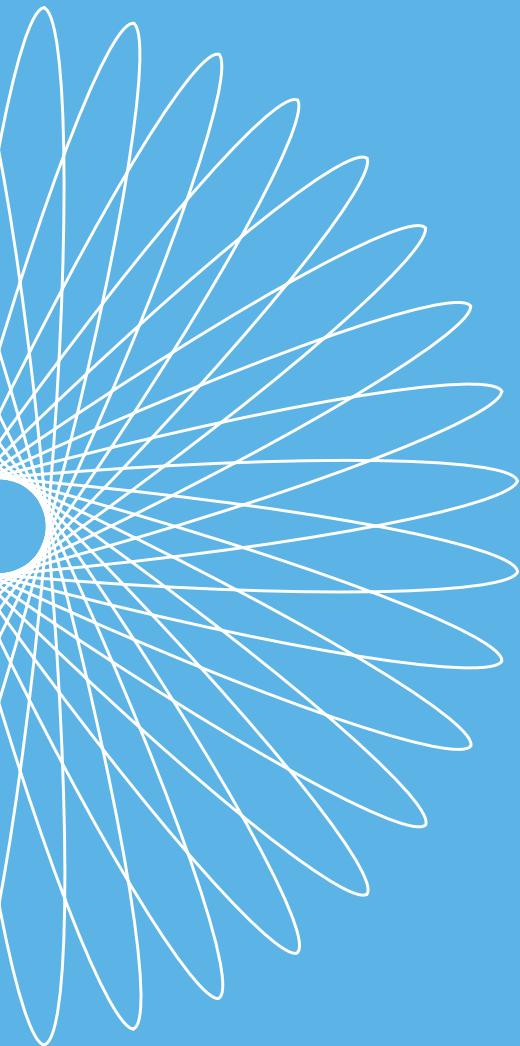


# Organizational Energy: A primer on improving health

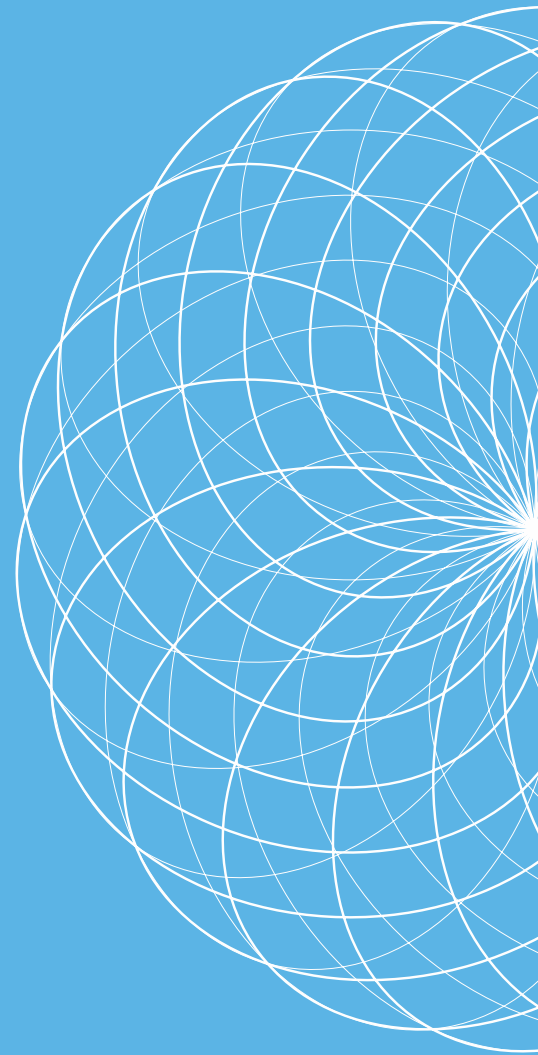
**Dr. Jack Groppel**

Human Performance Institute®

July 11, 2012

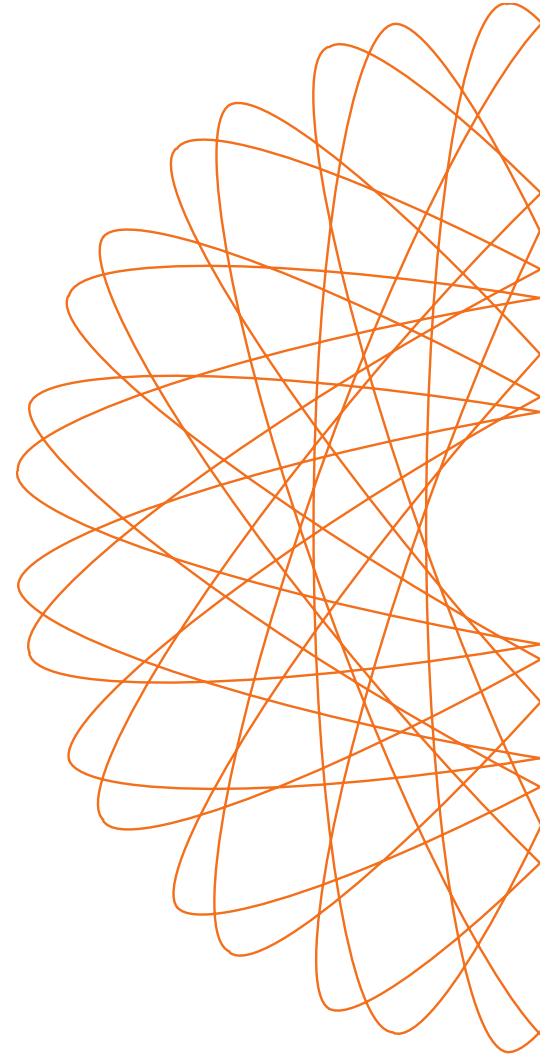


# COMPLETE THE MISSION!

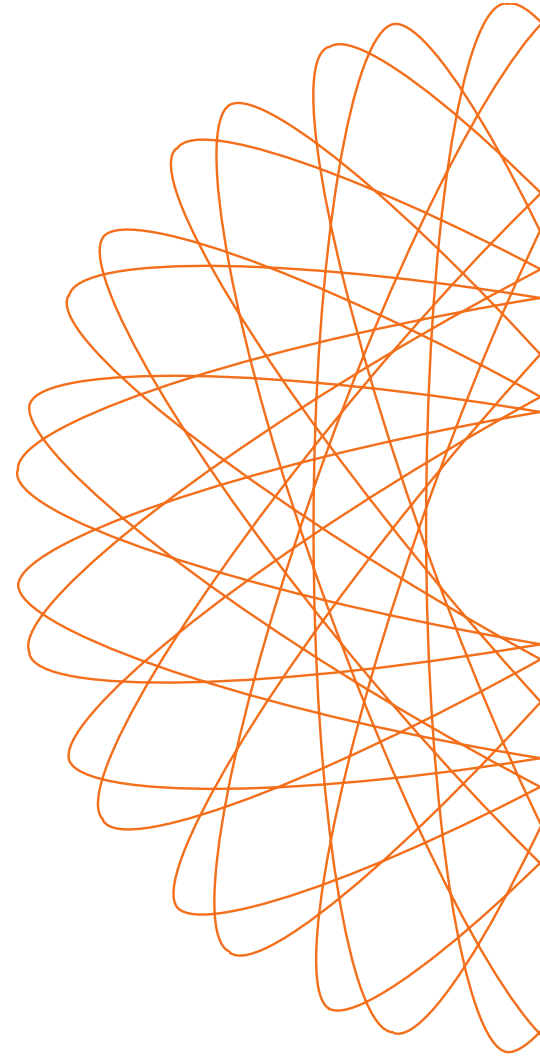


# Energy Management

- Our most critical resource is our energy
- Most fail to manage it effectively



# Professional Athletes vs. Corporate Athletes



	<b>PROFESSIONAL ATHLETES</b>	<b>CORPORATE ATHLETES</b>
<b>Training</b>	<b>90%</b>	<b>10%</b>
<b>Hours worked</b>	<b>4-6/day</b>	<b>8-12/day</b>
<b>Career span</b>	<b>7-10 years</b>	<b>30+ years</b>

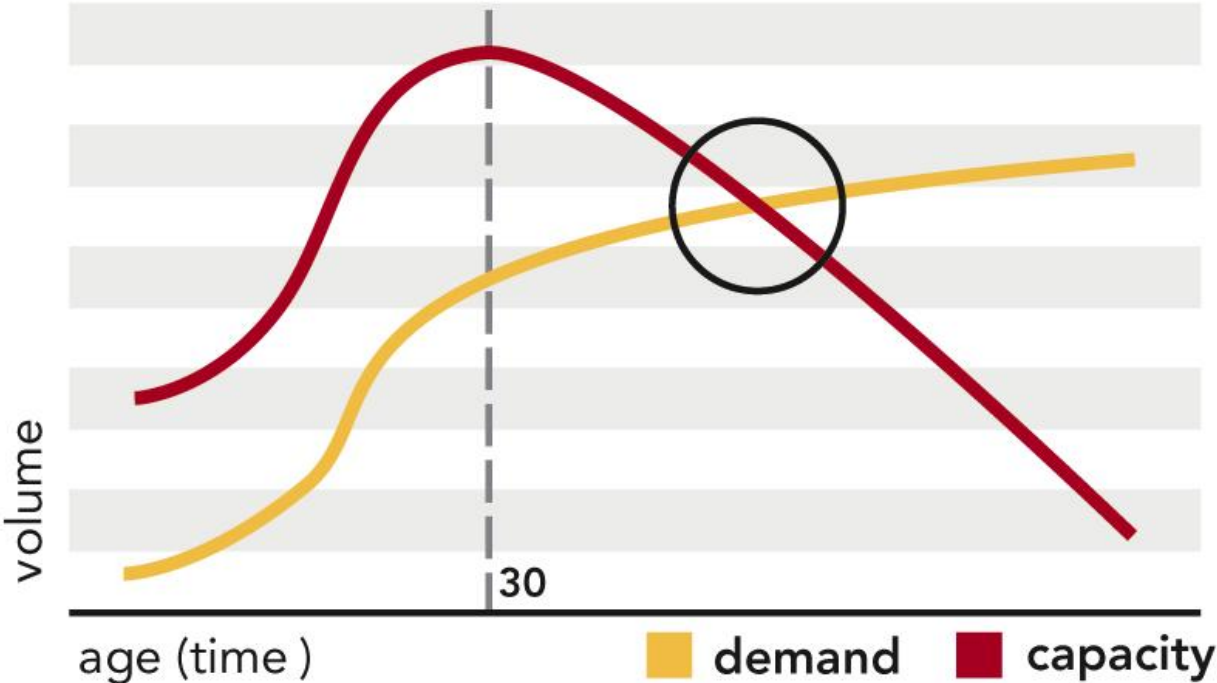
# Participant Post Program Measures

- 56% Improved Productivity
- 74% Successful Management of Life Engagement
- 51% Improved Resiliency
- 71% Successful Management of Mental Energy
- 68% Successful Management of Physical Energy
- 69% Improved Engagement with Health

**SIX MONTHS after going through the Corporate Athlete® training, participant results endured at work and home.**

Self-reported data provided by Performance Programs, Inc. who measured the responses of program participants from 2006–2008 (599 participants; 201 participants at six months follow-up). Statistics reflect percentage of survey respondents.

