

Video Transcript

Why Leaders Need to Manage Their Energy

Three useful strategies to implement

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As leaders we often focus on managing time, our priorities, our workload and our employees. Yet maintaining our energy is an important part of leadership.

When we don't have energy, we lack focus. We're lethargic. We have lower productivity, and the small things feel hard.

A couple of months ago, my children were on spring break for a week. And our normal routine is to read before bed and go to bed around 9:30 or 10. But since our routine was kind of off and the kids weren't in school, my husband and I stayed up late every night watching TV until about 10:30, 11. And the next day during that week, I could feel how that impact of lack of sleep was on my productivity. I was like less focused and I lacked the energy to show up as my best self.

Research shows that most Americans are sleep deprived. Sleep plays a crucial part of our everyday performance. Managers who lack sleep are more irritable, impatient, and they're more hostile towards their employees.

Your day actually starts the night before, and there are habits and practices you can put into place that support a productive day. Here are three ways to maintain your energy.

No. 1, reflect on what do you need to be at your best. So for example, for me, I need eight and a half hours of sleep. I need to move or walk most days of the week and not look at my phone after a certain time.

No. 2, create boundaries to support good habits. So for example, now we have a rule: no TV during the week. We read before bed and we go to bed between 9:30 and 10 every night. I also don't check my my work email after 7 p.m. so I'm not connected and feeling stressed about work at night.

No. 3, plan your day the night before. Pick the two most important tasks or projects that you need to complete the next day and schedule those in your calendar. I call these productivity sprints—blocks of time where you will completely focus and block out all distractions so you

can complete a task fully. Planning ahead allows you to jump right in the next morning instead of wasting time and energy. You know exactly how you will spend the time.

Your personal habits impact how you lead. The most successful leaders understand that their energy level impacts not only their own personal performance, but how they engage and lead others every day.