

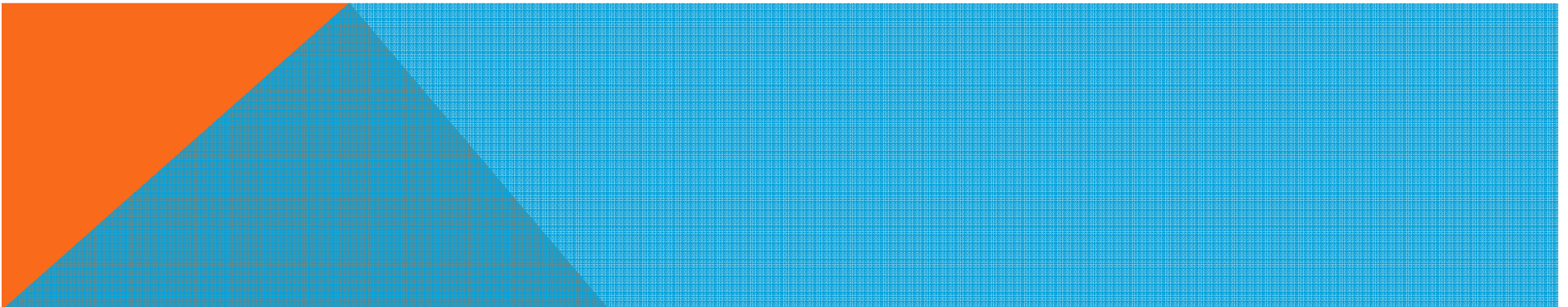


HUMAN SUSTAINABILITY: ENERGY MANAGEMENT

**SHRM Leadership Conference
Arlington, VA
November 18-20, 2010**

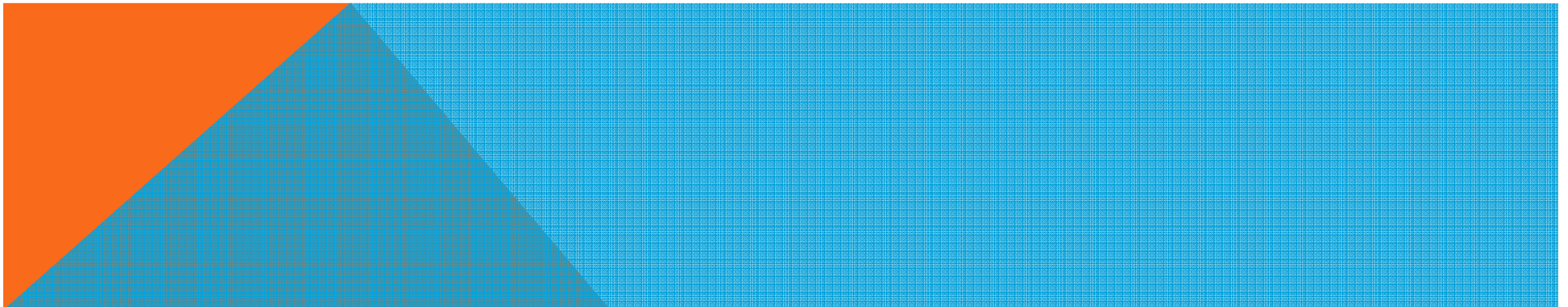
AGENDA

- Objectives
- What are the dimensions of “Energy Management”
- Case study
 - What data drove the intervention(s)
 - Results
- What you’d like to try personally and professionally



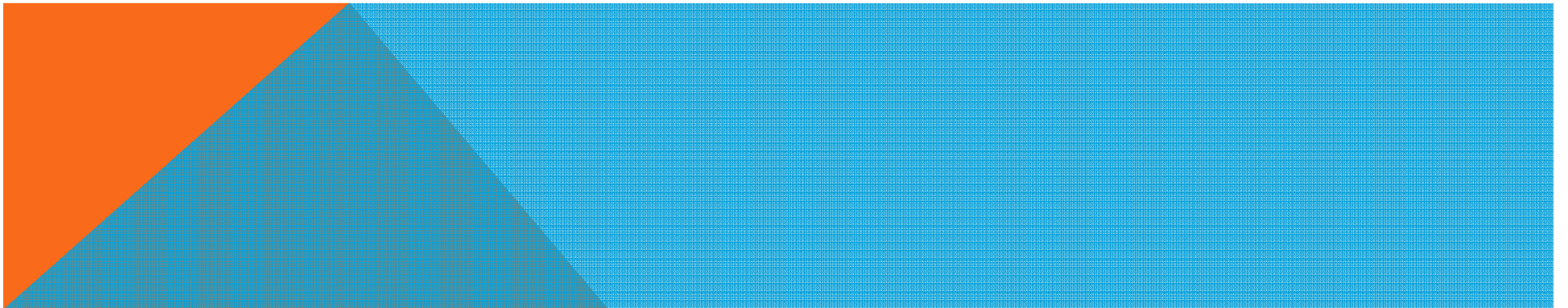
LEARNING OBJECTIVES

- Define the connection between human sustainability and employee engagement
- Describe one company's experience
- Relate to your energy and engagement and that of your company with potential interventions that could enhance sustainability