# DEMAND VS. CAPACITY CURVE



# HUMAN ENERGY CRISIS

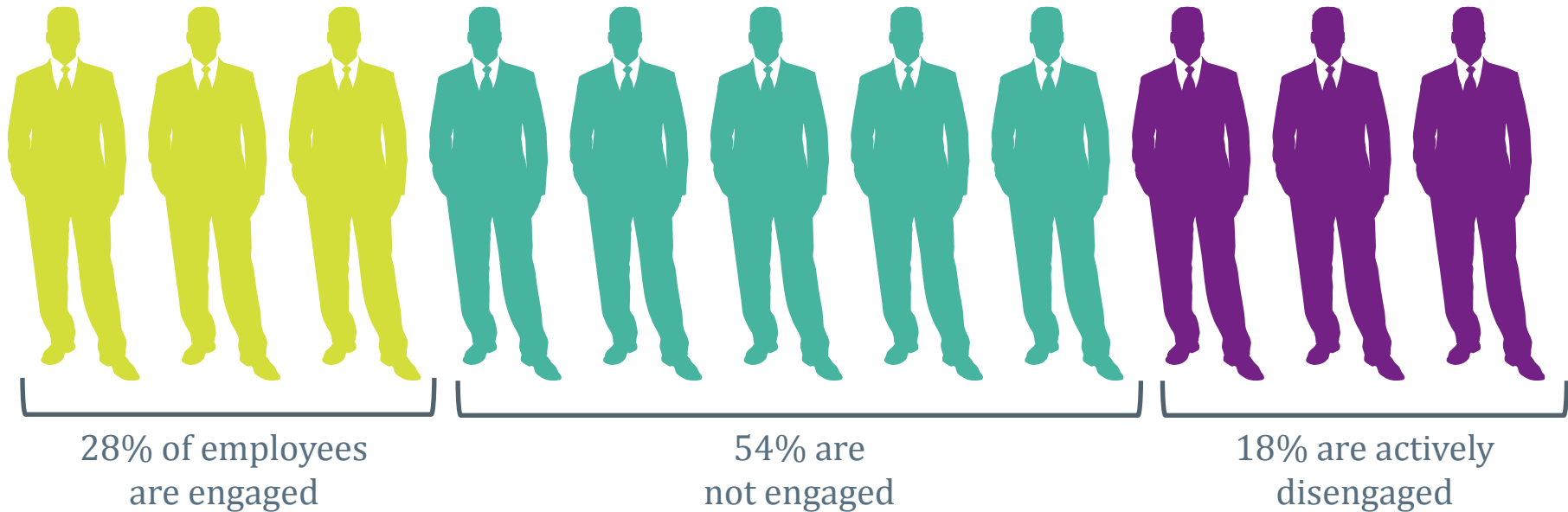




# The Team's Exhausted!

## The Critical Role of Disengagement

*According to the Gallup organization...*

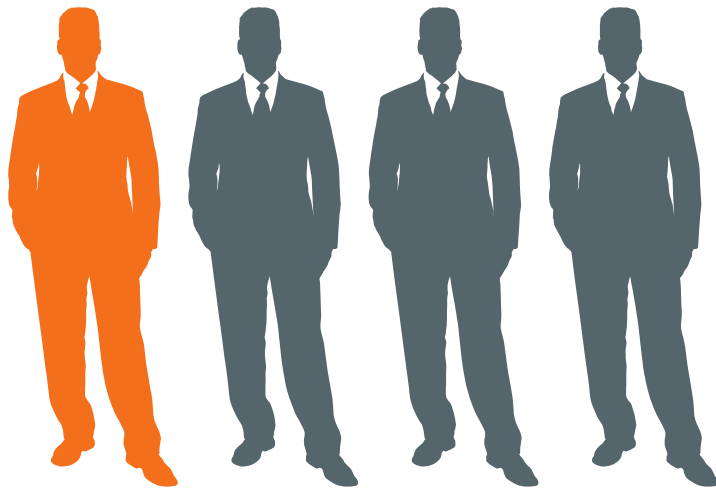


SOURCES CITED: <sup>1</sup> Robinson, J., Gallup, *Despite the Downturn*

# The Team's Exhausted!

## The Critical Role of Disengagement

*According to Price Waterhouse Coopers...*



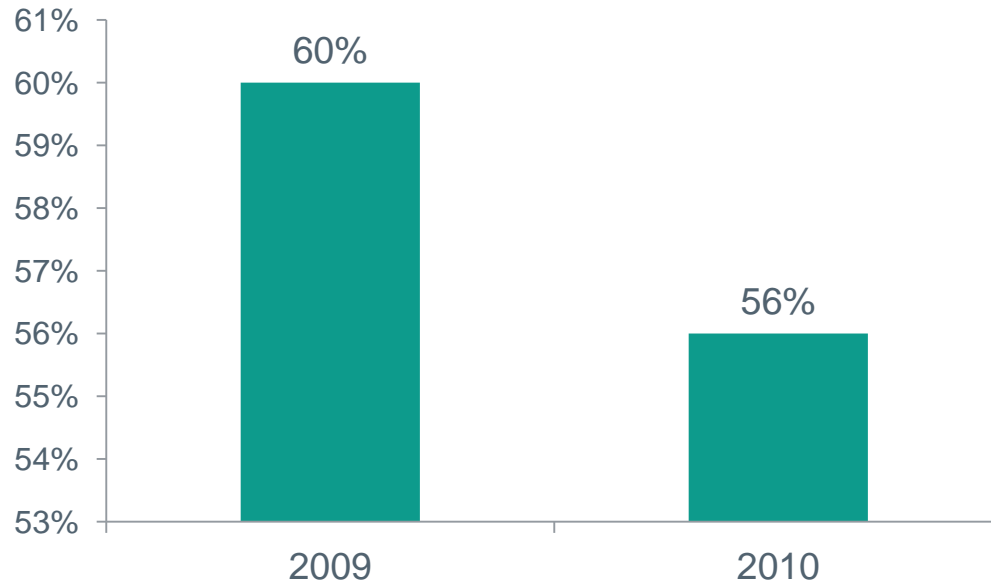
**One in Four** high-potential employees plans to leave in the next 12 months

SOURCES CITED: 14<sup>th</sup> Annual Global CEO Survey, Growth Reimagined, *The Talent Race is Back On*, p.11

# The Team's Exhausted!

## The Critical Role of Disengagement

*According to Aon Hewitt...*



We've seen  
a **decline**  
in global  
employee  
engagement

SOURCES CITED: Aon Hewitt, 2010, *Trends in Employee Engagement*, p.4

# Why the Team Isn't Performing on the Field

*Traditional human capital management approaches don't work*

- The “old think” doesn't work
- Recovery is a sign of weakness
- Face time runs the performance light show
- The self-sabotage syndrome causes an imbalance
- Fatigue is something to tough out
- Economic and technological realities create stress
- Training is focused on improving productivity versus managing energy

# Paradigm Shift

Managing **ENERGY**, not just time, is the **KEY** to extraordinary results!

