

By Rocio Alcazar

You are not alone, if at some point in your career you have felt that the leaders in your organization were not ready to lead your company into success. The 2012 SHL Talent Report stated that 75% of employees surveyed believe their organizations do not have the leaders to succeed in the future. And this view is also shared by the leaders itself: the 2014 Deloitte Global Human Capital Trends report shows that 86% of business and HR leaders worldwide, believe they do not have an adequate leadership pipeline. In a few words, there is a leadership gap that needs to be closed for companies to succeed.

Through the rest of the document I will introduce you to the concepts of Energy Leadership™ as a proven way to achieving sustained success. It does so, by increasing your self-awareness, developing an adequate attitude or mindset for each situation and forging leadership behaviors.

Let's get started. **Energy Leadership™ is the process of leading yourself and others to take action by detonating the most convenient energy that will generate sustainable positive results with the least amount of stress, waste and effort.**

Energy is what we all are at the cellular level, so it only seems natural that we learn how to use it to our advantage. For all practical purposes, there are two types of energy: anabolic and catabolic. In one extreme of the spectrum is the anabolic energy which is positive, healing, constructive and long term and in the other extreme is the catabolic energy which is negative, draining and short term. The type of energy you use for a particular situation will reveal your level of **consciousness**, your level of **engagement** and your level of **leadership**.

There are 7 levels of Energy Leadership™ and each level is composed of thoughts, feelings & emotions and behaviors. It is proven by neuroscience that our behaviors are triggered by the feelings and emotions we have toward that particular event, which in turn are set off by our thoughts (which could be your beliefs, principles or past experiences). How many times have you noticed that even though you did what you were supposed to do, it was not the action alone but your attitude or mindset (thoughts and feelings) behind it that determined your success? The more you operate at higher levels of energy the more consciousness, engagement and leadership you will have and the more chances to reach sustained success.

Let's use an example to clarify. Your boss tells you that you need to execute on an initiative. You are not given a chance to provide your opinion and you feel little control over the situation. Most people in this situation will experience frustration and might show some resistance or antagonism to the boss's opinion. In this kind of situation, it is often seen that initiatives are executed haphazardly as there is lack of engagement, and results might not be sustainable.

Now let's take a look at a different situation. Your boss shares with you the difficulties that the business is facing and asks you how you can help. You share some ideas and together you polish the ideas and turn them into a clear project. Most likely you are excited about the possibilities this project can bring and you feel honored that your boss trusted you to play a key role. These positive thoughts and feelings will generate the stamina to overcome difficulties during the project and will make you feel confident about yourself and the process and dedicate the time needed to start seeing results. Once results start showing you will enter into a virtuous cycle and you will get more excited about what you are capable of accomplishing and contributing to your organization.



Notice than in both cases, the person executed on a project. Using the concepts of Energy Leadership™ we can state that in the first example, the employee operated at a lower level of energy while in the second example, at a higher level of energy. The big driving force in reaching the goal and sustaining the results, was the attitude behind the actions. **Your attitude has more impact in your success than your skill level.** ⁽¹⁾

Why is this relevant to you? Most likely you have reached your current position in the organization because of your hard work, discipline, intelligence and creativity, just to name a few. All of these skills, were great to reach success at the individual contributor level but became expected skills once you are at the director level or higher. At higher levels in an organization, complexity is bigger and the people issues take center stage. Being capable of influencing others to take actions aligned to the company strategy and build engaging teams require different competencies.

People follow people. People do not follow robots even though they might be capable of doing the same things people do. Employees notice the intention and attitude of their leader, and if they are attracted to it and it is aligned with theirs, then they will follow their leader.

The more you know yourself, the more you will be able to consciously choose to influence and attract others. Understand how are you showing up for others? What are your attitudes (thoughts, beliefs, emotions and feelings)? What makes you generate the drive to take action? How engaged are you towards the task at hand? How conscious are you of your behaviors and how they influence your team?

By learning and applying the concepts of Energy Leadership™ and leading yourself and others through the 7 levels of Energy Leadership™, you can increase your ability to shift your own energy and the energy of those around you, to inspire and motivate yourself and others to take action. You will feel a greater sense of purpose, you will get more done with less stress, effort and waste, and you will generate sustainable results.



I believe that we are all meant and able to live a happy, abundant and fulfilling life. You can experience life greatness when you are being your best, living on purpose and creating a powerful legacy. Coaching can help you go deep, ignite, and catapult you from your core to forge extraordinary and sustainable results.

Making it happen is your choice!

Rocio Alcazar
President & Leadership Coach

Empowering leaders to take action on what matters most.

At Legato Coaching we dream of a world where successful leaders are role models of meaningful and happy lives. Where leaders are sought after for their wisdom and care for others and have inner peace from knowing they are living on purpose. A world where leaders make impactful positive contribution to the world.



Energy Leadership™ concepts were developed by Bruce Schneider and the trademark is registered under his name.

(1) Research in competencies revealed that the motives and habits rather than skills and knowledge are the strongest predictors of success.

