, figuring out professional next steps, selling a business, etc. When things are so hectic, it helps to remind ourselves that we are human BEINGS, not human DOINGS.

It's been shown that the brain can't be in a state of appreciation/gratitude and a state of fear/anxiety at the same time. That's why, this month, we're highlighting articles that help us to look back with

gratitude and forward with appreciation.

And if you do that, I know you will have what I wish for you – a very happy holiday season!

Elene



**"While expressing gratitude seems innocent enough, it is a revolutionary idea. In a consumer society, contentment is a radical proposition."**

Robin Wall Kimmerer (1953 - )

Native American Botanist, Author, Founder & Director of the Center for Native Peoples and the Environment



## Leadership Learnings

### 6 Employee Recognition Best Practices & Benefits

**Sunny Tsang, FOND**

As we take stock of the past year, it's important to recognize those who've been a part of our successes. Recognition doesn't require a huge budget, but it does require thought, and a knowledge of what's most important to your people.

Looking forward, remember to set ticklers or appointments with yourself weekly. This will help make this an ongoing leadership practice.



## Business Building Blocks

### 9 Must-Do End Of Year Tasks for All Business Owners

**Ginny Silver, Entrepreneur**

In the hectic holiday season, remember to block time to care for these items. They help us get ready to move forward AND save us money by looking back.

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## [Upcoming Events & Enerpace News](#)

Dr. Candace Goodwin, a key member of the Enerpace team, is a lifelong continuous learner. As we mentioned last month, she's accelerating her work with teams by using her certification in [Working Genius](#) with our corporate clients - AND our own Enerpace Team.

Candace is also finishing training in Organization and Relationship Systems Coaching (ORSC). This advanced coaching model enables us to work with relationships and teams in a deeper way. The team itself, as a system, is our "client", not the individual team members.

All of us on the Enerpace core team have been trained to work with relationship systems at different levels. [Ari Moisiades](#) has also completed the full program.

If you've got a group of lone wolves you'd like to turn into a collaborative, aligned high-performing team, we can help! Check out our Team Solutions below.

### Team Solutions

Although Giving Tuesday has passed, we'd like to highlight one more way you can help those in need.

Jackie Salek, Enerpace's Project Manager & Assistant Extraordinaire, is on the board of the [Elmhurst Walk-In Assistance Network](#) (EWAN). She's ALSO been a weekly volunteer, working with their clients onsite for 15 years! Enerpace has also been a sponsor of EWAN's annual fundraiser, *'CUE for a Cause*.

Many EWAN clients are Asset Limited, Income Constrained and Employed (ALICE). As a result, they have to make tough decisions all the time about how to spend their limited funds. One change in the status quo - such as an illness, a car breakdown, a rent increase, less hours at work - leaves them unable to pay their bills or provide for themselves and their families.

That's where EWAN comes in! They provide assistance with rent, car repairs & fuel, utilities, dental care, prescriptions, job resources, student activities and unplanned critical situations. EWAN also partners with and screens additional resources where they refer clients for other needs such as food, clothing, budget planning and more.

Please take a moment to learn more about EWAN and consider a donation. Thank you!

Donate to the Elmhurst Walk-In Assistance Network



## Enerpace Expert

### Wire Your Brain for Gratitude

Alexis Chapman, *Smart Tribes Institute*

Did you know gratitude rewards the pleasure center in our brain?

Check out this 30-second practice that helps our neurons to more easily and frequently access this powerful emotion in just 2 weeks!

[Read More](#)

## Great Books

### Online Gratitude Journal

*Grateful Living*

As we look back AND look forward, it's important to capture what we're grateful for. Use any blank notebook or select a book with prompts on Amazon to help make gratitude a daily habit. A simple search offers all kinds of options - whether you want a 1-minute, 5-minute, artsy, spiritual, or fill-in-the-blanks version!

Do you work better electronically? A good online version, along with some tips to get started, can be found using the link below to learn more.

[Read More](#)

## Need a People Plan to Make Your Business Plan a Reality?

**We have Solutions for Individuals, Teams & Entire Companies**

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