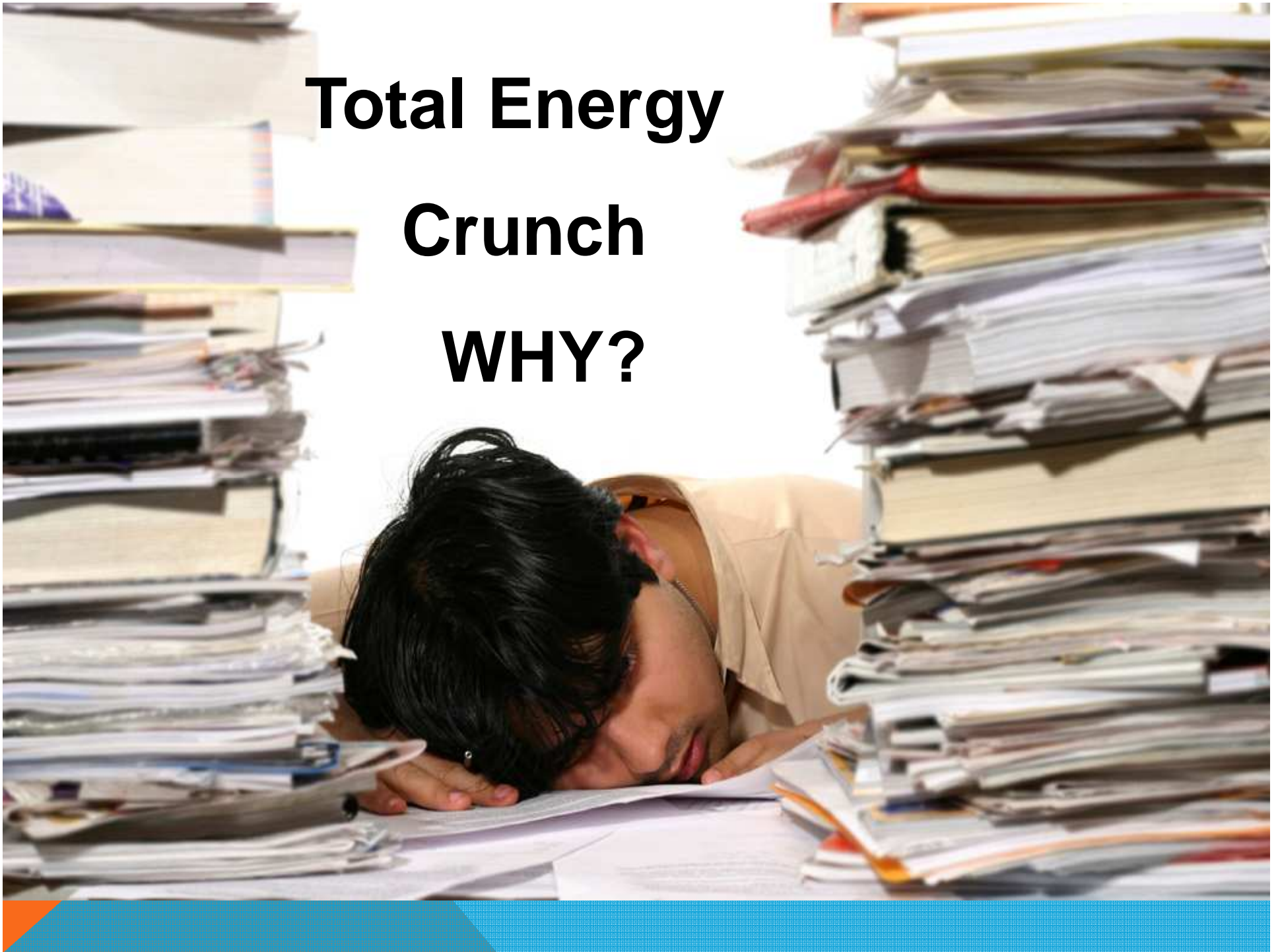


Why Energy?

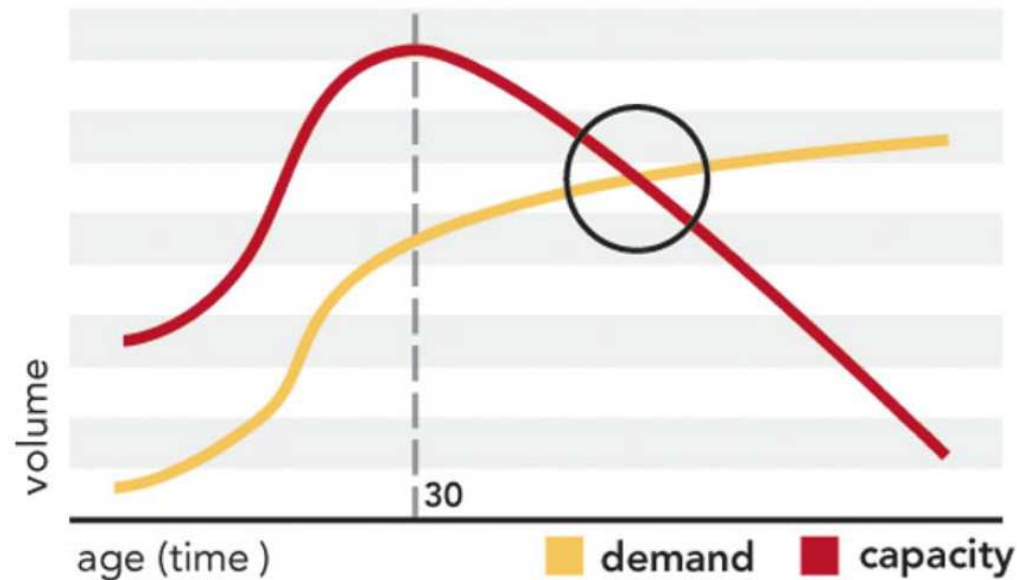
Why Now?