Exercise: Time vs. Energy

# ENERGY IS FOUR-DIMENSIONAL

we develop



we become  
extraordinary



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

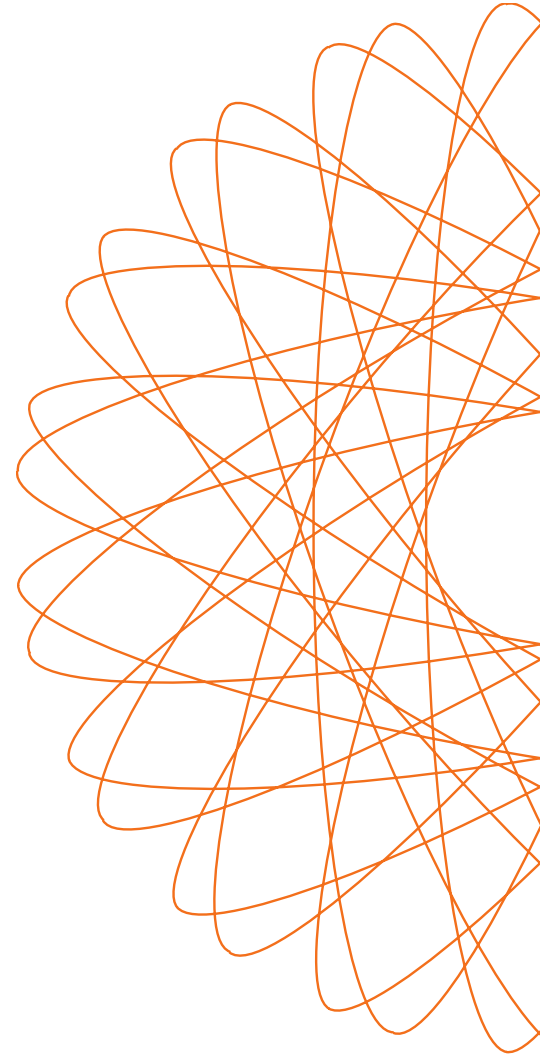
Peter Drucker

**Leaders**  
lead with their  
***Energy!***

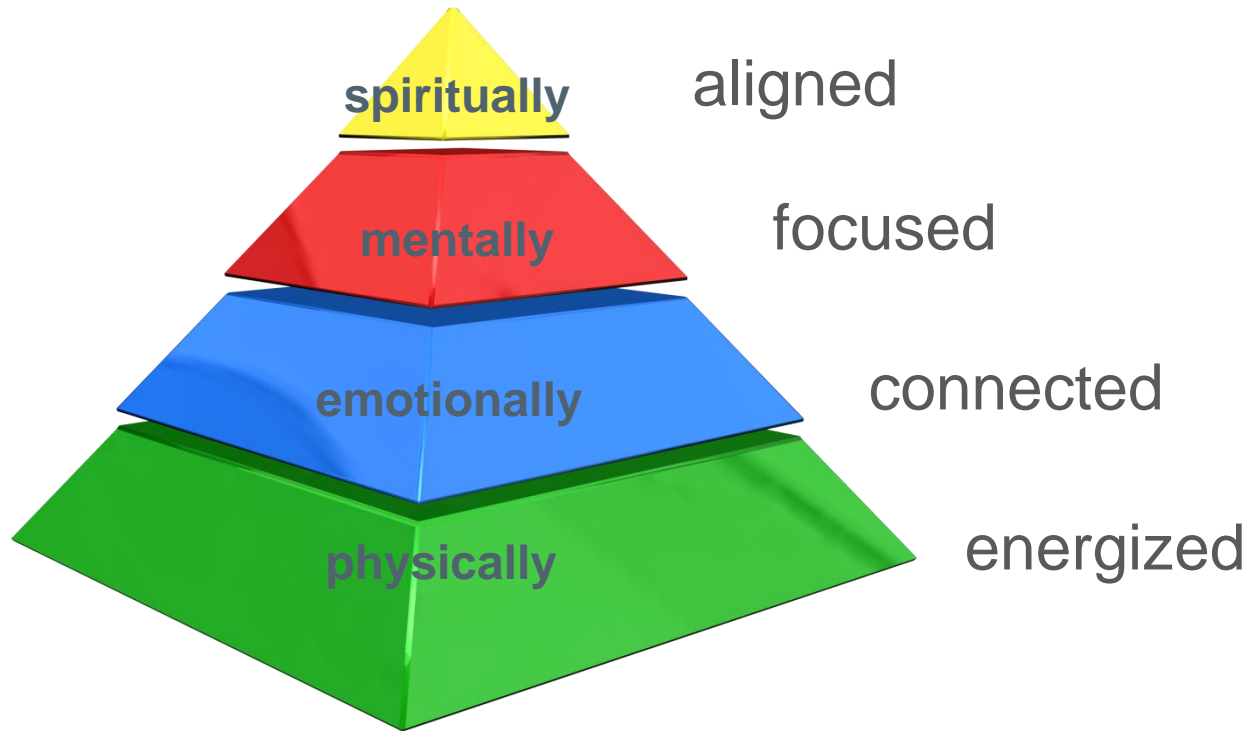


# Full Engagement

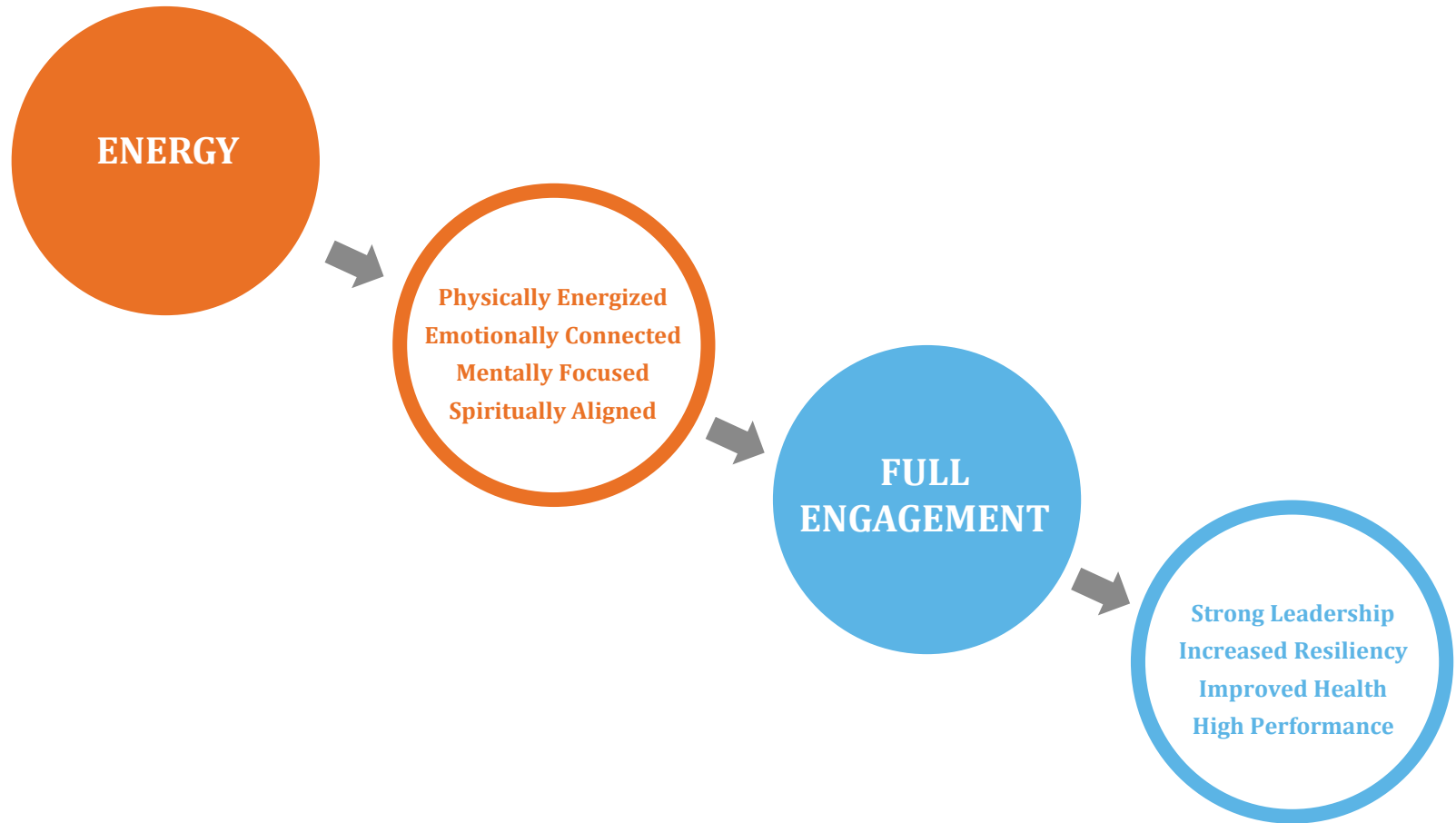
The *acquired* ability to *intentionally* invest your **full** and **best** energy, right here, right now.



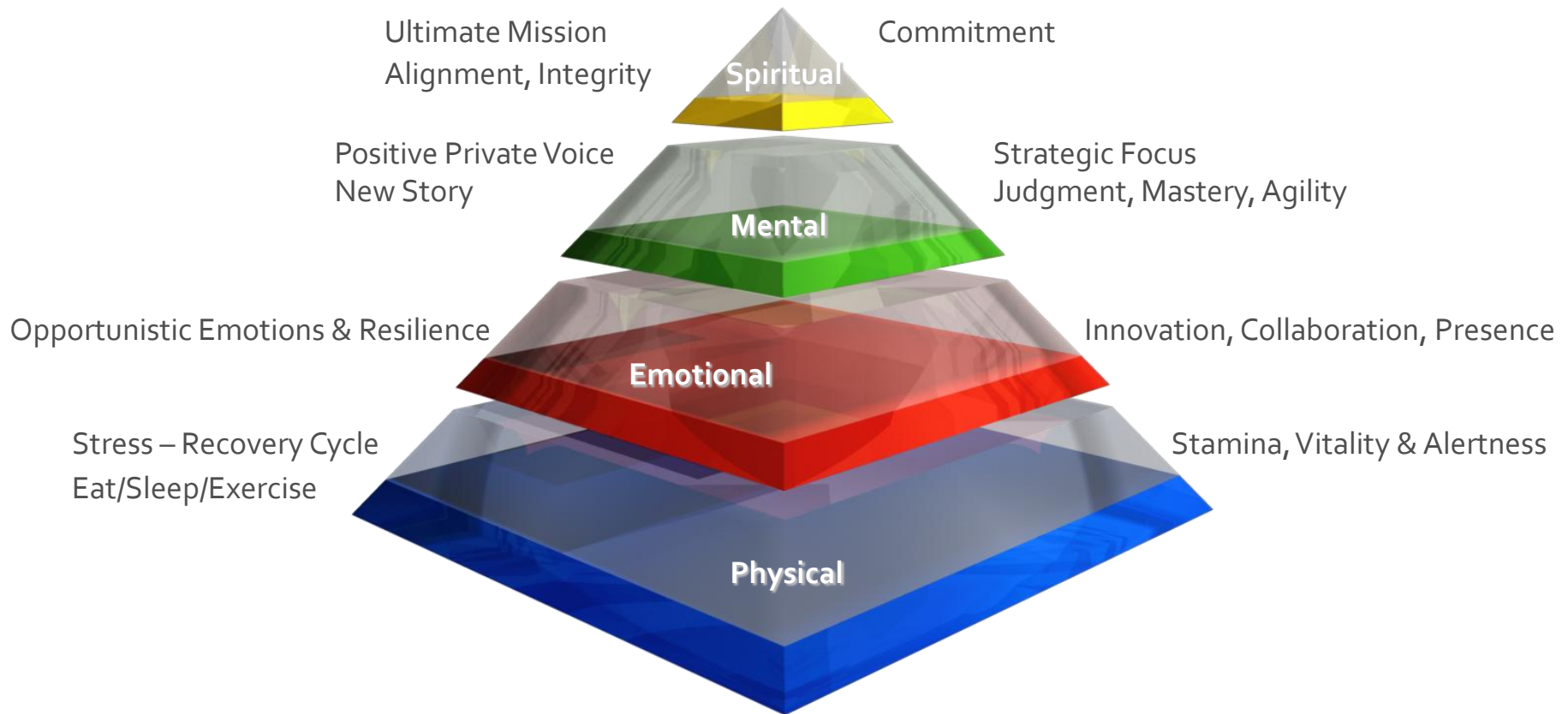
# Full Engagement requires you to be...



