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***The Leader as the Dynamo of Influence –
Expanding Enterprise Energy***

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The Cost of High Stress & Low Energy

- *Job stress is estimated to cost U.S. Industry \$300 Billion annually (absenteeism, diminished productivity, turnover, medical and legal fees)*
- *40% of worker turnover is due to stress.*
- *43% of all adults suffer adverse health effects due to stress.*

Cost of High Stress & Low Energy

- *75-90% of all visits to a primary care physician is due to stress related complaints or disorders.*
- *Stress has been linked to ALL the leading causes of death – Heart Disease, Cancer, Accidents, and Suicide.*
- *An estimated 1 mil. workers are absent on an average workday because of stress related complaints. Stress is responsible for more than half of the 550 mil. workdays lost annually.*

What is Valued Most in Business?

- *Most leaders value getting results as a first priority.*
- *A majority of them place high value on customers.*
- *Some value their people in word but not in action.*
- *Few leaders value their people as the top priority.*

Introduction to Personal and Enterprise Energy Management

“Enterprise energy and the direction of that energy is the key to the success of the enterprise.”

***Rhys Best, CEO
Lone Star Technologies***

Introduction to Personal and Enterprise Energy Management

Energy Defined:

*“The unlimited resource of fuel that
is available to each of us in order
to maximize performance and
productivity.”*

Introduction to Personal and Enterprise Energy Management

Energy Defined:

***“Energy is when Will meets
Discipline and
Gratitude replaces
Selfishness.”***

*Tom Edwards CEO –
A.J. Weller Corporation*

*Introduction to Personal and Enterprise Energy
Management*

Energy Defined:

*“Energy is the emotional tenacity that
releases immense inner
resources, allowing the hardest
job to be done.”*

*Bruch and Ghoshal, “A Bias for Action: How Effective Managers
Harness Their Willpower, Achieve Results, and Stop Wasting Time”*

Introduction to Personal and Enterprise Energy

Characteristics of Energy:

- *All Energy is neutral – it's simply a fuel.*
- *It powers mental, emotional, and physical behavior.*
- *Energy is used for conscious and unconscious activity.*

Introduction to Personal and Enterprise Energy

- *Being aware of personal energy is the first step in controlling how energy is used.*
- *Energy is transferable from one person to another – interactional energy.*
- *The positive and effective use of personal energy increases performance and productivity.*

Types of Energy

- **Source Energy** – *Source Energy is the result of having purpose, meaning, and values for what you do. It's the power source for the other types of energy.*
- **Mental Energy** – *Thinking and communicating affects mental energy.*
- **Emotional Energy** – *Appreciation, support, and encouragement create emotional energy.*

Types of Energy

- *Physical Energy – Taking the right action at the right time increases physical energy.*
- *Interactional Energy – Each time you come in contact with another person you are exchanging energy. People are giving and taking energy from one another throughout the day.*

Why Focus on Energy?

"Great Managers produce results not by motivating others, but by engaging their own willpower through a powerful combination of energy and focus." - Sumantra and Bruch

- 1. Focusing on Energy releases immense inner resources that allows for the hardest job to be done. – Increases performance*
- 2. Focusing on Energy means acting purposefully to achieve results – Increases Production*
- 3. Focusing on Energy decreases stress because it redirects behavior to meaningful activity.*

Why Focus on Energy?

- *It places value where value belongs – on people who make results happen.*
- *It impacts performance and productivity.*
- *It impacts the negative affects of stress.*

Energy/Performance Model

Productivity



Skills & Talents



Energy

Behavior is Hard to Change

Silk

Three Ways we use Energy

- **Defueling** – *We all defuel in natural ways. It's the negative use of energy that drains us.*
- **Threshold Behaviors** – *Behavior's that occur when you are extremely low on energy.*
- **Refueling** – *Always positive and essential to high energy performance.*

Tips for High Energy

- **Persistence without resistance is repetition** - *All resistance is an opportunity for growth.*
- **Separate Problems from Conflicts** – *Problems are normal. Conflicts occur when one person has to be right and the other person wrong.*
- **Beware of "Speed-bumps"** – *Those people and events that slow us down.*

Tips for High Energy

- ***Never Park your Car next to a Nothing to Lose Car*** – *When you have everything to lose and the other person has nothing to lose you are in the wrong spot.*
- ***Don't let anyone live in your head rent free-*** *Get rid of all negative thinking about people. Thinking negatively about another person is a waste of energy.*
- ***Be a Kamikaze_*** – *Pick your target and stay focused on it.*

Tips for High Energy

- ***Always have a Walk-Away Point-*** Leave yourself the option of moving-on if need be.
- ***“Good judgment comes from experience and experience comes from poor Judgment”*** – There are no terminal mistakes. We can learn from everything that we do, including our mistakes.
- ***Give what you cannot keep in order to gain what you cannot lose*** – Appreciation, kindness, & encouragement are examples of things we can't keep. They create those things we can't lose.

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“If all energy is matter, then ENERGY MATTERS!”