

#ENGAGE

TWEET

**How Leaders Bring
More Energy into Work and Life**

MARYANN BAUMGARTEN, PhD, and LISA SMITH
FOREWORD BY ALEXANDRA LEVIT

BOOK 01

A THiNKaha® BOOK

#ENGAGE **tweet** Book01

How Leaders Bring More Energy into Work and Life

Book Excerpt

**By Maryann Baumgarten, PhD, and
Lisa Smith**

Foreword by Alexandra Levit



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How Leaders Bring More Energy into Work and Life

BOOK EXCERPT Table of Contents

Foreword by Alexandra Levit

Section I: Engage the Mind

Section II: Engage the Heart

Section IV: Engage the Spirit

Section VI: The Engaging Team

Section IX: The Engaging Life

About the Authors

Contents

This is the Table of Contents (TOC) from the book for your reference. The eBook TOC (below) differs in page count from the tradebook TOC.

Foreword by Alexandra Levit	15
Section I	
Engage the Mind	19
Section II	
Engage the Heart	33
Section III	
Engage the Body	49
Section IV	
Engage the Spirit	65

Section V	
The Engaging Job	79
Section VI	
The Engaging Team	93
Section VII	
The Engaging Organization	105
Section VIII	
The Engaging Leader	113
Section IX	
The Engaging Life	123
About the Authors	131



How Leaders Bring More Energy into Work and Life



Foreword by Alexandra Levit

Employee disengagement is an epidemic. According to Gallup's research, an astounding 71 percent of American employees are either not engaged in their work or are actively disengaged.¹

Additional studies from rogenSi and Maritz illustrate that 91 percent of employees are experiencing unstable motivation, and 23 percent of employees are showing five or more symptoms of clinical depression.² Only 14 percent of employees feel their companies' values align with their own, and a mere 12 percent feel their company actually listens to them and cares about them.³

In this time of crisis, Maryann Baumgarten and Lisa Smith deliver a holistic view of engagement that explores the issue both from the perspective of the individual and the organization. A book that can be read and digested in the span of a morning commute, *#ENGAGE tweet* offers personal solutions for your mind, heart, body, and spirit, and then it goes on to provide practical advice for creating a rewarding and productive job, organization, and team. *#ENGAGE tweet* has the dual benefits of helping today's harried executives build upon their own happiness and the happiness of their organizations.

I first met Maryann when we worked together on the Microsoft Academy for College Hires, a leadership development program that strives to create meaningful and engaging careers for the world's most talented young professionals. Maryann has added to her extensive corporate experience with several advanced degrees in organizational development that have taught her much about the science behind workplace behavior and motivation.

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1. Nikki Blacksmith and Jim Harter, "Majority of American Workers Not Engaged in Their Jobs," *Gallup*, October 28, 2011, <http://bit.ly/tbodoX>.
 2. rogenSi, "2011: Don't stop believing," *2011 Global Mindset Index*, http://rogensi.com/images/files/GMI_2011_Final_eCopy.pdf.
 3. Maritz, "Maritz Research Hospitality Group 2011 Employee Engagement Poll" (research white paper), June 2011, <http://bit.ly/nbT3LJ>.

How Leaders Bring More Energy into Work and Life

An expert on the mind/body connection and how an individual can engage from the inside out, Lisa Smith is the perfect partner. There is no better pair to write this book, and how fortunate for us that they have.