# Human Energy = Currency of High Performance

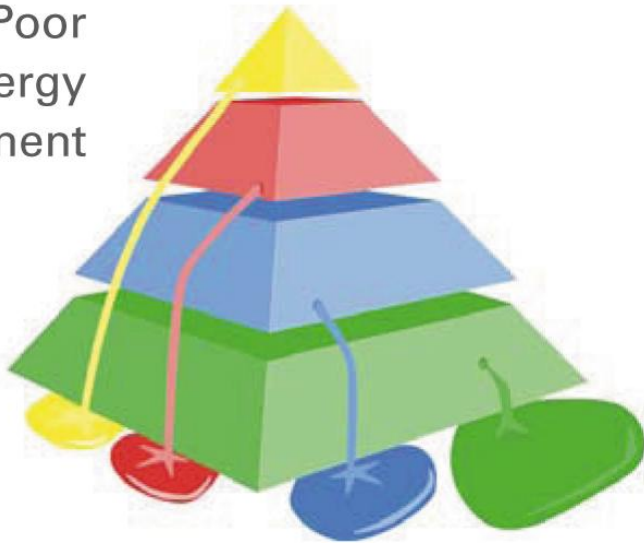


# Personal | Business

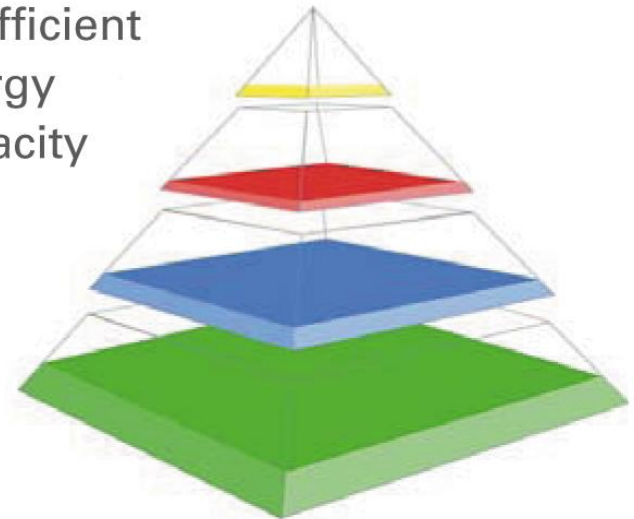


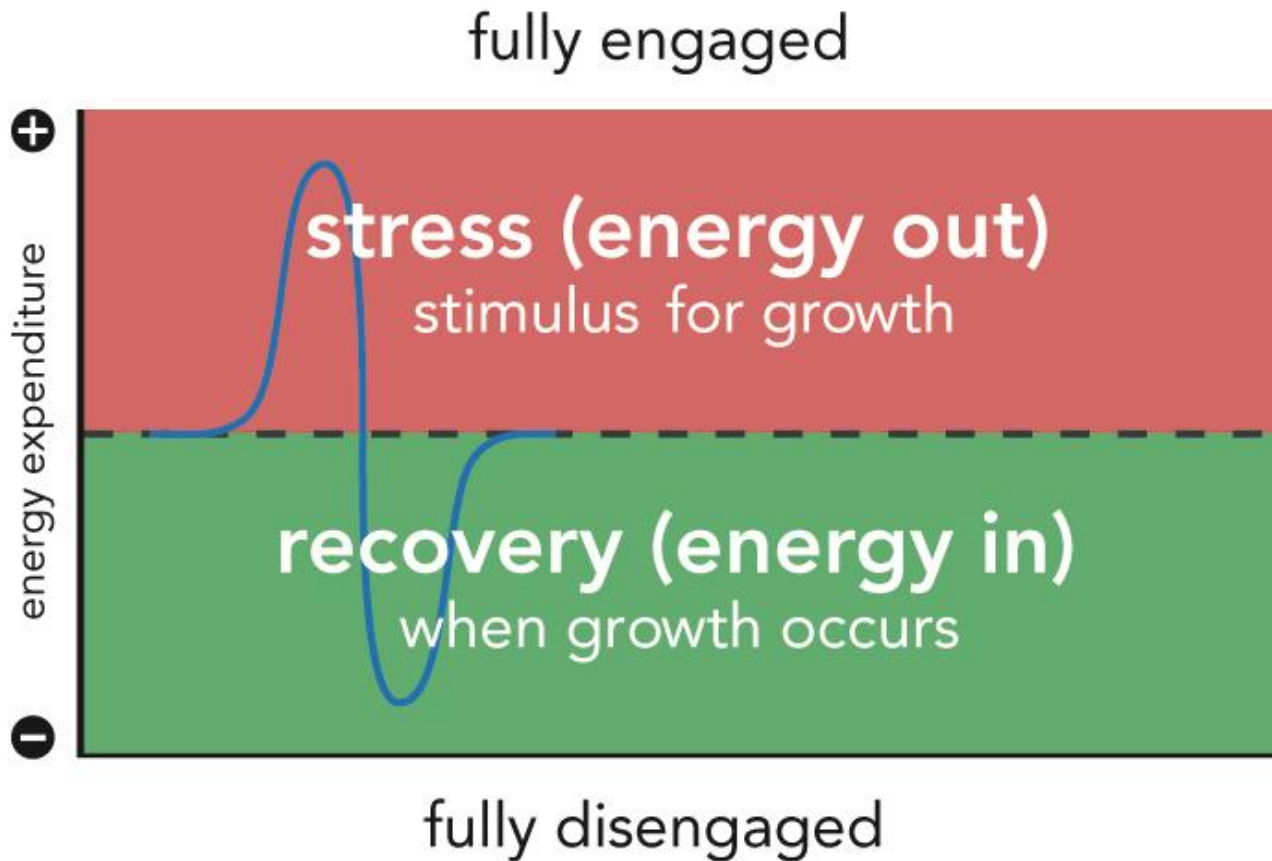
# Barriers to Full Engagement

Poor  
Energy  
Management



Insufficient  
Energy  
Capacity

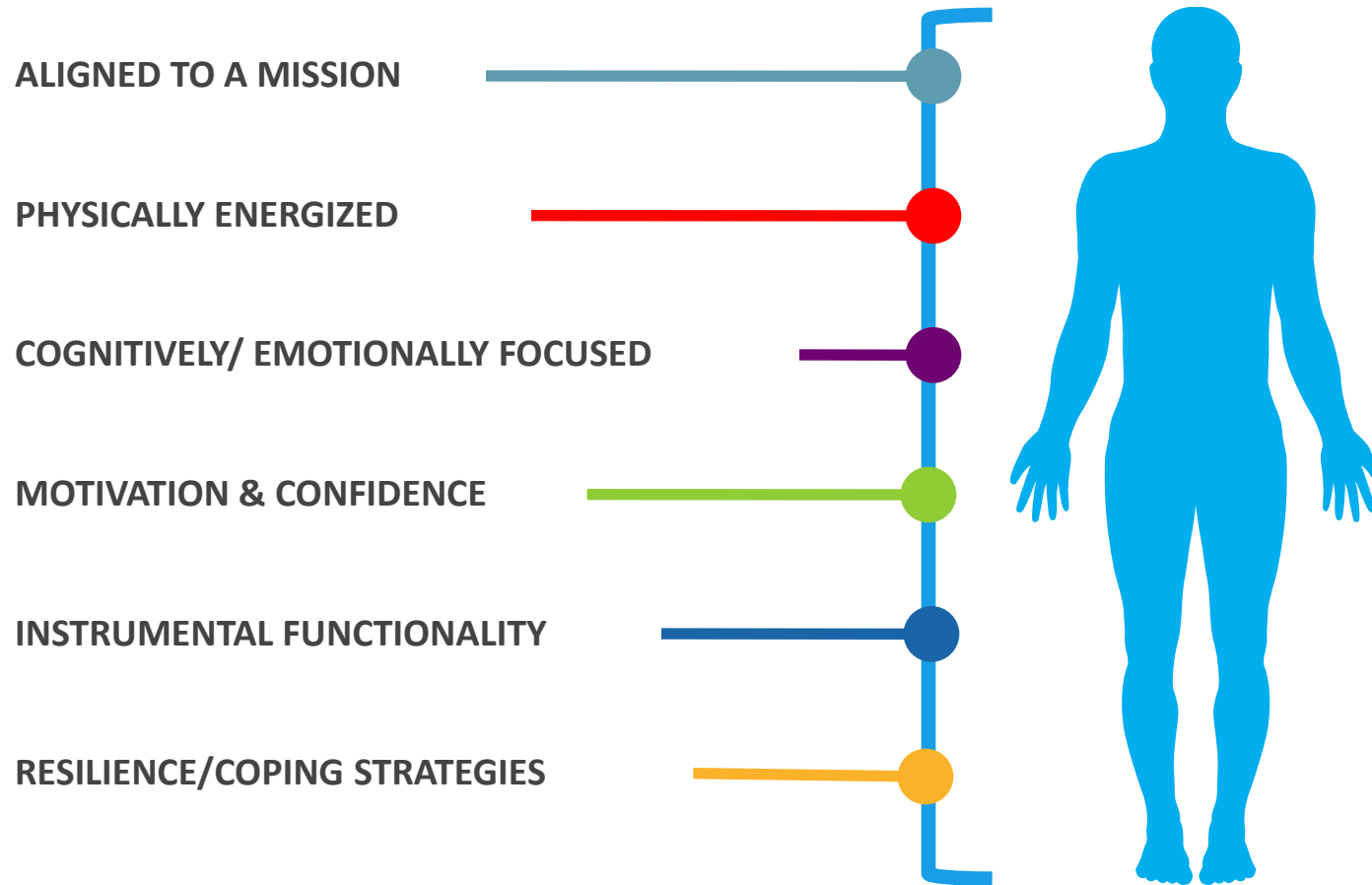






# The 360 Degree Employee

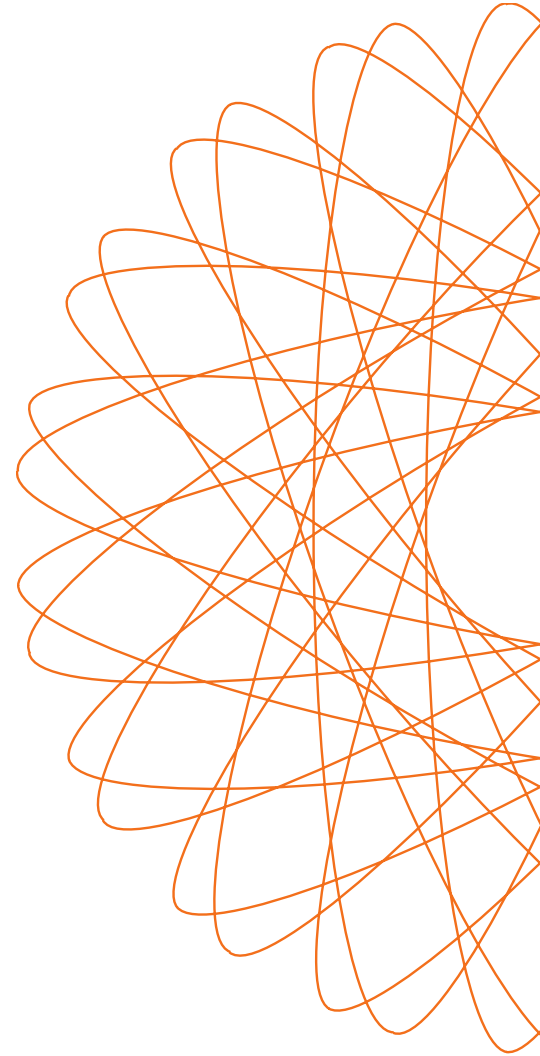
Understanding the Biology of Business Performance™





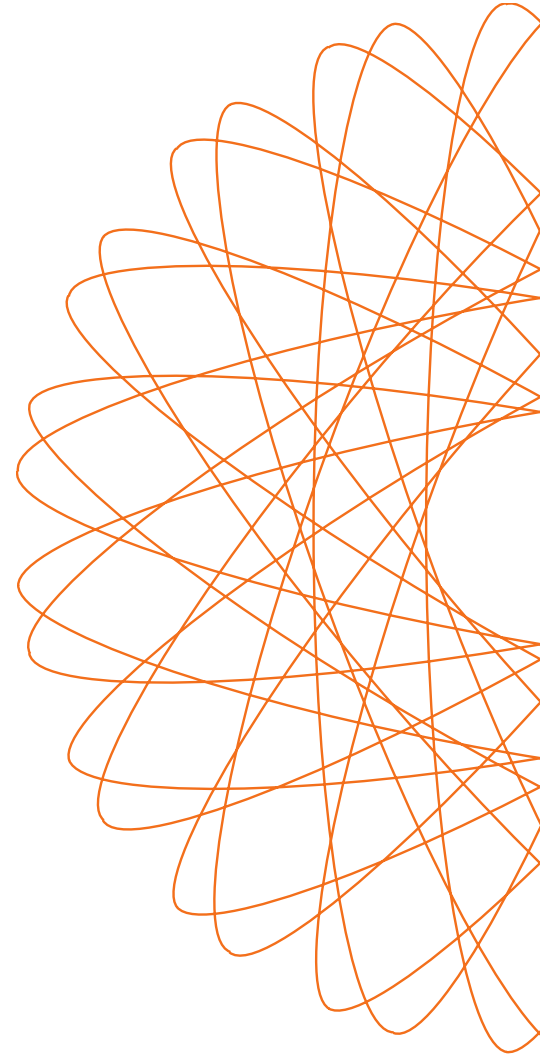
# The Change Process

- Ultimate mission
