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# **2025 HR CONNECT:**

## **Energy Leadership**

### ***Transforming Today's Leaders***

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## ENERGY LEADERSHIP

Ability to consciously work with your filters, and therefore, your energy, to develop a personally effective leadership style that positively influences + changes you and others with whom you interact. (*iPEC – Institute for Professional Excellence in Coaching*)

***“Energy is contagious. You either affect people or infect people.”***

~ T Harv Eker

**Traditional Leadership**

**Energy Leadership**



## Catabolic Energy

- Draining
- Linked to stress + frustration
- Unsustainable

## Anabolic Energy

- Expansive
- Full of possibilities
- Fuels creativity + motivation

## THE 7 LEVELS OF ENERGY



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## A “WINNING” COMPARISON

**Instructions:** Match the “winning” mindset/statement to the appropriate level of energy by placing the # of the energy level in the blank space.

07 CREATION	_____ <i>I win, you lose</i>
06 WISDOM	_____ <i>I win (if you win too, great!)</i>
05 ACCEPTANCE	_____ <i>I lose and it’s your fault</i>
04 SERVICE	_____ <i>Winning + losing are illusions</i>
03 COOPERATION	_____ <i>Everyone always wins</i>
02 DEFIANCE	_____ <i>We both win</i>
01 LETHARGY	_____ <i>You win</i>

***“Your energy introduces you even before you speak.”***

~ Edward Mungal



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## YOUR INSPIRATIONAL ENERGY LEVEL

*When in a situation where I am influencing others to take a course of action, I usually....*

- a. Give into others to avoid confrontation
- b. Work to manipulate others to get my own way
- c. Listen to the other person/group but am not always hearing what they say because I am focused on achieving my goal
- d. Put others first, acknowledge that I am hearing them, show that I care + give of myself and abilities
- e. Carefully listen to their response to my questions to find an opportunity for common ground for us to move forward with the course of action or task that is best for everyone.
- f. Am in the moment, letting my intuition and the synergy of working with others guide us on what actions to take and knowing that we will always win.

### CATABOLIC LEADER

- Delegates fully
- Gives information
- Self-assesses
- Works in crisis mode
- Disconnects emotionally
- Uses left brain analysis
- Deals with problems
- Utilizes personnel

### ANABOLIC LEADER

- Project shares
- Shares (detailed) information
- Utilizes 360 and individual feedback
- Plans/develops accountability systems
- Utilizes emotional awareness
- Uses whole brain thinking
- Sees only opportunities
- Sees the true human resource



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## ENERGY LEADERSHIP IN OUR ORGANIZATIONS

Discuss how Catabolic + Anabolic energy show up within your organization.

1. What catabolic mindsets or behaviors show up? Anabolic?
2. What is the impact?
3. What are 1 or 2 things we can do to help shift it (within ourselves or others)?



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## MAKING THE SHIFT

- Recognize your own energy: mindsets, beliefs, thoughts, moods, emotions + behaviors
- Assess your personal energy levels throughout the day and in certain situations
- Pinpoint the situations that initiate catabolic energy in you
- Identify how long you stay in a catabolic energy state
- Challenge thoughts, beliefs + assumptions that no longer serve you or the situation
- Remember your impact on yourself, others, community + organization
- Be mindful of the language you use (*ex: have to vs. want to*)
- Assume positive or neutral intent
- Reframe negative thoughts (*ex. opportunities vs. problems*)
- Lead with your strengths
- Focus on the solution + the future
- Take ownership + purposeful action
- Recognize your Power to Choose
- Consciously choose how you want to think + behave
- Give yourself grace + keep taking steps towards growth
- Make self-care a priority (Our physical energy impacts our emotional energy)
- Shift or move your body

***“Our first and foremost job as a leader is to take charge of our own energy and then help to orchestrate the energy of those around you.”***

~ Peter Drucker



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## COACHING OTHERS TO MAKE THE SHIFT

- Create awareness of energy levels + space to reflect on personal energy level
- Ask questions to identify mindsets, values, perceptions, limited beliefs, root causes + core intentions
- Understand what drives + energizes team members as well as what drains them
- Validate feelings to normalize their emotions
- Empathize to connect (feeling the emotions without judgment)
- Share alternative perspectives
- Focus on their strengths + what is “right”
- Encourage them to envision a different (positive +/- or productive) future
- Create energetic buy-in by allowing them to emotionally connect to what they see as a positive future
- Partner with them to design action steps that align to create their vision
- Help them see their Power to Choose + Empower them to consciously choose their state + outcomes
- Remind them that growth takes time

***“Don’t adapt to the energy in the room. Influence the energy in the room.”***

~ Steve Harvey