**Total Energy
Crunch
WHY?**



We Are Getting Older ...the Demand is Increasing



Demand vs. Capacity Curve

Source: Human Performance Institute

ENGAGEMENT

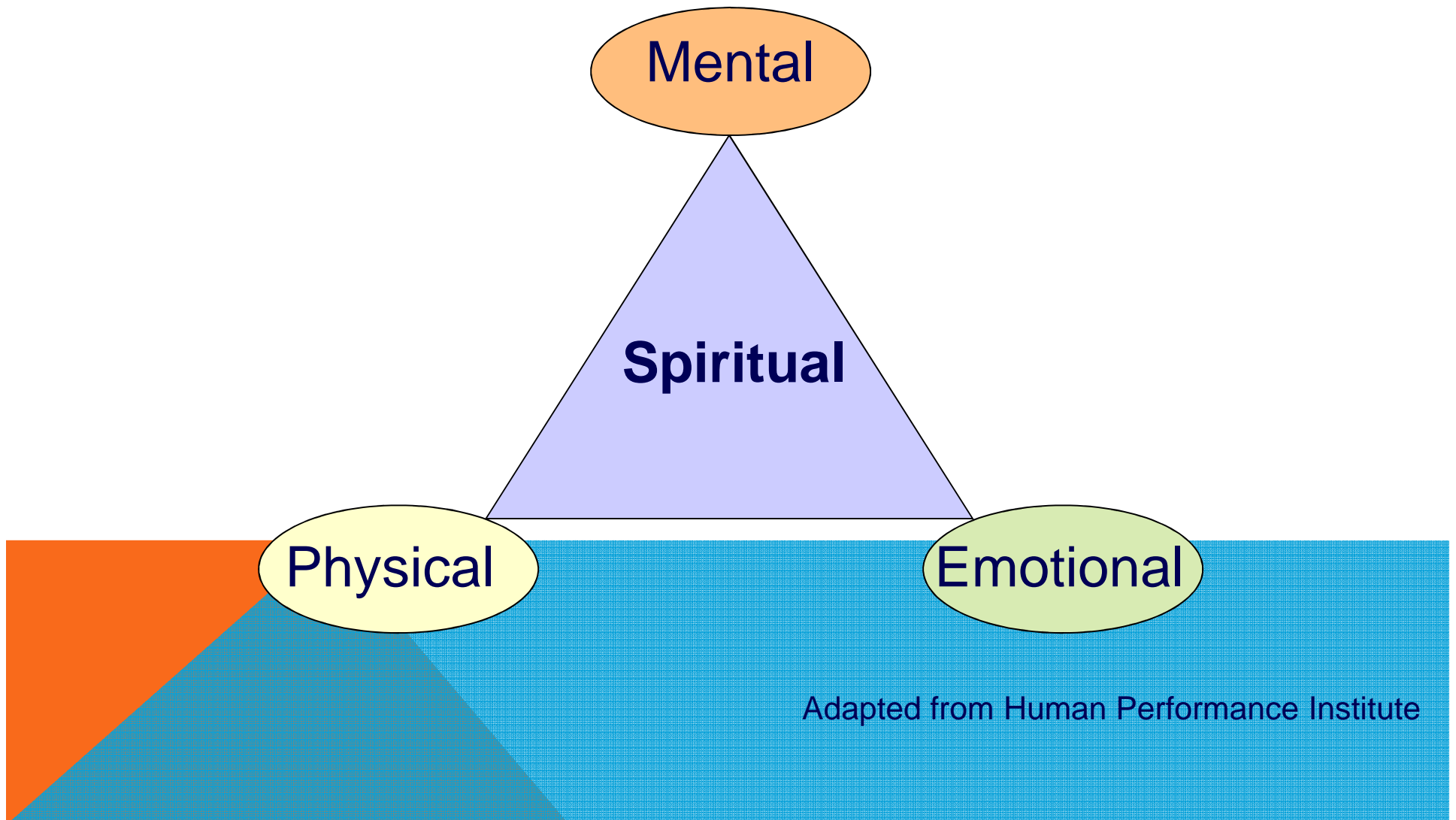
...THE TOOL FOR PERFORMANCE



A promise to
be present at
a specific time
and place

Webster

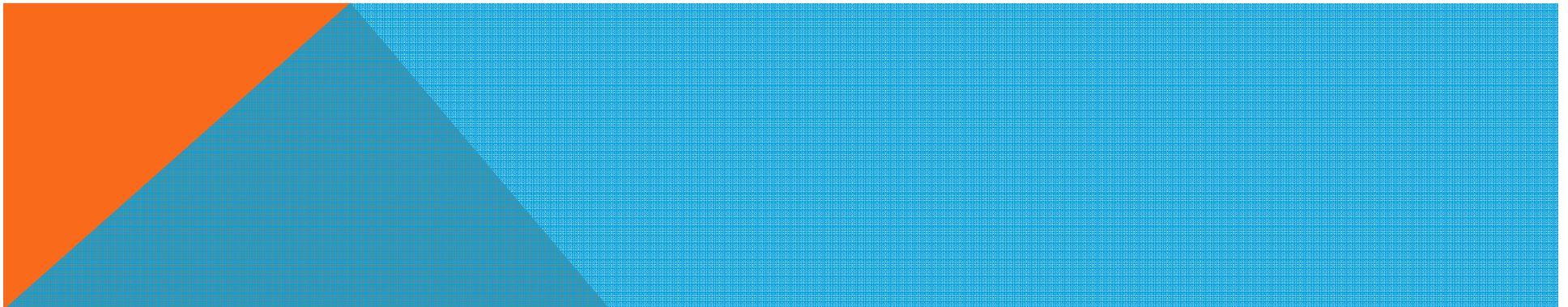
FOUR DIMENSIONS OF THE ENGAGEMENT CRISIS



Adapted from Human Performance Institute

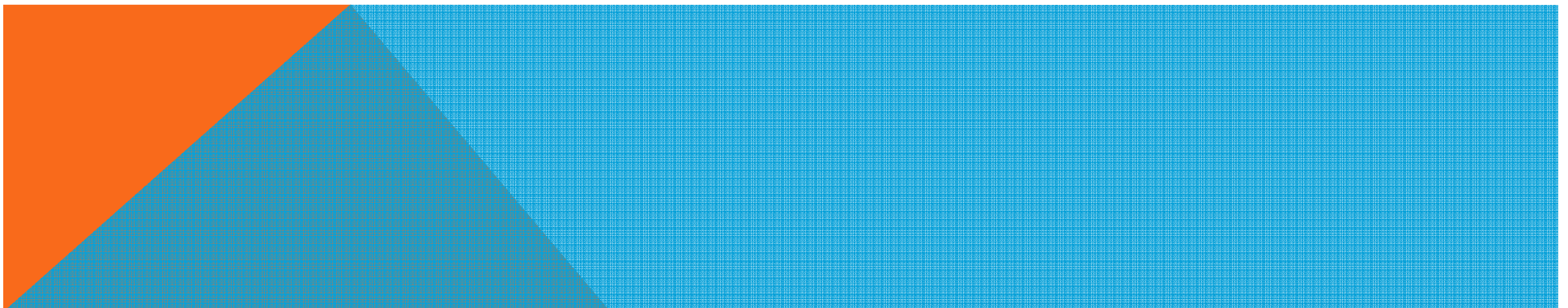
Answer True or False to each question

1. Efficiently investing time in things and people you care about gives you harmony and fulfilment
2. The human spirit is fuelled from a different energy source than the physical body
3. Multi-tasking is an acquired skill and is essential for success in today's complex, fast paced, intensely demanding business environment
4. The best way to think about one's business career is as a long race such as a marathon rather than as a series of short sprints
5. Protecting yourself and others from high stress is an important part of leading and managing your teams
6. In terms of great professional success, it is more important to align one's public rather than private voice with the corporate mission