- Training mission
- Old story
- New story
- Supporting rituals
- Accountability/Support System



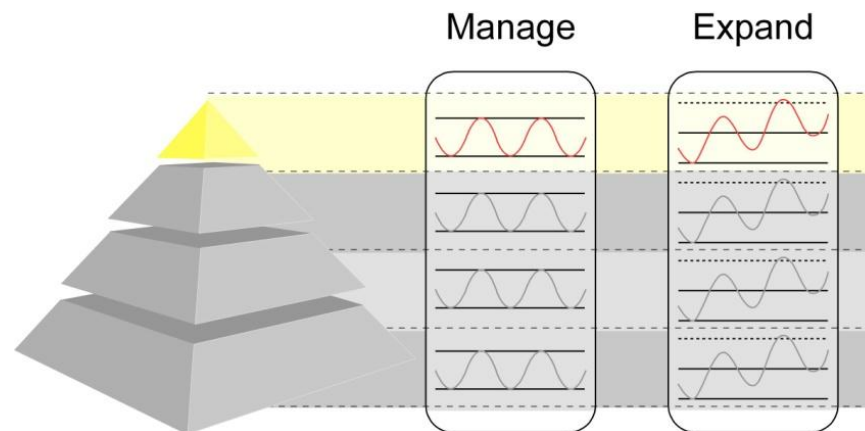
# Facing the truth challenges:

- Self-deception
- Denial
- Low awareness of truth
- Complex process



# Spiritual Dimension

- Purpose-driven
- Commitment
- Passion
- Principle-centered



Energy associated with our deepest values

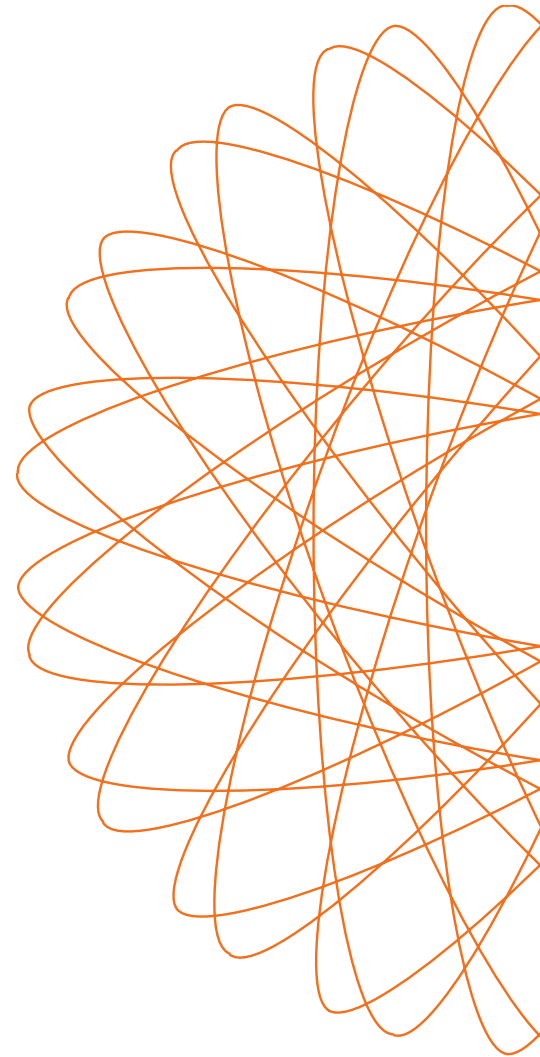
# Mental Dimension

- Fully present moment to moment
- Laser-focus
- Skillful storytelling
- Full awareness

