

Research Evidence That Energy Leadership™ Coaching Works

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New evidence has been added to the growing body of research that demonstrates the effectiveness of Energy Leadership Coaching (ELC) in optimizing the leadership capacities of senior level business managers.

Energy Leadership was developed by Bruce D Schneider, MCC, founder of the Institute of Professional Excellence in Coaching (iPEC). Energy Leadership refers to the process of leading energy so that it works *for you*, rather than *against you*. By applying the principles and concepts learned through ELC, business leaders can increase their ability to shift their own energy as well as the energy of their staff. When leaders achieve this energy shift, inspiration and motivation increase across the board such that everyone feels a greater sense of purpose and completes more work with less effort and stress. This upward spiral of positive energy also attracts positive and powerful people and success.



To focus the ELC sessions and determine its overall impact, iPEC developed the Energy Leadership Index (ELI) Assessment. The ELI measures a person's overall energetic makeup under ideal conditions and under stressful circumstances based on seven distinct levels of energy. From these results, an Average Resonating Level (ARL) of energy is calculated, indicating an overall rating of ability to succeed in various aspects of life and work. A person's ARL can be increased when they become more conscious of the relationship between their thoughts, emotions, and actions and how their energy is directed.

The Study. A 2016 study by Tetiana McLemore was conducted to investigate the effects of ELC on a group of senior business managers' overall energy level, as measured by their ARL, before and after experiencing ELC. To organize the study, senior managers were recruited through social media sites from a cross-section of industries and geographic regions of the country. Twenty-four volunteers were selected as participants, with the condition that they had no prior experience with ELC. There was an even split of men and women in the group; participants were primarily between the ages of 30 and 50.

Twelve professional coaches were similarly recruited, with the condition that they had received their training through iPEC and had practiced in the field for at least one year using the Energy Leadership model. The volunteer coaches consisted of ten women and two men, mostly between 40 and 60 years of age.

Once the recruitment process was complete, half of the senior managers were randomly selected to receive coaching. These 12 participants, the ELC group, were randomly paired with a coach and received six weekly 45-minute coaching sessions that adhered to the ELC model. The remaining 12 senior managers were included in the study as a control group, but received no coaching during this period. All 24 managers took the ELI Assessment at the start of the intervention and again at the close, six weeks later. This is referred to as a pre-post assessment, or repeated measures research design.

The Results. To determine whether there was any notable difference in the ELI assessment results of the control group and ELC group at the end of the six-week period, the ARL of all 24 senior managers were analyzed using a 2x2 repeated measures ANOVA (analysis of variance). This statistical method compared the average, or *mean*, ARL of the pre- and post-assessments for each group. Statistical analysis of the data shows that the mean ARL of the control group dropped slightly across the study period (3.29 to 3.21); however, the mean ARL of the ELC group increased significantly from 3.44 to 3.68.¹ The effect size, or impact ratio, for the degree of change reported in the senior

¹ $F_{(1,22)} = 6.87, p < .05$. Statistical significance indicates the change in mean ARL was not the result of chance.



managers' ARL was impressive, given the small number of coaching sessions received (six). Table 1 and Figure 2 present the results.

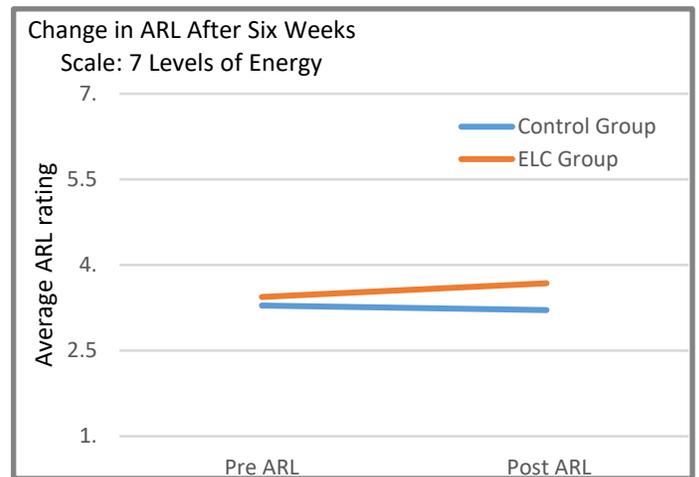
Table 1. Pre/Post ELI Assessment Results

Control Group (N = 12)		
	M	SD
Pre-assessment ARL	3.29	.19
Post-assessment ARL	3.21	.30

ELC Group (N = 12)		
	M	SD
Pre-assessment ARL	3.44	.38
Post-assessment ARL	3.68	.35

M=Mean; SD=Standard Deviation;
N=Number of senior business managers

Figure 2. Pre/Post ARL Results



This study represents a small-scale effort to quantitatively document the impact of Energy Leadership Coaching. The results support the theory that ELC, when provided by trained IPEC coaches, can increase the energy resonance level of senior business managers, and in some cases, can do so in a very short time frame. With this positive shift in energy, the managers are more likely to affect positive changes within themselves and in the workplace. The findings indicate that ELC can be an effective coaching model for business leaders and a powerful catalyst for change.

Although the number of participants in the study was relatively small, and the coaching intervention was only six weeks in length, there are several factors that underscore the value of the research and effectively address limitations in the study's design. While the senior managers were not randomly selected to participate, the reported demographics suggest they were reasonably representative of senior managers overall. In addition, there was no clear evidence of positive response bias in the data, given that the control group's mean ARL declined slightly. Positive response bias can occur if respondents recall their answers from an assessment completed repeatedly within a short period of time. Finally, it is difficult to achieve a statistically significant difference when measuring the impact on 12 subjects who received limited dosage of an intervention—in this case, 4 ½ hours of coaching. The fact that the current small study did achieve significance is evidence of the effectiveness of ELC. For more information on Energy Leadership Coaching, visit the ELC website at <http://energyleadership.com/>.

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