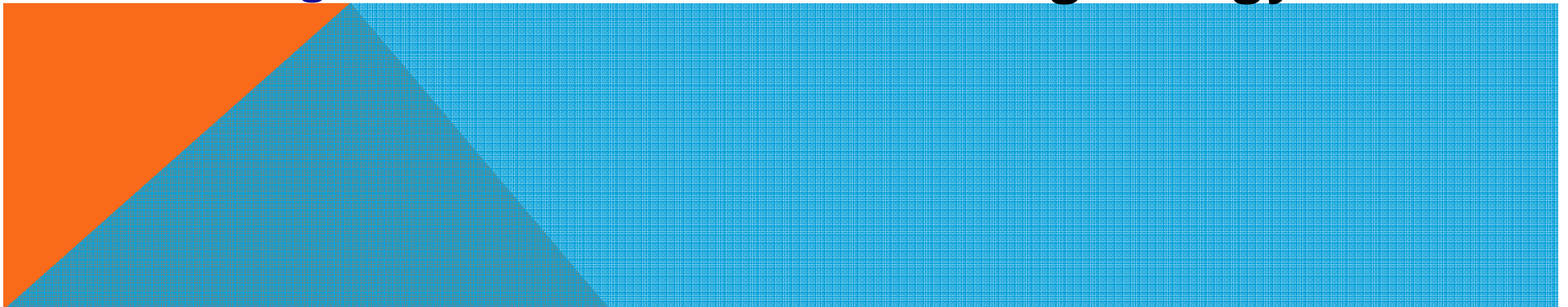
ENERGY QUIZ

- False** 1. Efficiently investing time in things and people you care about gives you harmony and fulfilment
- False** 2. The human spirit is fuelled from a different energy source than the physical body
- False** 3. Multi-tasking is an acquired skill and is essential for success in today's complex, fast paced, intensely demanding business environment
- False** 4. The best way to think about one's business career is as a long race such as a marathon rather than as a series of short sprints
- False** 5. Protecting yourself and others from high stress is an important part of leading and managing your teams
- False** 6. In terms of great professional success, it is more important to align one's public rather than private voice with the corporate mission



MOVE FROM TO

- **Managing time** **Managing energy**
- **Avoiding stress** **Seeking stress**
- **Downtime is wasted time** . **Downtime is productive time**
- **Life is a marathon** **Life is a series of sprints**
- **Self discipline rules** **Rituals rule**
- **Investing time** **Investing energy**



FIRST PRINCIPLE:

FOUR INTERCONNECTING ENERGY DIMENSIONS



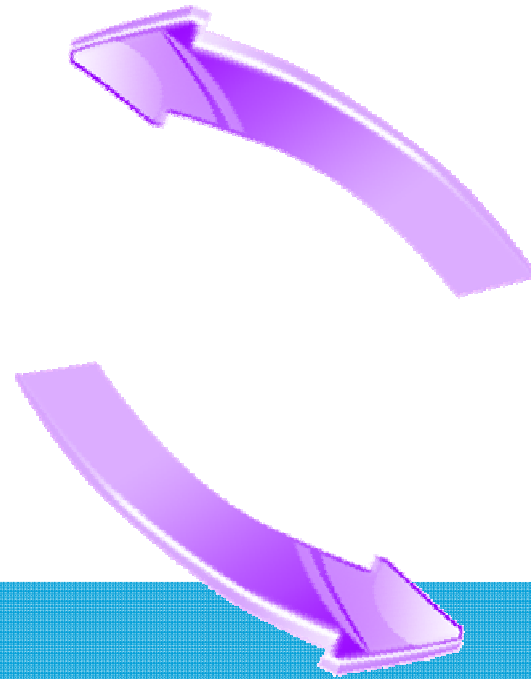
Spiritual- Extraordinary

Mental-Engage the Mind

Emotional-Engage the Heart

Physical-Engage the Body

HUMAN DEVELOPMENT



FUEL YOUR ENERGY: DEVELOP AN EATING AND MOVEMENT STRATEGY



Food

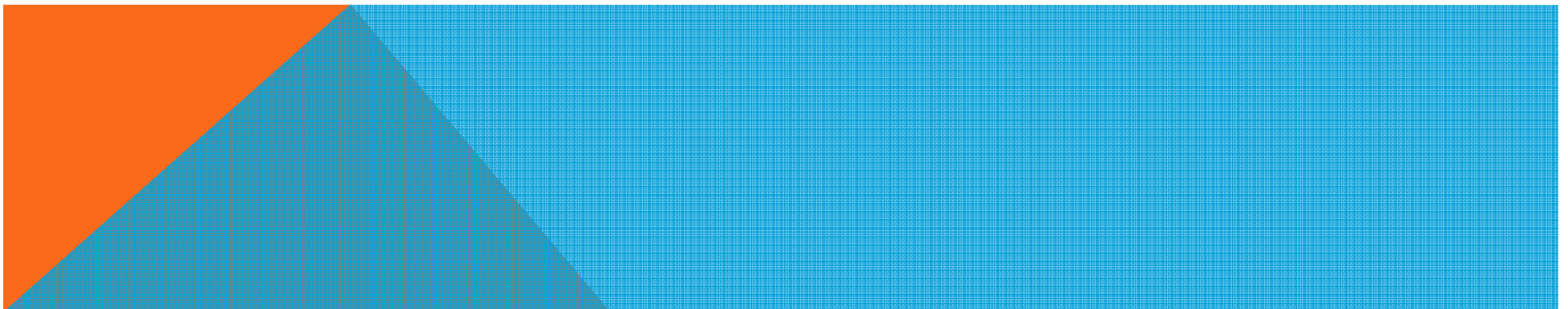
- Use your hand for proper portion size
- Eat light and often to stabilize blood glucose-Meals-3/day; Snacks-2-3/day

