

The Enerpace *PaceSetter*

News as Individual as YOU Are



November, 2012

In This Issue

[Leadership Learnings](#)

Low-Cost Ways to Show Employees They're Highly Valued

[Career Management Corner](#)

When Your Manager is Afraid of You

[Business Building Blocks](#)

Entrepreneurs' Secret Anti-Stress Weapon

[Enerpace Expert](#)

Risks and Rewards of Job Referrals

[Enerpace News](#)

[Cool Tools](#)

[Great Books](#)

[Quotes You Can Use](#)

[Upcoming Events](#)

Dear Subscriber,

Am I the only one finding it hard to believe that there's only a month left in 2012? What a year it has been!

Like our clients, we use December to celebrate, reflect and plan. So this month, in support of your continued professional development, we've provided you with links to articles which will help you do the same.

As always, we are here to support you however you need us. We DO pride ourselves on offering "Coaching as Individual as YOU are!". If you'd like to schedule a one-time 'Focus Session' to make sure you end 2012 strong and are well prepared for 2013, call us at 630-832-4399.

Enjoy this magical season -

Elene

p.s. We don't publish this newsletter in December, but be on the lookout for our holiday greeting in its place!

LEADERSHIP LEARNINGS

Low-Cost Ways to Show Employees They're Highly Valued

Roberta Matuson, www.fastcompany.com

As performance and salary review time draws upon us, here are some ways to show your employees how much you appreciate them!

There are many ways to provide perks without breaking the bank. In the long run, providing these "extras" may keep your costs down with increased employee engagement and satisfaction, decreasing turnover.



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[Back to Top](#)

CAREER MANAGEMENT CORNER

When Your Manager is Afraid of You

Liz Ryan, *HBR Blog*

Upcoming Events

(All Listed in Central Time)

"What is Strategic Networking and Why Does it Matter to Me?" - Webinar, Fri, 12/7/12 @ 12 Noon
[Details](#)

"Leadership Agility: A New Approach for Today's Business Environment" - Webinar, Fri, 1/11/13 @ 12 Noon
[Details](#)

"Midnight Lunch with Thomas Edison: What's the Difference Between Collaboration and Teamwork?" - Webinar, Fri, 3/1/13 @ 12 Noon
[Details](#)



Have you ever felt your boss was displeased by your success? Maybe he's feeling threatened. This article provides great perspective into this potential issue and the roles that each of you should be playing in these pivotal conversations.

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[Back to Top](#)

BUSINESS BUILDING BLOCKS

Entrepreneurs' Secret Anti-Stress Weapon

Jessica Stillman,
inc.com

"I'm too busy to meditate!" Or "I can't shut my brain off". That's what we hear most from our clients. Some see the benefits of reduced stress and better health, but many others may see it as a religious activity and a waste of time.

Yet meditation CAN be your "Secret Weapon" against holiday and year-end stressors. Check out this article for info on the studies done on meditation and proof of the benefits that it provides.

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[Back to Top](#)



ENERPACE NEWS

1. The holiday season, with all the celebrations and entertaining, provides great opportunities to mingle and network.

Yet how do you know when it is or isn't the right time to talk business? Read the article, 6 Signs She (or He) is Just Not That Into Networking With You. And see Enerpace's contribution in #2!

[Find Out More](#)

2. As we look back at 2012, we all have things we wish had gone differently in our business. The key thing is to learn from these experiences and move forward.

Want to learn about from other entrepreneurs' business regrets? Check out Carol Roth's column: "Entrepreneurship: Biggest Business Regrets". You'll find ours at #32!

[Find Out More](#)



3. We're so proud of Victoria Cook, an Enerpace Affiliate Coach! She's been named an official facilitator and certified trainer for the DIY Marketing Center. Click [here](#) for full details. In addition, Victoria recently opened The Center for Guilt-Free Success. To learn more, click [here](#).

[Back to Top](#)

Enerpace Expert

Risk and Rewards of Job Referrals

Kristyn Schiavone, Chicago Tribune

These days networking and asking for referrals is key in getting the job you want. Michelle Coussens, Dean of Kendall College's School of Business, suggests that you know who you are supporting and that you are familiar with the referral process at your business.

So you're prepared if you're accosted at holiday gatherings by job seekers, here are some helpful tips on how to handle requests and how to submit referrals. Then be sure to direct them to article #1 in the Enerpace News section! :-)

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[Back to Top](#)



COOL TOOL

Co-Active ThinkPal, The Coaches Training Institute

There's an app for that! Check out CTI's newest tool to help you coach yourself during your year end review and 2013 planning process. It provides a boost when you are stuck or a creative way of looking at the situation. This "Coach in Your Phone" app can help you look forward to what you want to create in 2013!

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[Back to Top](#)

[More](#)

GREAT BOOKS

What Got You Here Won't Get You There: How Successful People Become Even More Successful

by Marshall Goldsmith & Mark Reiter

Feel like your professional success has hit a brick wall? Are you missing something unknown to you? What's getting in your way?

The author, Marshall Goldsmith is a masterful, seasoned executive coach who has worked with leaders of many major corporations. This book offers some great ideas for your professional development activities in 2013 and beyond.



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[Back to Top](#)

QUOTES YOU CAN USE

"As for the future, your task is not to foresee it, but to enable it."

Antoine de Saint-Exupery (1900-1944)
French Aviator and Writer

[Back to Top](#)



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