

IMPACT CULTURE
IF IT DOESN'T SERVE, IT DOESN'T SERVE

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Special Guest

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In a discussion with Tara Butler, a leadership coach and mentor, we talk about the importance of recognizing what serves individuals, relationships, and organizations. The importance of being aware of how one's energy impacts others and the value of forming alliances and partnerships based on shared values and mutual benefit is often overlooked in organizations. One's energy can significantly impact culture in several key areas:

Tip #1 Communication - Communicating openly to maintain alignment of values, priorities and challenges to prevent energy drains: The energy a person brings to their interactions can influence the tone and effectiveness of communication. Positive energy can foster open, honest, and productive conversations, while negative energy can lead to misunderstandings and conflicts. **In order to change how we communicate we first have to be aware of how we feel and what energy we bring.**

Tip #2 Decision-Making - Ask for what you need: Leaders who are mindful of their energy levels and take time to make decisions can create a more thoughtful and deliberate culture. This approach helps in preventing hasty decisions that might lead to misalignment and energy drains within the individual and the organization.

Tip #3 Relationships - Not ignoring when something is a drain on our energy: The energy individuals bring to their relationships can either strengthen or weaken them. Positive energy can build trust and collaboration, while negative energy can create tension and division. **Don't ignore when someone or something is an energy drain – if it doesn't serve, it doesn't serve!**

Tip #4 Alignment and Engagement - Paying attention to body signals and staying curious: Being aware of how one's energy impacts others can help in maintaining alignment and engagement within the team. Leaders who manage their energy well can inspire and motivate their team, leading to higher levels of engagement and productivity. **Don't ignore what the intelligence that is your body is trying to tell you.**

Tip #5 Partnerships and Alliances - Be clear of what you can do and what needs to be delegated: Forming alliances and partnerships based on shared values and mutual benefit is crucial. The energy invested in these relationships can determine their success and the overall positive impact on the organization's culture. **Don't overextend yourself, be kind and say no!**

By managing their energy effectively, individuals and leaders can create a positive, productive environment that supports personal and organizational growth.

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