

Leadership Energy

It impacts team effectiveness.



by Colin Tipping

ORGANIZATIONS ARE like living organisms, the teams in them like complex molecules, and each individual like a single atom.

In any organization, we find the counterparts of the systems of a living organism. For example, the skeletal, vascular, digestive, and nervous systems are like the structure, infrastructure, buildings, machinery, communication, and compensation systems of an organization. The blood, nutrients, hormones, and other fluids of the body are like those elements that flow through the corporation, giving it energy and life—materials, data, ideas, and money. If the flow of any one of these is impeded, the result is decreased efficiency and output.

Living organisms are energetic in nature. They have an invisible life force and energy field. We look at organizations in this way and analyze them in terms of how well the gross and subtle energy flows within them.

- **Gross energy.** Data, money, and materials are gross energies. They are subject to clear definition, accurate measurement, record keeping, and control. Each has its own channel through which it moves and its own system by which the flow can be monitored. Thanks to computer technology, leaders and managers can master the flow of gross energy.

- **Subtle energy.** Human energy (or *humenergy*) is subtle energy—not susceptible to measurement or control. It operates below awareness and with few observable outward manifestations. It not only emanates from each human being, but from groups of people—work groups, teams, unions, departments, shareholders, and the board.

Through subtle energy, we attract, repel, bond with, and influence other people. It is, in fact, a powerful form of communication. We now understand how subtle energy works with regard to how people relate to each other as individuals and how teams operate:

- **Attracting and repelling.** If our energies match, we are attracted to

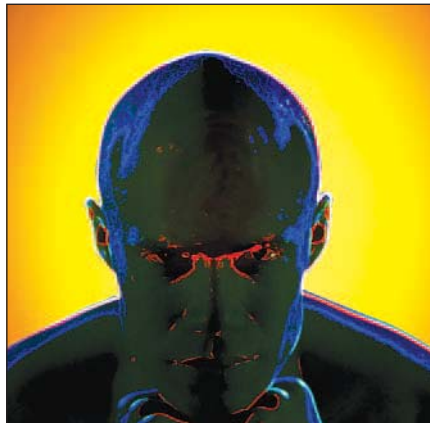
each other. If they don't match, we tend to be repelled. We sense an uncomfortable dissonance, and we move away from each other.

- **Bonding.** This occurs if the match in subtle emotional energy between us is strong. Our energy fields merge, and we feel connected to each other.

- **Influencing others.** People whose energy field is strong can influence other people simply by their presence. You can feel some people's presence or charisma the moment they enter the room. Then there are people who leave you feeling drained and limp. They deplete your energy and diminish you.

Fields of Humenergy

Fields of energy range from being specific to an individual person to including everyone. All of these fields are in



dynamic interaction with each other all the time, creating an ever-changing pattern and an interactive flow of energy.

Try visualizing the energy field of an organization as a still lake. Then imagine dropping a stone into the middle of the lake and watching the ripples spread out until they reach the bank. This is similar to the effect of the leader's personal energy field.

- **Negative humenergy.** Humenergy works below the radar. It is unconscious, nonverbal, and unseen. It is always there, but like a volcano, will only erupt under certain circumstances, and often in ways that might be toxic, hidden, or misunderstood. It can poison relationships and cause havoc. If toxic humenergy is properly managed and transformed, it can become a productive force that has a positive impact on the bottom line.

Until recently, most leaders have been oblivious to humenergy, giving rise to the condition of *subtle energy myopia*—the inability to perceive and manage humenergy. Humenergy is infused into the energy system of the organization by every person who works there, and its effect is powerful. It has the potential to cripple a team; and yet, if properly managed, it can provide great nourishment to the organization, its bottom line, and the people in it.

- **Symptoms of toxic humenergy.** Toxic humenergy is manifest as low morale, poor performance, continual conflict, racial discord, customer dissatisfaction, high turnover, self-sabotage, and more. These conditions have a negative effect on the bottom line.

Every person who comes to work Monday morning arrives with latent emotional baggage. Attached to that baggage is a huge amount of subtle energy. Every person is likely to act out their negative subtle humenergy from time to time, causing energy leakage and loss of money and productivity. Should we simply regard it as an inevitable cost of doing business?

No! The *Quantum Energy Management System* (QEMS) makes humenergy easy to manage and available as a creative resource and employee benefit.

The best leaders manage their own personal humenergy and recognize the value of humenergy as the fuel that drives sustainable enterprises. More CEOs are purposely moving in that direction. QEMS helps leaders harness and cultivate the enormous potential of humenergy and enables individuals to keep their own energy high and in positive balance. QEMS is a proactive, preventive measure that is often used in dealing with grievances and conflicts. As people become more accountable to themselves and responsible for their lives, they make better decisions and add more value. They become more forward-looking and win-win oriented. As they let go of blaming other negative behaviors, they contribute more. There is attraction, caring, and bonding. A happier, more responsible and self-accountable workforce is more flexible, adaptable, and less resistant to change and growth. Productivity rises as a result of having all forms of energy flowing more easily and freely, which has a positive effect on the bottom line. In turn, employees perceive their workplace as an environment that contributes to their quality of life. LE

Colin Tipping is the CEO of Quantum Energy Management Consultants, LLC, and the author of *Spiritual Intelligence at Work* (Global 13 Publications). Visit www.qemsystem.com.

ACTION: Monitor the energy of your team.