# Biggest Barriers:

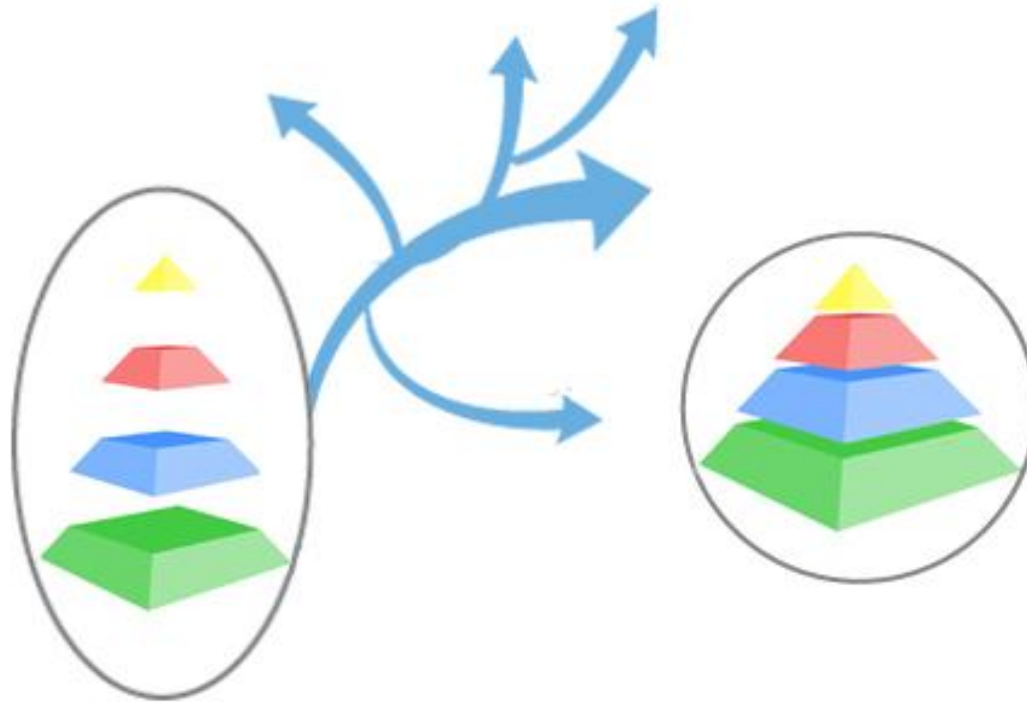
Faulty Storytelling

Multitasking



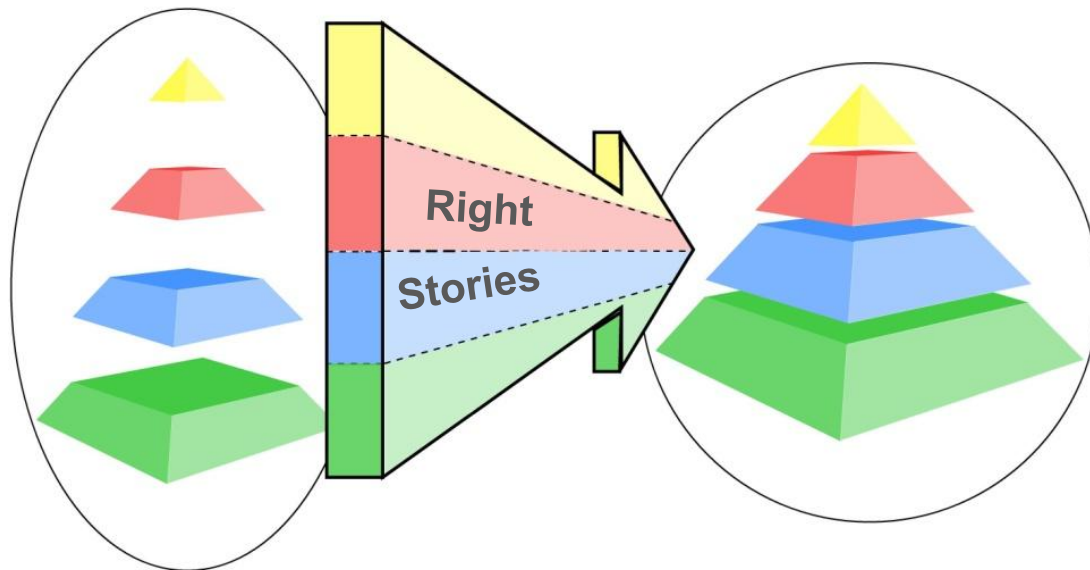
# Wrong stories

- Disengage us
- Derail any mission



# Right stories

- Deepen our engagement
- Support mission success



*"History will be kind to me...*



*...for I intend to write it!"*

*- Winston Churchill*



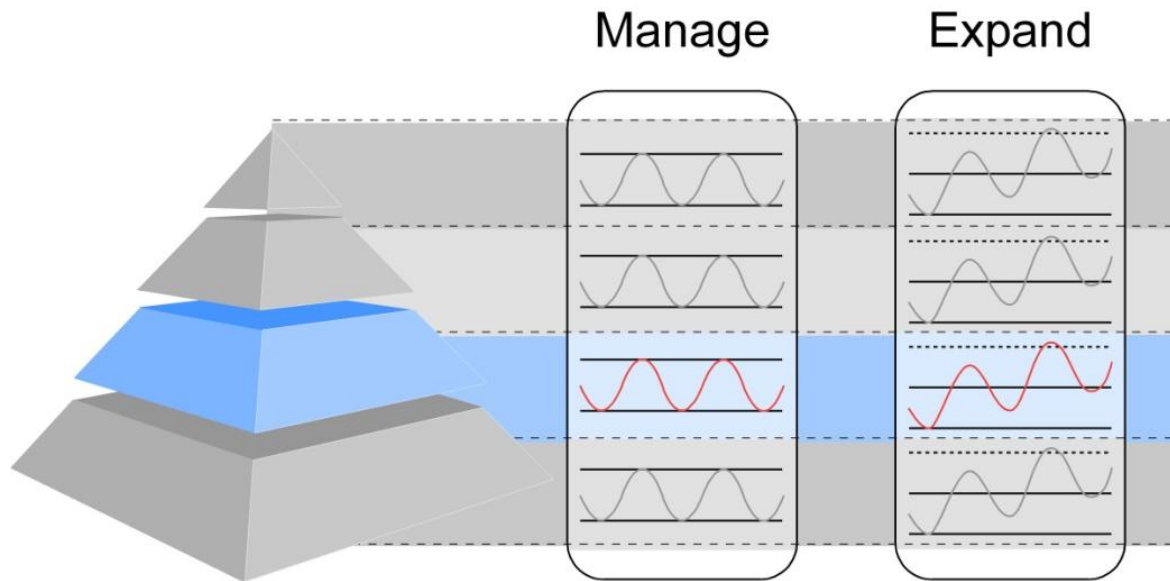
# Multitasking

Multitasking is the Enemy of Extraordinary Energy

- The human system performs best when we are laser focused
- We are either focused or not focused

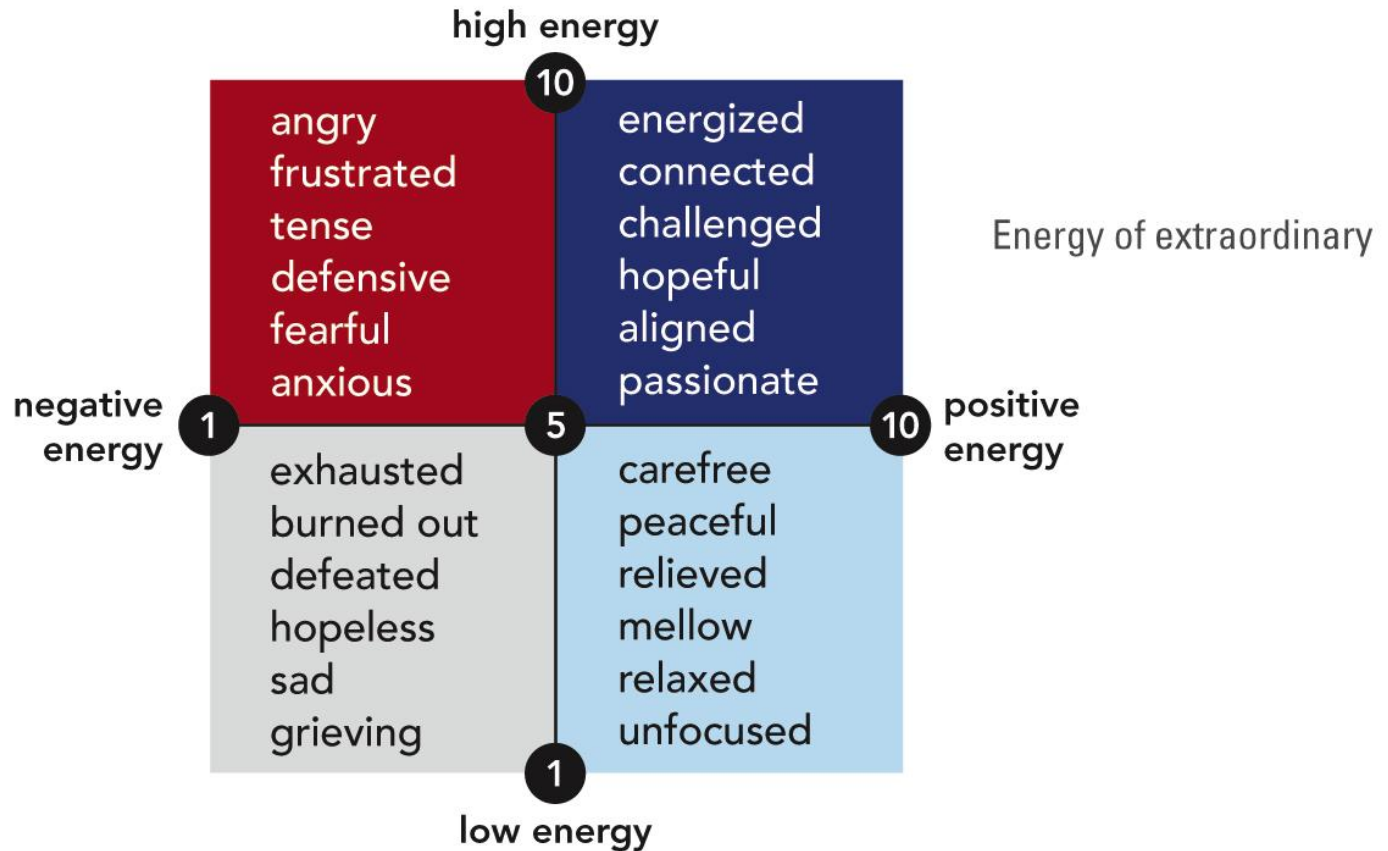
# Emotional Dimension

- Opportunity-based emotions
- Interpersonal effectiveness
- Confidence



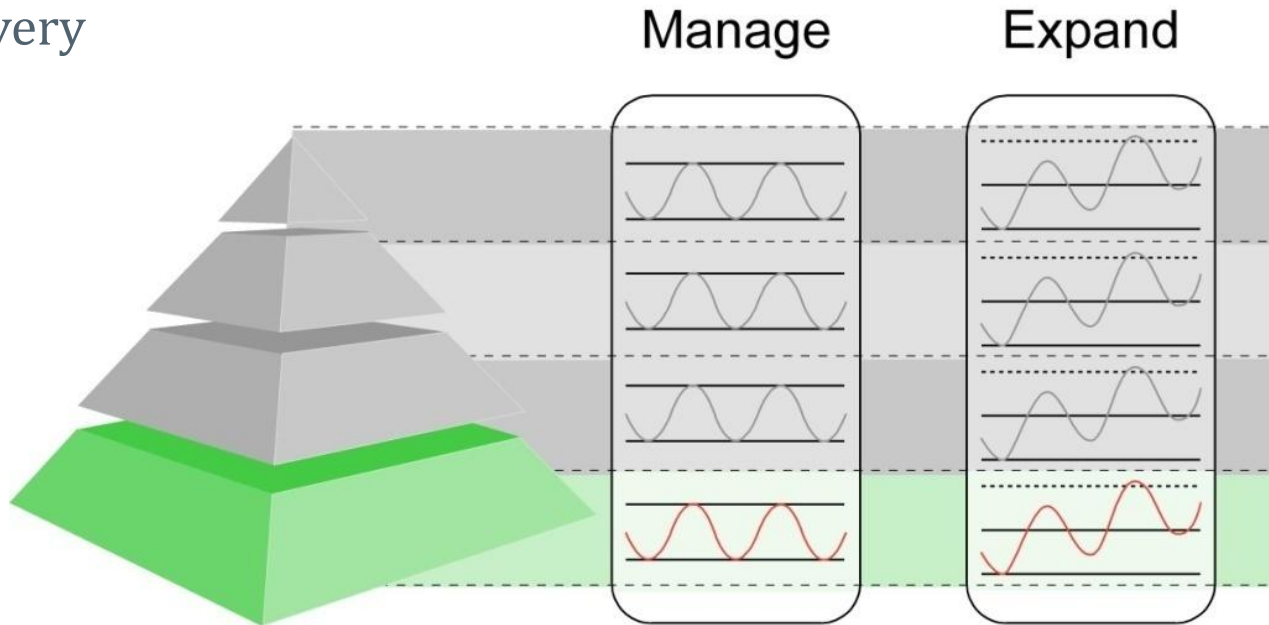
negative emotions  
(survival based)

positive emotions  
(opportunity based)