Movement

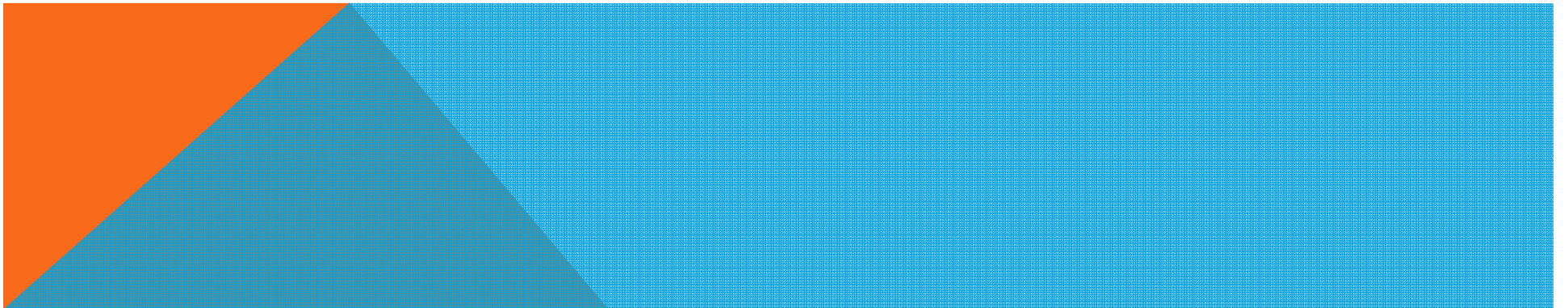
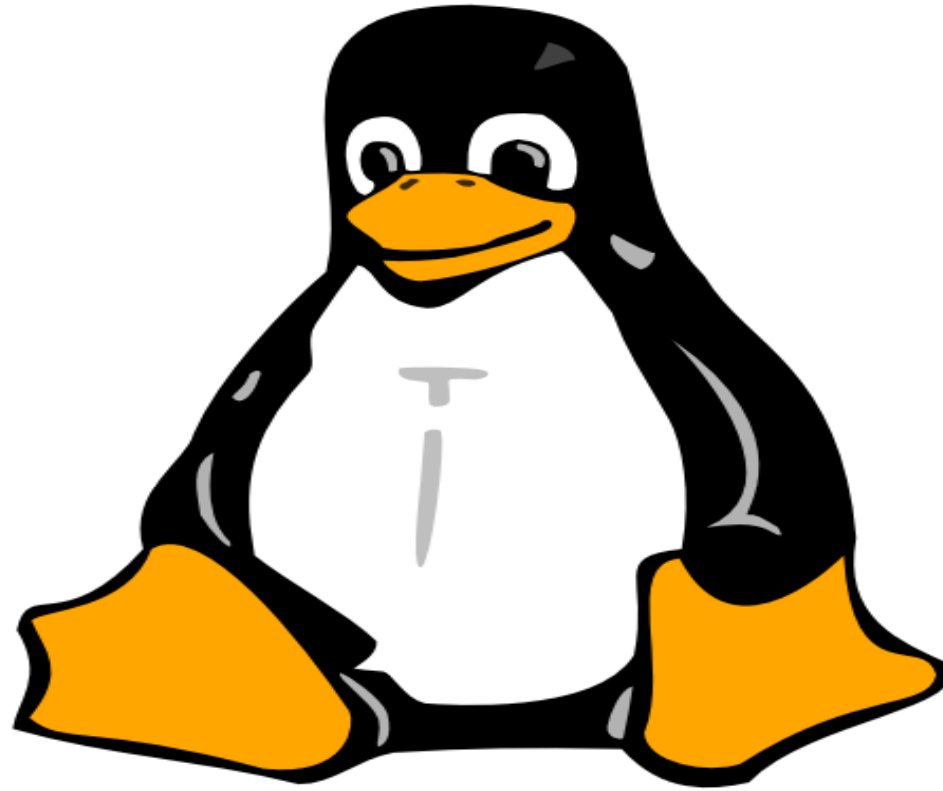
- Movement every 30-45 minutes - stretch in the chair
- Large Movements every 90-120 minutes- walk away from the desk

WHAT IS YOUR ENERGY LEVEL RIGHT NOW?

- **1 – if I could just close my eyes for 10 minutes..**
- **5 – have the energy to manage demands of work and home life**
- **10 – so much energy, I'd like to work out right now**



LET'S MOVE

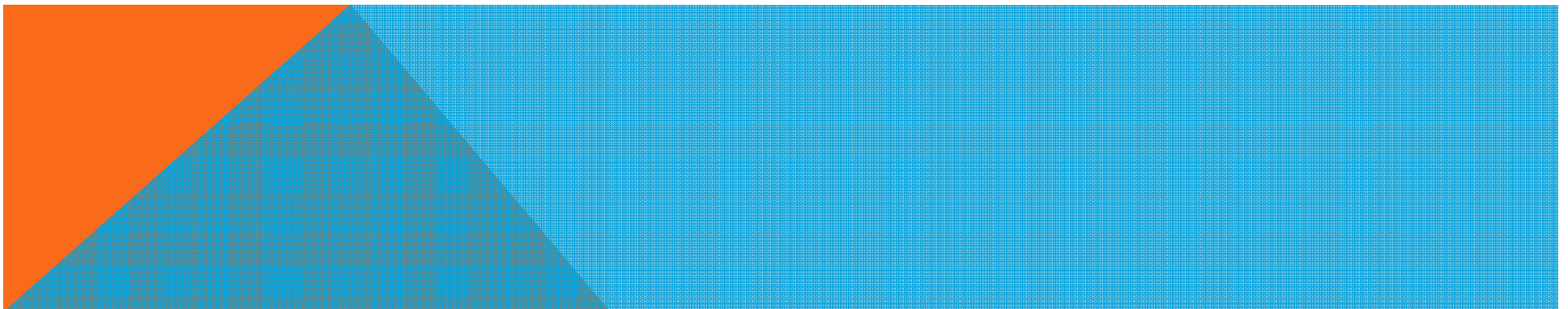


WHAT IS YOUR ENERGY LEVEL NOW?

Did movement increase your energy level?

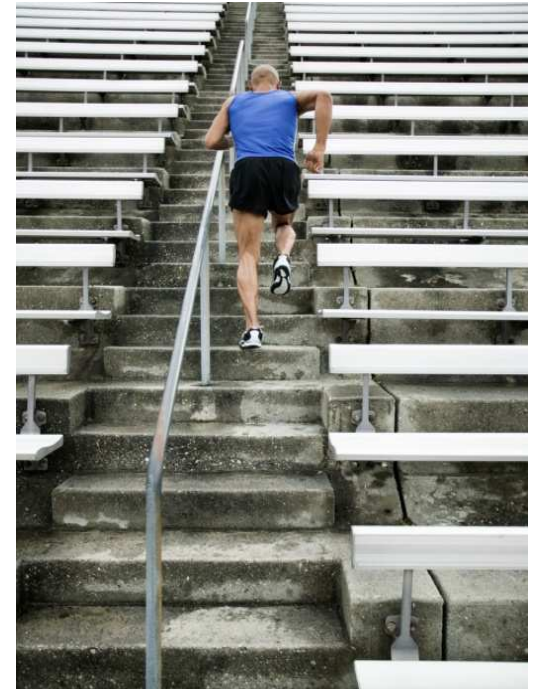
How effective were you at multi-tasking?

Do you think you were extraordinary at all three tasks?