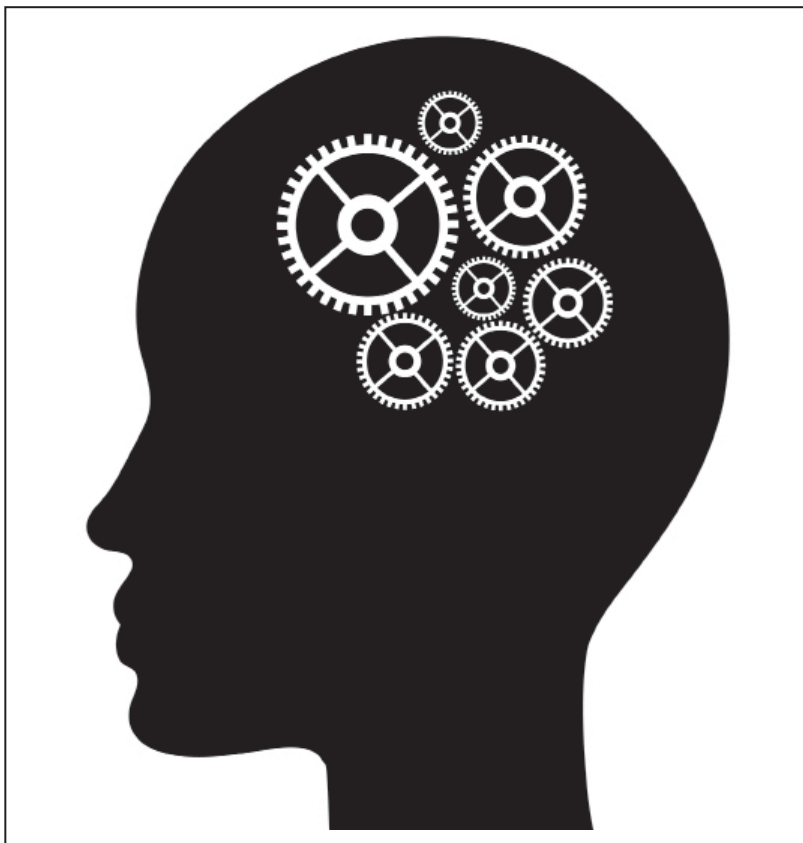
So instead of waiting around for your circumstances to change and staying among the ranks of the disengaged, take control today. Use the gems of wisdom in *#ENGAGE tweet* to reach your full potential and help your organization do the same!

Alexandra Levit

Author of several bestselling workplace & career books, including *#MILLENNIALtweet: 140 Bite-Sized Ideas for Managing the Millennials*



Section I: Engage the Mind



Section I

Engage the Mind

We are what we think. Let's begin by discovering
how we can refocus and engage the mind.

1

Today's world is full of distractions. When our minds become overloaded with irrelevant information, we can lose track of our goals.

2

Our minds are powerful. We use them to feel, decide, and act. Harnessing the power of our minds gives power to our life and work.

3

We have three brains, each of which has evolved over time—a primitive brain being first; then limbic; and the last, neocortex.⁴

⁴ Paul D. MacLean, *A triune concept of the brain and behavior* (Toronto: Univ. of Toronto Press, 1973).

Section II: Engage the Heart



Section II

Engage the Heart

We are emotional beings, yet emotions are often not fully embraced at work or in life. Without heart, it is impossible to be all in. Let's dive into the importance and power of emotion.

21

We experience life
through our emotions.

Acknowledging their
existence, importance,
and function is vital to
engagement.

22

Emotions are about some personally meaningful circumstances related to objects, whereas moods are often free-floating or objectless.⁶

6. Keith Oatley and Jennifer M. Jenkins, *Understanding Emotions* (Cambridge, MA: Blackwell Publishers, 1996).

Section IV: Engage the Spirit



Section IV

Engage the Spirit

Our spirit guides us. Whether you practice a certain faith or not, we each have a place deep inside that monitors and directs our level of connection with ourselves and with our world. Engaging the whole person includes engaging the spirit. That spirit helps to nourish and present our life when we notice and nourish it.

59

We tend to question everything.
To engage the spirit is to engage
faith—not necessarily faith in a
god but faith in a greater purpose.

60

“Faith is daring the soul to
go beyond what the eyes can see.”
—William Newton Clark

61

Do you live or work by a specific belief system today, spiritual or otherwise? How did it form? How does it guide your behavior?

62

Faith in a greater purpose facilitates both physical strength and mental focus. We are engaged and invested in an outcome.

Section VI: The Engaging Team



Section VI

The Engaging Team

To accomplish big things, we need a team. More effectively working with others requires a mutual respect and balanced approach toward shared goals. Creating a human-centered environment can create the tipping point to enhance team effectiveness.

93

Humans are social animals.