# Physical Dimension

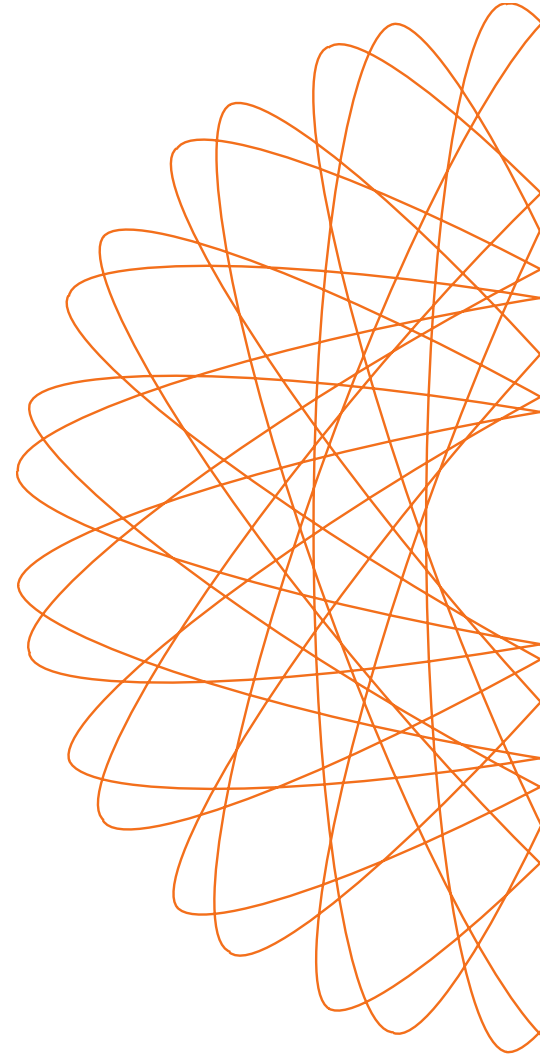
- Nutrition
- Fitness
- Sleep
- Recovery



**ENERGY = GLUCOSE + OXYGEN**

# The Game Changer:

## The Body is Business Relevant™

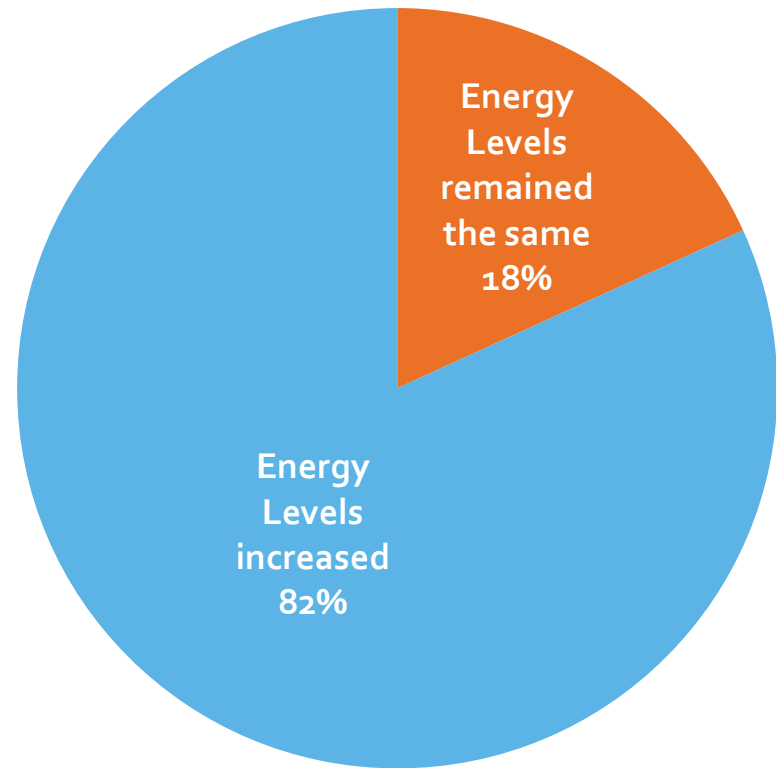


# New Balance Pilot

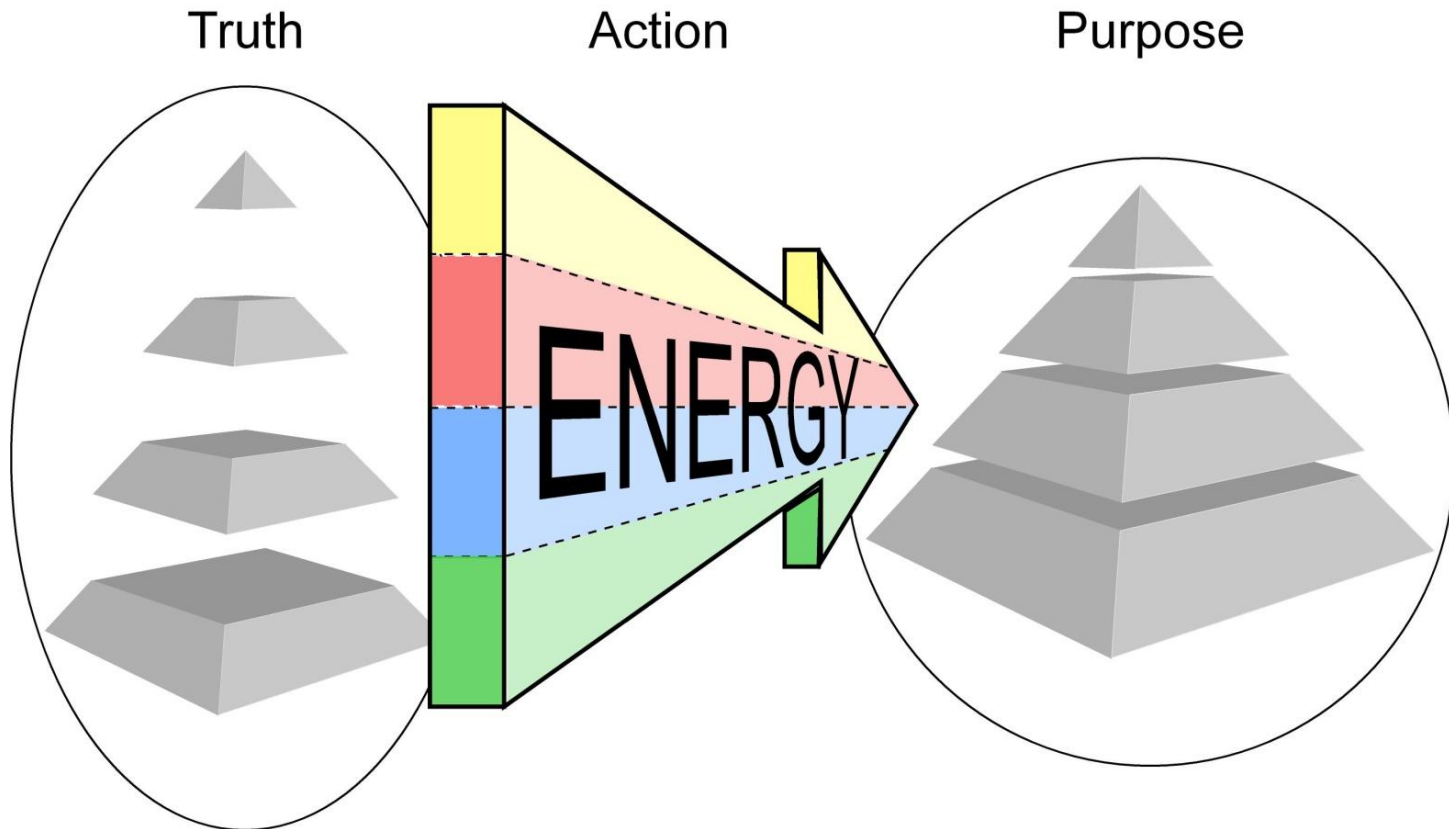
## Early Findings Show Proof of Concept

Almost everyone who increased their level of physical activity reported increased energy levels.

Of those reporting increased physical activity...