SECOND PRINCIPLE: ACHIEVE BALANCE

Expend Energy

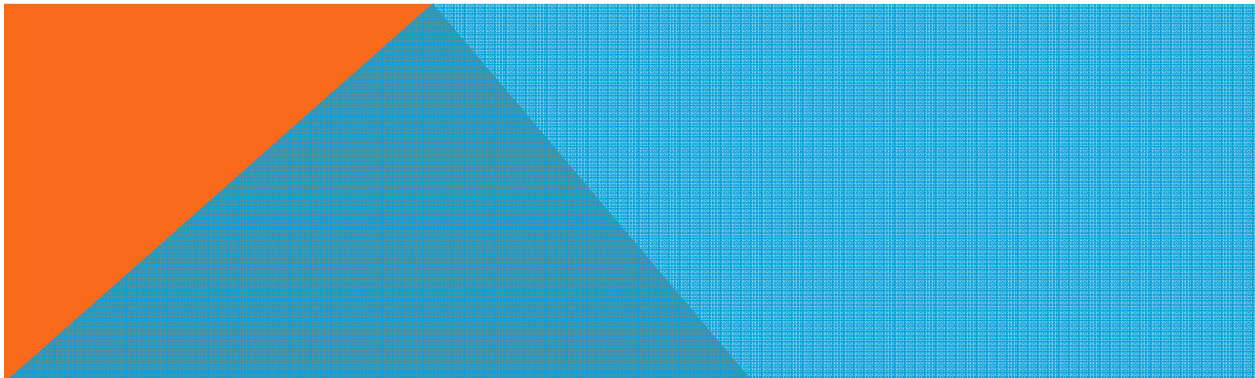


Recover Energy

Third Principle: Build Capacity

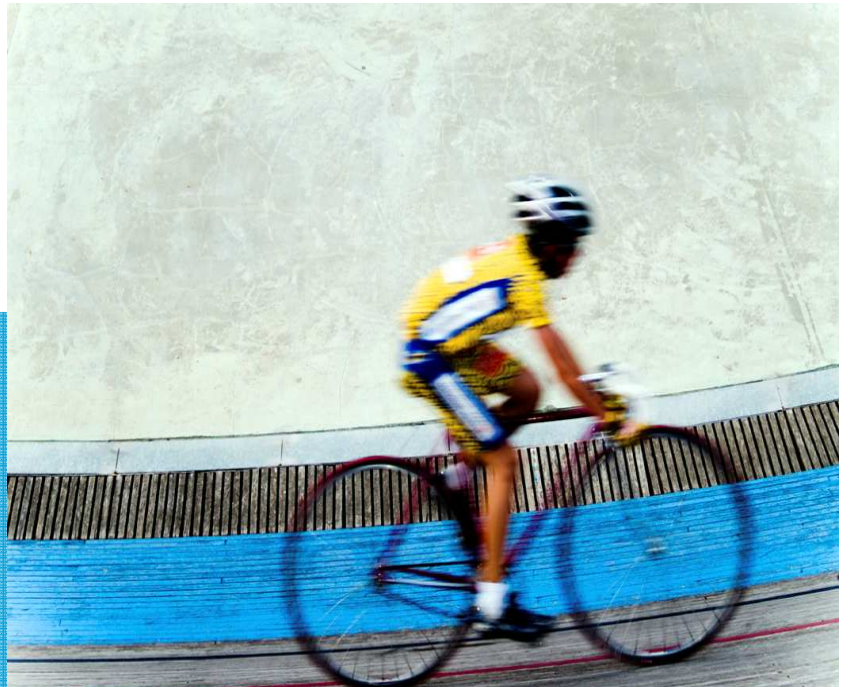
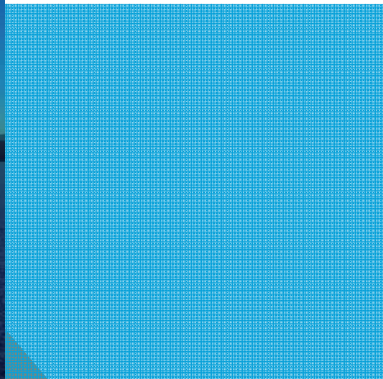
Well-crafted training

- ❖ Achievable in all Dimensions
 - physical-movement
 - emotional-empathy
 - mental focus-creativity
 - spiritual-integrity, commitment
- ❖ Balance



FOURTH PRINCIPLE: BUILD HABITS

- **Develop positive daily rituals**
- **Becomes automatic over time**
- **Fueled by deeply held values
become sustainable**



FOUR ENERGY DIMENSIONS



Spiritual- Extraordinary

Mental-Engage the Mind

Emotional-Engage the Heart

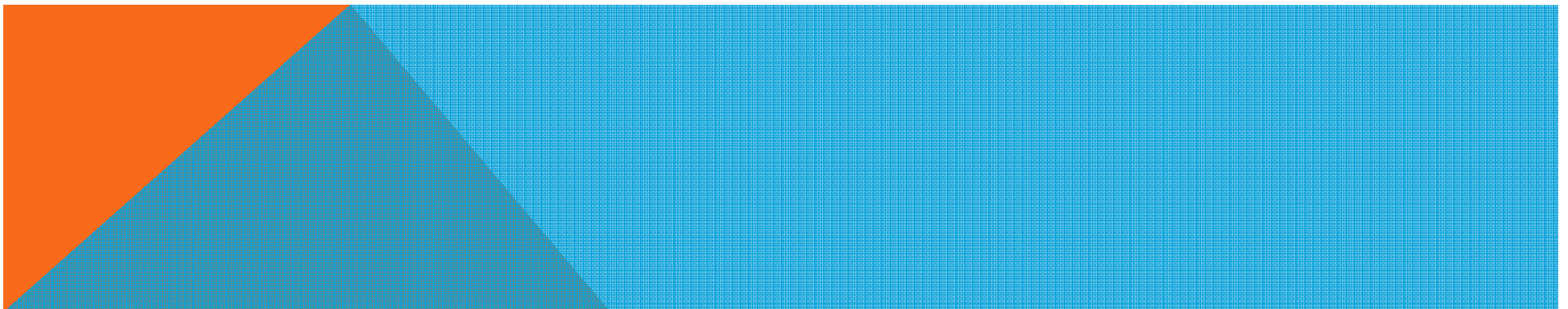
Physical-Engage the Body

Adapted Human Performance Institute

INSIDE-OUT STRATEGIES FOR DEEPENING ENGAGEMENT

■ **Physical**

- Strategic movement
- Strategic food intake
- Strategic liquid intake
- Strategic recovery



INSIDE-OUT STRATEGIES FOR DEEPENING ENGAGEMENT

■ Emotional

- Strategic recruitment of positive and opportunistic emotions
- Strategic connectedness

✓ Emotional Intelligence

- know yourself
- self management
- social awareness
- relationship management

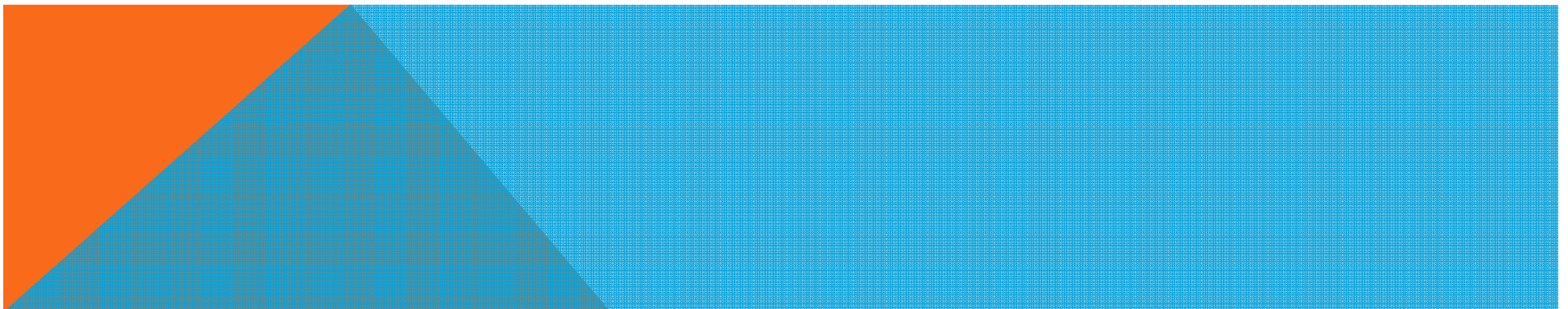
You choose how you feel

INSIDE- OUT STRATEGIES FOR DEEPENING ENGAGEMENT

■ **Mental**

- Mindfulness--Strategic here and now
- Single minded focus
- Cognitive Restructuring or Effective Thinking

