

The Enerpace PaceSetter

News as Individual as YOU are!

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October 2017

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Dear Subscriber,

This month we saw the #MeToo hashtag bring awareness to how widespread sexual harassment in all forms actually is. And I personally heard 2 fabulous speakers who inspired the theme for this month. Women who are on the front lines, making the unconscious conscious in their own ways.

Mary Dillon, CEO of Ulta Cosmetics, was honored at an Economic Club dinner. She shared a story of being on a dais with her leadership team shortly after joining the firm. When some dismissed questions and comments from front-line associates, she realized that not everyone shared her values about including associates as important & equal partners. Those folks are no longer on her leadership team.

Andrea Kramer tackles gender bias daily – in both conscious and unconscious forms. Andie spoke at the October PWCC lunch and shared “tales from the front” she’s encountered in her own career. For instance, comments were made during a review about a female’s laugh and attire, after noting how well she performed. During the next review, of a male, Andie offered up the same attire and laugh comments - - only to be told “that doesn’t matter”. She held up the mirror with humor and bravery in this example, and in several more stories she shared that day. (Check out her book in our Great Books Section [here](#).)

What do you need to make conscious this month? As we enter the holiday season and our

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Upcoming Events

All events are open to the public and listed in Central Time:

busy lives get even busier, where do you go on “auto-pilot”? What will you make different this year?

Here’s to the power of conscious choice –

Elene

p.s. Happy Halloween!

Leadership Learnings

Are you ready to decide?

Philip Meissner, Olivier Sibony, and Torsten Wulf,
McKinsey Quarterly



Before you do, check out these two types of biases to be aware of in order to make better decisions.

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Career Management Corner

The Big Lie Killing Your Confidence

Maxie McCoy, ShineText.com

Are your unconscious beliefs holding you back? Here are 4 tips to keep you moving forward and something to keep in mind every time you step into a new situation!



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Business Building Blocks

Does your Company Need a Director of Getting Sh*t Done?

Ryan Holmes, *Linked In Pulse*



Do you have some processes that are no longer efficient or outdated? Do you have many channels to go through to get something

Enerpace offers programs with QTI in Leadership, Career Planning, and Business Management. Take advantage of November's offerings.

[Career Success Webinar](#),
Thur, 11/9 from 5-6pm

[Details](#)

Mon, 11/20 from 5-6pm

[Details](#)

Thur, 11/30 from 5-6pm

[Details](#)

[How to Deal With Conflict in your Organization Webinar](#),

Tues, 11/14 from 12-1:30pm

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Tues, 11/28 from 12-1:30pm

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[Advice from Prominent & Successful CEO's Webinar](#),

Wed, 11/15 from 12-1:30pm

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Fri, 12/1 from 12-1:30pm

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[How to Implement Change in your Organization Webinar](#),

Thur, 11/16 from 12-1:30pm

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Mon, 11/27 from 12-1:30pm

[Details](#)

[Sharpening your Supervisor's Skills Webinar](#),

Fri, 11/17 from 12-1:30pm

[Details](#)

Wed, 11/29 from 12-1:30pm

[Details](#)

Thank you for participating in our Emotional Intelligence Webinar Series over the last several months.

done? Then perhaps you too need this new company position!

Everyone knows about the 'bad systems' and time-wasters in a business. Here's one approach to get rid of them!

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Enerpace News

1. Hear it directly from the entrepreneurs - ways to improve your business through external collaboration! Enerpace has been in business for over 15 years and offers a suggestion as well! Read *14 Great Ways Entrepreneurs Collaborate to Win*.

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2. "Tales from Around the Water Cooler" for younger women who don't yet know what they don't know, listen to this podcast with the [The Prinz Law Firm](#). Elene shares her lessons learned and best practices from her own corporate career.

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Enerpace Expert

New Jobs You May Never Have Heard About Before Now

Lauren Milligan, *Resumayday.com*



Careers exist today that we couldn't have imagined even 10 years ago!

This list keeps changing so here are a few

to be aware of your options!

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Cool Tools

Top 10 Hacks for Automating Your Life

by Whitson Gordon, *LifeHacker*

If you missed Enerpace's previous Emotional Intelligence webinars, there's still a chance to see them.

June Webinar:

"What's On Your Inner Playlist? Change the Tune & Create Sales Success!"

[Recording](#)

May Webinar:

"Corporate Politics Secrets from the C-Suite!"

[Recording](#)

April Webinar:

"Negotiating with Emotional Intelligence - Achieve More, Sell More!"

[Recording](#)

February webinar:

"Influence Without Authority Using Emotional Intelligence"

[Recording](#)

Just in case you're not conscious of these time-wasters, we're here to help!



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Great Books

Breaking Through Bias: Communication Techniques for Women to Succeed at Work

by Andrea S. Kramer and Alton B. Harris



While progress has been made, biases definitely still exist.

Written by a husband and wife team, this book provides

both perspectives on what really works in today's workplace. We need to be conscious of the biases so we can manage how we react and respond to them.

A great book with very practical advice!

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Quotes You Can Use

"To be conscious that you are ignorant is a great step to knowledge."

Benjamin Disraeli (1804-1881)
British Prime Minister and Writer

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Go to www.enerpace.com to request a complimentary coaching consultation!

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