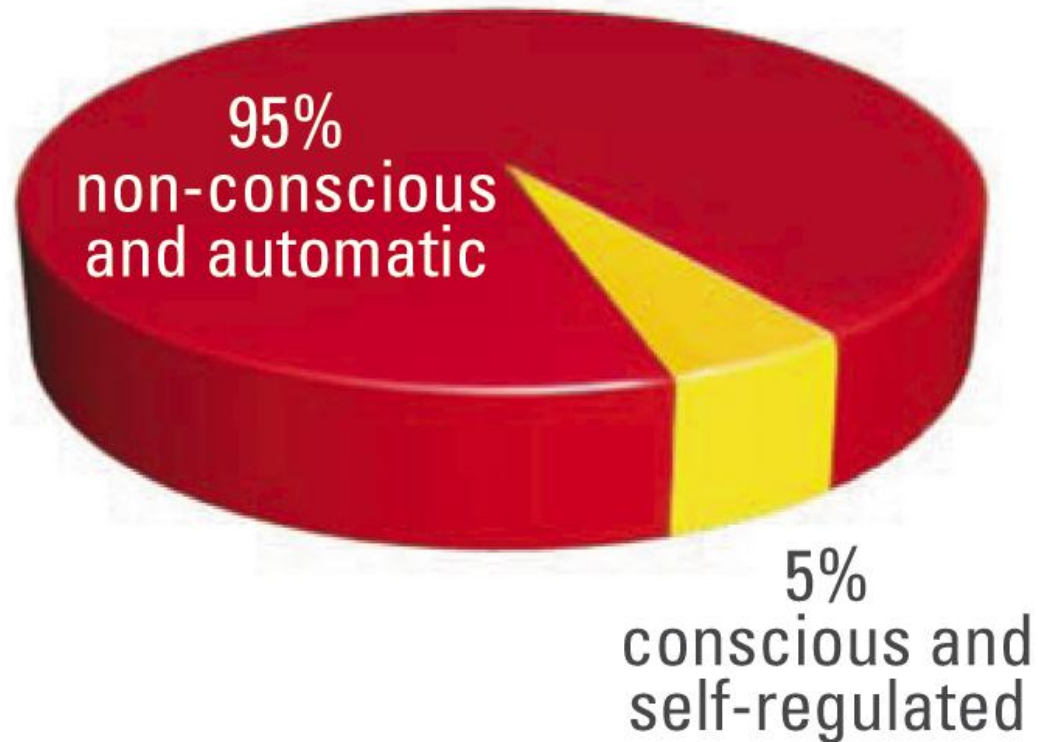


# Taking Action



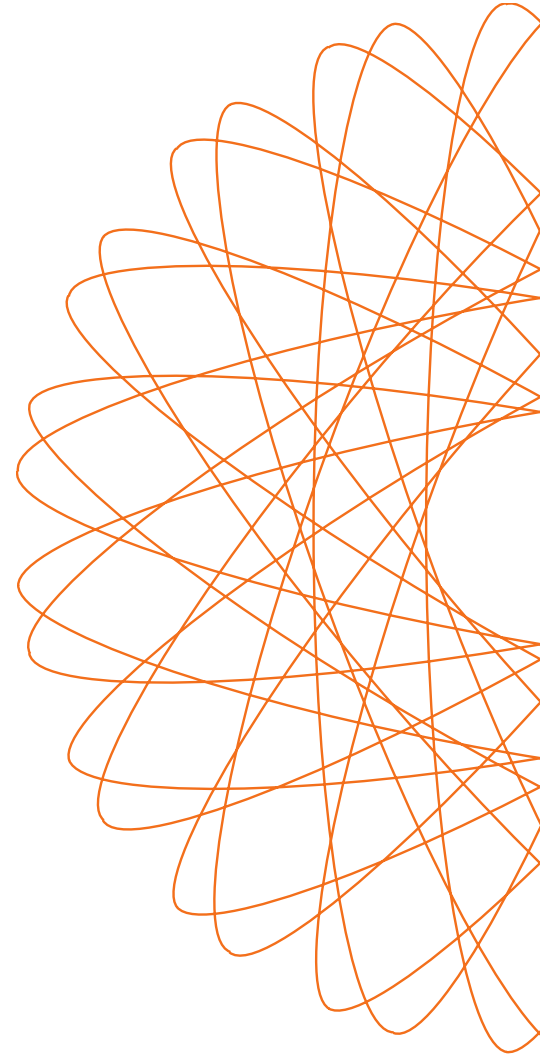


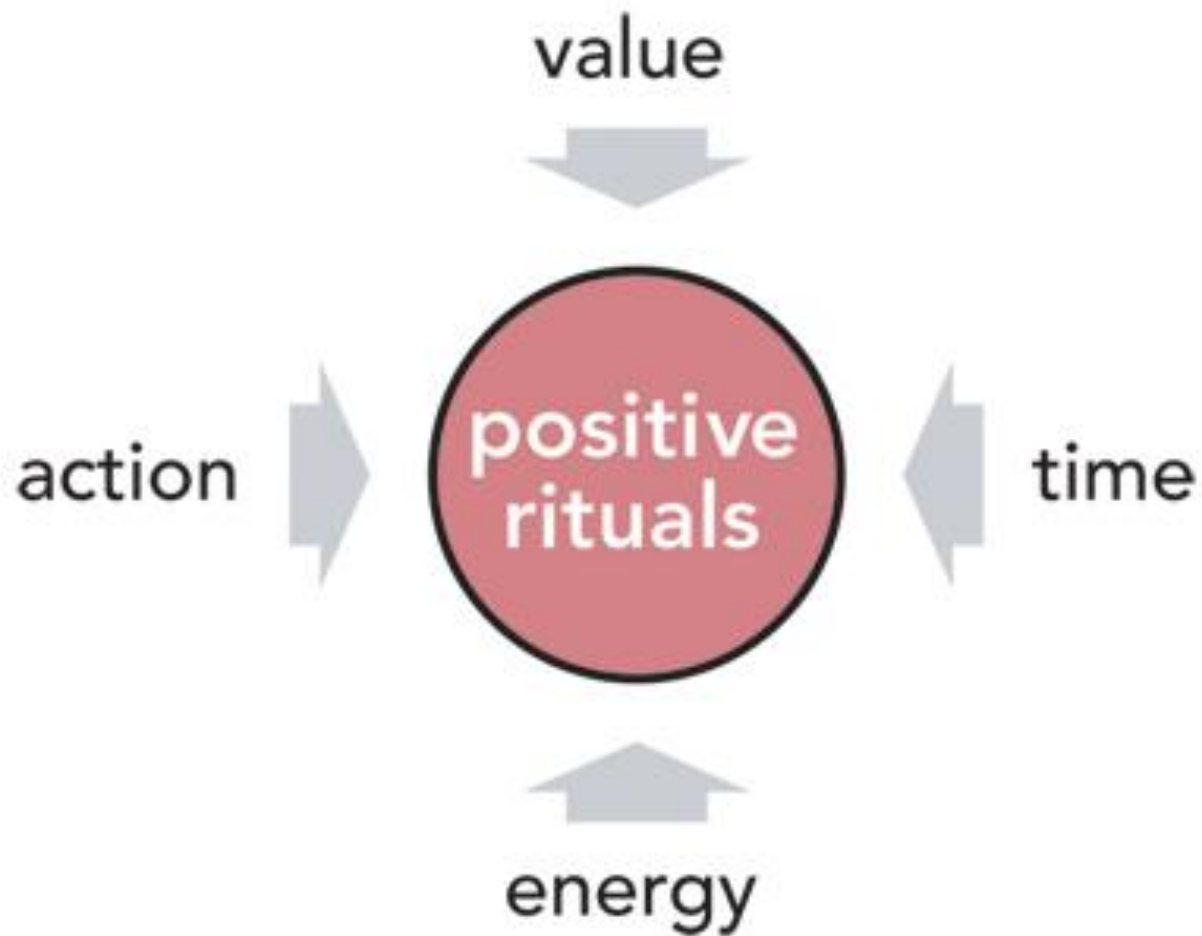
# We are creatures of habit and routine.

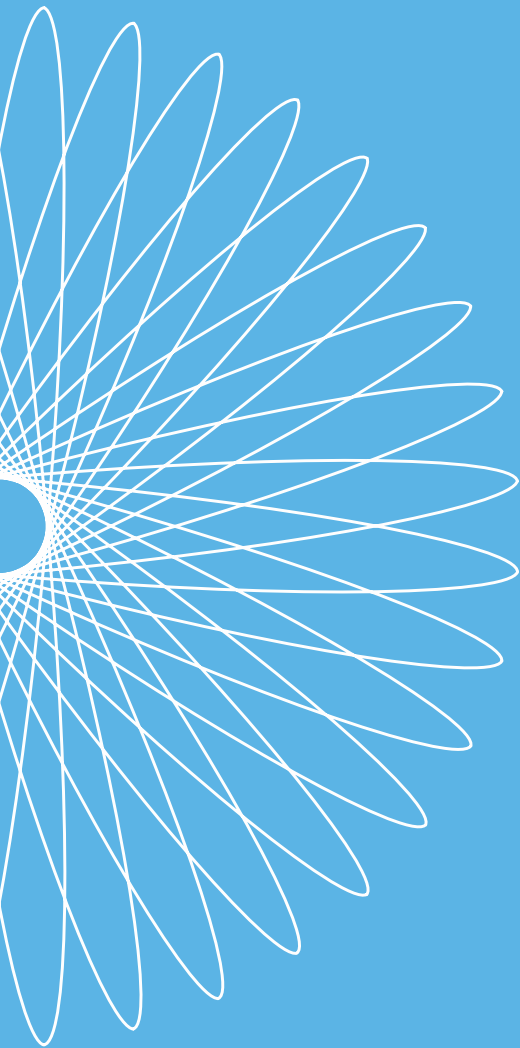


# Rituals

Consciously acquired routines that serve a mission

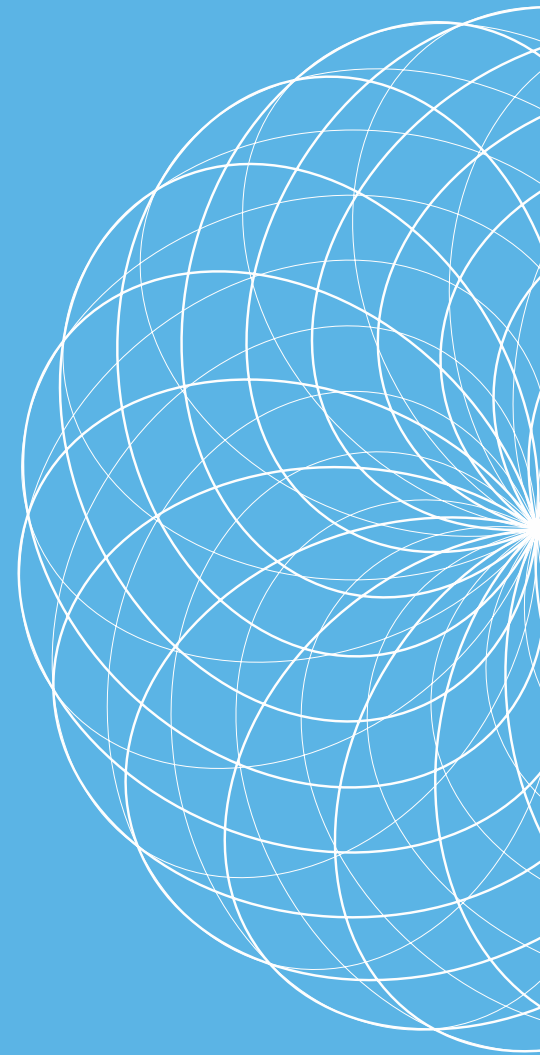






*NEVER SURRENDER*

**I WILL  
COMPLETE  
THE MISSION!**



# Q&A

## Thank you for your time!

Contact us for more information on today's presentation or to speak with a subject matter expert from Wellness & Prevention Inc.

Contact: Dr. Jack Groppel

[jgroppel@its.jnj.com](mailto:jgroppel@its.jnj.com)

To learn more: [www.wellnessandpreventioninc.com](http://www.wellnessandpreventioninc.com)