Multi-tasking is the enemy of engagement



INSIDE- OUT STRATEGIES FOR DEEPENING ENGAGEMENT

■ **Spiritual**

- Strategic alignment of work purpose and life purpose
- Strategic alignment of personal ethics and values to your ways of working
- The boundless energy of the Human Spirit

**Living aligned to your values unleashes
boundless**

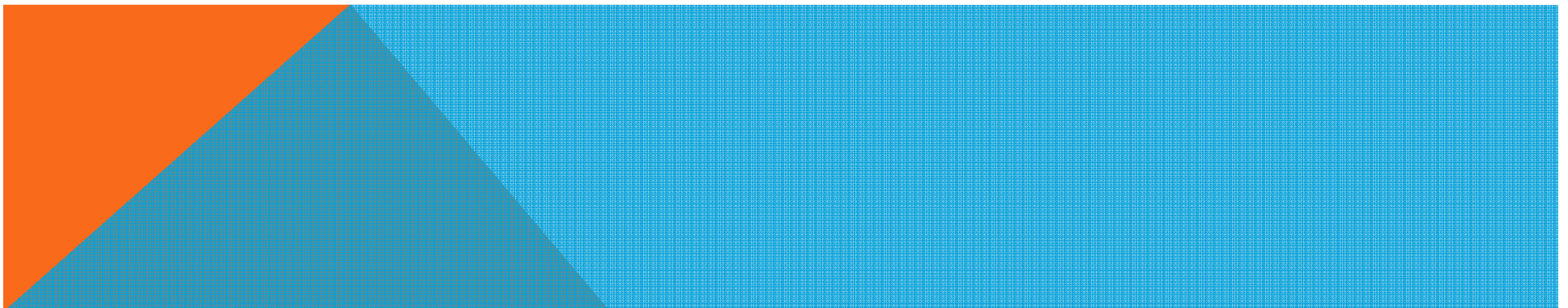
sustainable energy

A decorative graphic at the bottom of the slide. It features a large blue rectangle on the right side. On the left side, there is a large orange triangle pointing towards the right, which overlaps with the blue rectangle. The blue rectangle has a fine, grid-like texture.

WHY A BUSINESS WOULD VIEW ENERGY AS AN ANSWER

■ A Case Study

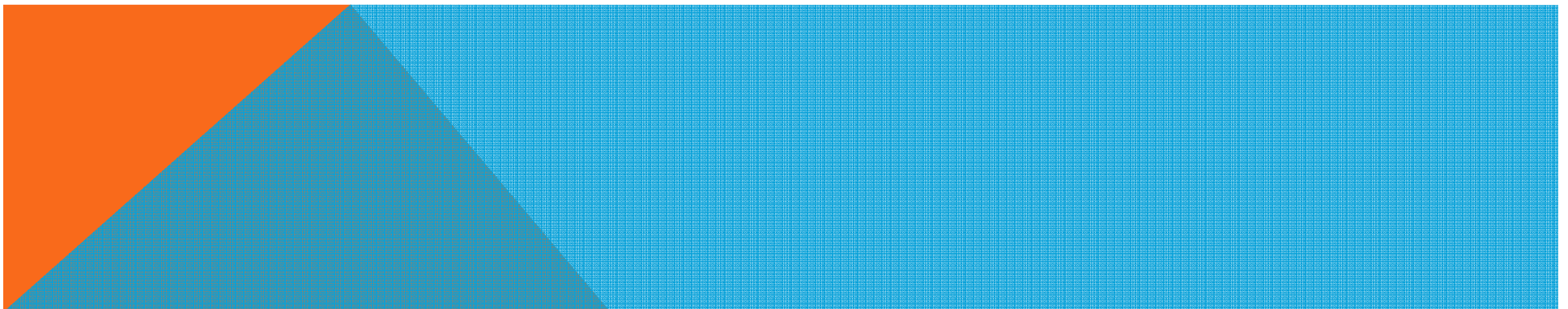
- Excess work demands
- Engagement gap
- Executives, engaged, but sedentary and overweight
- Other employees—sleep deprived, overweight to obese and sedentary



PERSONAL EFFECTIVENESS AND SUSTAINABILITY

A 2.5 day facilitated workshop where participants have the opportunity to deeply engage in learning, activities and self-reflection in support of their physical, spiritual, emotional and mental energies.

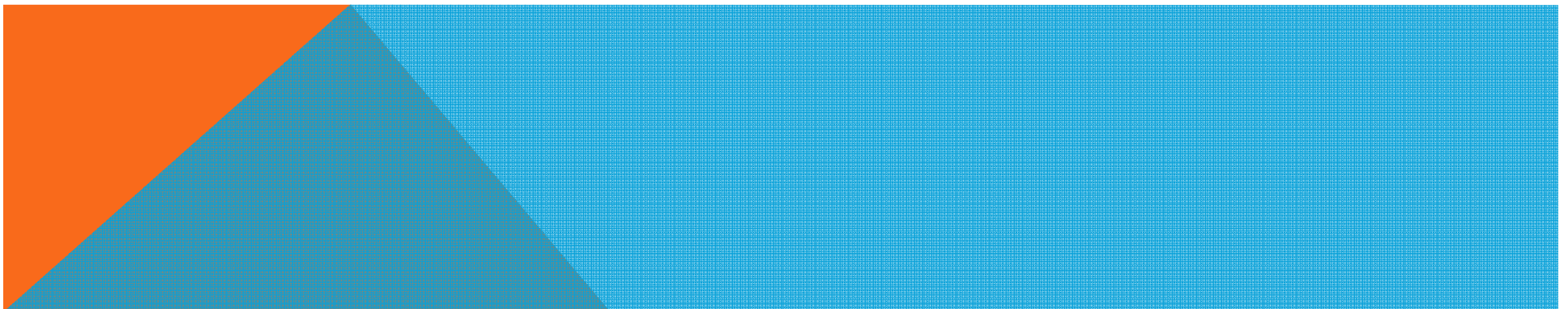
A half day training course to explore energy & sustainability, purposeful living, self awareness, and focus. Introduces Energy Management Principles and explores each dimension of energy.