We thrive in tribes.

94

We need to feel that we
are not alone. Relatedness
is a key human need.
Relatedness by mind,
body, heart, and/or spirit.²⁵

²⁵. Ibid.

Section IX: The Engaging Life



Section IX

The Engaging Life

Be aligned and be alive.

134

The engaging life is a life
of alignment.

135

Your work should compliment your
strengths and help create the world
you want to build; otherwise, you will
be drained of energy.

136

While the line of work and life will fade for those who find alignment, it will not feel like a violation. You create your ideal.

137

We cannot be whole if we do not know how we can best contribute to others. Thus, the line fades between us and them, me and you.

About the Authors



Dr. Maryann Baumgarten founded Lit Up Leadership to help organizations more effectively motivate employees and build shared success. Since 2000, she has helped managers and executives engage the talent of their organizations in Silicon Valley and around the world.

Maryann knows engagement. She has worked alongside executives as they led organizations and she has personally experienced the pain and joys of an engaging workplace. She is attuned to the often wide gap between the goals of leaders, organizations, and employees and provides immense value by bridging this gap.

Dr. Baumgarten believes that our core human needs are often ignored in our technologically driven society. For over a decade, Maryann has advised leaders and developed award-winning corporate learning and development programs to increase engagement, productivity, and excellence with this philosophy at the core. Maryann holds an AA in Social Science, BS in Human Services, MA in Organizational Management and Development, MA in Human Development, and a PhD in Human and Organizational Systems.

Through her professional experience, education, and personal purpose, Maryann has developed a fine-tuned lens to understand what turns employees toward goals and what turns them away. She strives to help individuals and organizations light up by developing evidence-based tools, methods, and solutions that are simple in application so leaders can more effectively engage employees and create

greatness ... together. While she is a trusted expert in human motivation and engagement, she also has a deep network of proven professionals with whom she partners to develop any level of customized client programs as needed. She cares about you and your employees' success.

You can learn more and contact Maryann at <http://www.litupleadership.com>.



Lisa Smith has been lighting up Silicon Valley for over a decade. Through event planning and spiritual healing, Lisa creates amazing experiences for individuals and groups that transform and inspire. She has earned a rock solid reputation for moving people past their barriers and bringing light to all she touches.

Lisa is passionate about helping people connect to their soul and feel empowered. She is the co-founder of The Enlightened Mind, a community resource center for self-awareness and inspiration located in Campbell, CA. As a shamanic practitioner, she facilitates deep healing within the energy body. Her work is derived from the Inca traditions of Peru. Lisa has studied with Alberto Villoldo, and is a graduate from The Four Winds Society.

Lisa is also a seasoned event planner. She is the president of An Affair 2 Remember LLC, a highly recognized event planning company in Silicon Valley. She is also a dedicated mother and wife and actively involved in her local community.

You can learn more and contact Lisa at <http://www.aa2r.com> and <http://shamamma.com>.

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TWEET BOOK 01

Helps You Create a More **Productive**
and **Fulfilling** Work Life!

Sample Ahas from This Book

Aha #9: The focused mind is free from fear and anxiety because we target our attention. We do not question our thoughts or delay our actions.

Aha #63: Faith in a purpose beyond the self removes the ego and allows us to engage in shared goals. We desire to contribute.

Aha #111: Successful organizations focus on ways to help employees connect and grow with the organization. They focus on mutual need fulfillment.

Aha #123: Connecting the purpose of the employee, the team, the organization, and the world is the craft of the engaging leader.



Maryann Baumgarten helps leaders engage the talent of their organizations in Silicon Valley and around the world. Since 2000, she has provided immense value by bridging the gap between organizations and their employees with evidence-based solutions. Maryann holds an AA in Social Science, BS in Human Services, MA in Organizational Management and Development, MA in Human Development, and PhD in Human and Organizational Systems.



Lisa Smith has been lighting up Silicon Valley for over a decade. Through event planning and spiritual healing, Lisa creates amazing experiences for individuals and groups that transform and inspire. She has earned a rock solid reputation for moving people past their barriers and bringing light to all she touches.

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