You are doing so much that is right. Why aren’t you getting the results?
A Law Enforcement Culture of Engagement is the Energy that Fuels Innovation & Growth.

Engage
Corporate Catabolism

**Catabolic energy** - draining, contracting, resisting energy.

**Anabolic energy** - constructive, expanding, fueling energy.
School-Based Factors Affecting Student Achievement

- Principal Impact: 25%
- Teacher Impact: 33%
An Engaged Individual

• One who is **fully committed** and **enthusiastic** about investing his or her full and best effort at work or in life.

• One who is **physically energized**, **mentally focused**, **emotionally connected**, and **spiritually aligned** with a purpose beyond his or her immediate self-interest.
An Engaged Organization

- Environment where employees build on the creative energy and talents of each member.
- Challenges are seen as opportunities to slingshot the organization forward.
- There is an embraced sense of purpose.
A Law Enforcement Culture of Engagement is the Energy that Fuels Innovation & Growth.
The Formula

Capacity x Engagement = Total Engaged Energy™

Coach Centric Leaders™ shift both Energetic Capacity and Engagement in order to exponentially increase Total Engaged Energy and, ultimately, to produce action that leads to extraordinary and sustainable results.
Core Energy Coaching
Energy/Action Model

Box 3: Anabolic & Low
Total Engaged Energy:
Moderate - Engaged by default
Output:
- Limited enthusiasm for action
- Discretionary energy spent elsewhere

Box 4: Anabolic & High
Total Engaged Energy:
High - Anabolically engaged
Output:
- Chooses to, and does take action
- Energy is high and flows
- Total focus/commitment to finish

Box 1: Catabolic & Low
Total Engaged Energy:
None to Slight - Not engaged, or actively disengaged
Output:
- Very low energy & enthusiasm
- Resistance to change/collaboration

Box 2: Catabolic & High
Total Engaged Energy:
Limited - Engaged by effort/force
Output:
- Enthusiastic but blocked/chaotic
- Disruptive collaboration
Inspire
Coach Centric Leader™

• opens up new perspectives
• challenges assumptions and interpretations
• draws out solutions and thoughts from others
• understands motivations
• inspires and gains buy-in
• develops well-rounded and well-thought-out plans
• holds staff accountable for results
Leverage Points for Creating an Anabolic Culture

- Individual
- Organizational
- Social
Coaching Skills

- Button Pushing
- Breaking Resistance
- Bottom Lining
Engaging Leaders Engage Education

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