ORGANIZATIONAL EFFECTIVENESS AND SUSTAINABILITY

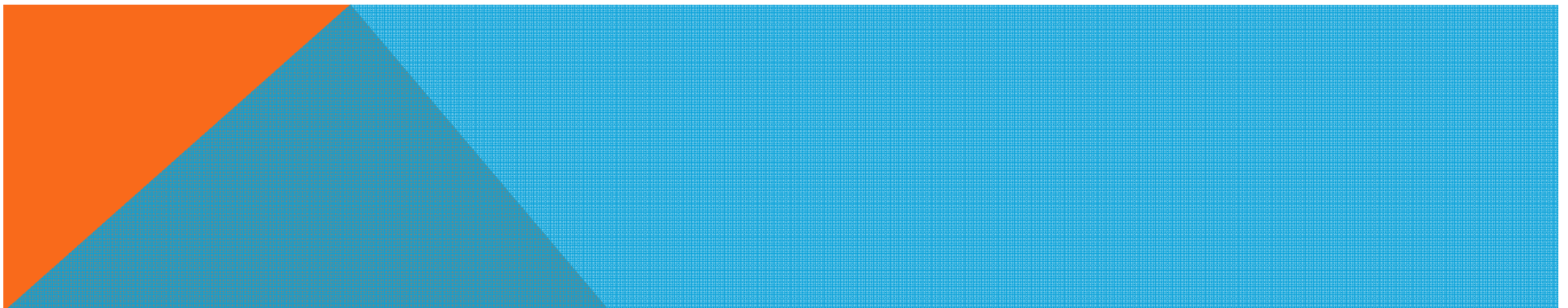
A half day workshop that helps a team identify and prioritize sources of workplace pressure for team action planning (via a confidential survey).

Two 1/2 days for leadership teams to build an energizing and engaging culture.



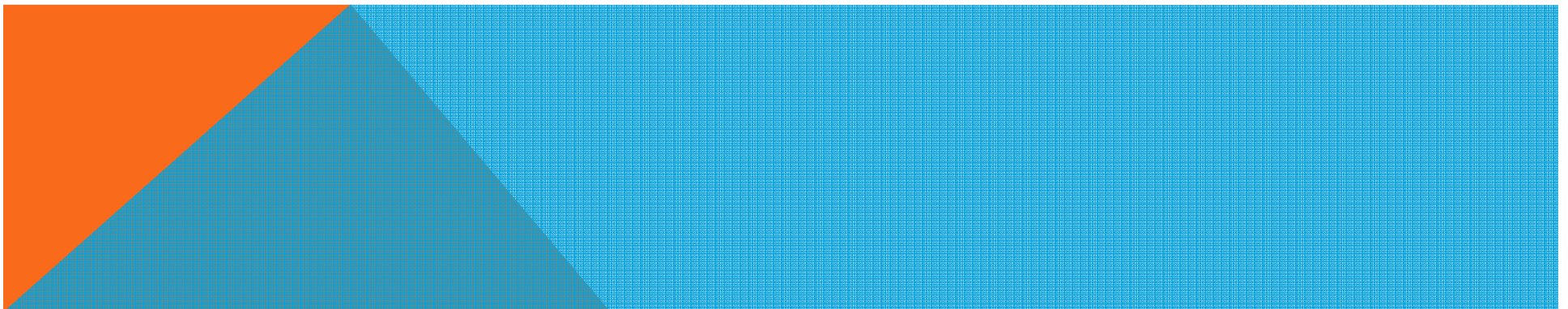
Environmental Effectiveness

- Sustainability seminars (brown-bag lunch)
- Online community for alum
- Coaching
- Gyms, walking trails, maps for routes
- Healthy foods in cafeterias and vending machines
- Healthy foods/water at meetings
- 45 minute meetings to allow recovery
- Walk and talk
- Stretch breaks every 50 minutes
- Meditation or oscillation rooms/space
- Team-based flexible work schedule availability
- Agreed, dedicated, uninterrupted project time



*Engage your spirit,
your mind,
your heart,
your body,*

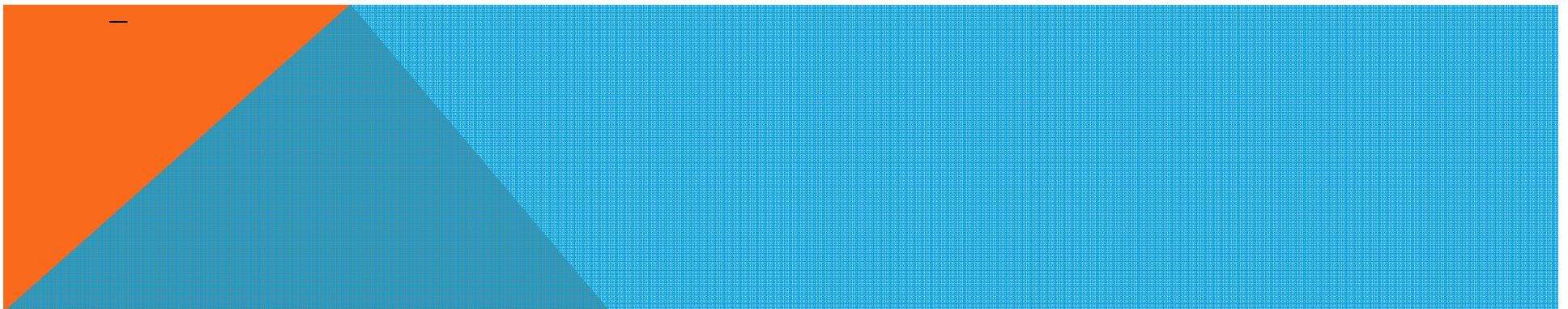
***In all areas of your life that matter
most!!***



Know Yourself:

....in which Dimension are You Most Depleted

What one thing would you like to improve?



WHAT YOU MAY WANT TO TRY

1. Does your company already have data that may indicate a need for an intervention that can increase employee engagement?
2. Do you have some things in place already, e.g. gyms or the EAP, that could be used more strategically for engagement?
3. Are there simple environmental interventions that are no or low cost that would support employees' engagement in strategically managing their energy?
4. Could you and other key leaders do more to role model good energy management?

What is one thing you will commit to do to increase the energy for your workforce?

CONTACT INFORMATION

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