



Episode 162 - Lana Hailemariam

EPISODE SUMMARY

What is the difference between coaching and consulting, and how can leaders shift their personal energy to drive better results? In this episode, Dr. Patrick Jinks and guest Lana Hailemariam of Stand Up explore how a leader's energy dictates their focus, bandwidth, and ultimate impact. They provide a practical framework for moving from catabolic (draining) states like blame to anabolic (constructive) states like collaboration and problem-solving. This conversation offers leaders a model for assessing their own energetic state, managing it intentionally, and understanding that the most profound solutions often come from within, facilitated by intentional inquiry rather than expert advice.

IN THIS EPISODE

- 🎧 **Coaching vs. Consulting:** A deep dive into the distinct roles of a coach (who draws out a client's own thinking) and a consultant (who provides expert solutions), and why leaders need both at different times.
- 🎧 **The Seven Levels of Energy Leadership:** An exploration of the spectrum from catabolic (Victim, Defender) to anabolic (Achiever, Supporter, Catalyst) energy, and how each level manifests in leadership behavior and decision-making.
- 🎧 **Managing Energy, Not Time:** An essential mindset shift for overloaded leaders, focusing on how you allocate your personal energy rather than trying to manage an unmanageable resource like time.
- 🎧 **Emotional Intelligence in Practice:** Learn the four-step journey of awareness, regulation, intentional action, and observing impact, and how to use it to channel even draining energy like righteous indignation toward productive change.

-  **Vertical Adult Development:** A look at how leaders mature, how their “center of gravity” and “action logics” evolve, and how they become more open to feedback and different perspectives.
-  **The Professionalization of Coaching:** A candid discussion on the growth of the coaching industry and the importance of seeking out disciplined, credentialed coaches who adhere to professional standards.

KEY LEADERSHIP QUESTIONS

1. When I seek outside help, am I looking for an expert to give me answers (consulting), or for a partner to help me find my own best path forward (coaching)?
2. If I created a “pie chart” of my energy, where is it being spent, and does that allocation align with my strategic priorities and what truly matters?
3. As you look toward your organization’s future, what personal evolution is required of you to lead your team there?

NOTABLE MOMENTS

-  00:00 — Introduction to Lana Hailemariam and the topic of leadership energy.
-  03:00 — Lana defines the difference between a coach and a consultant.
-  05:22 — Introducing the Energy Management System and Energy Leadership levels.
-  11:40 — The risks of identity labels (“I’m a D”) vs. attitudinal states (“I’m in level two”).
-  18:05 — An introduction to vertical development, action logics, and the concepts of stretch and fallback.
-  19:00 — Patrick introduces the core challenge: You cannot manage time, but you *can* manage your energy.
-  22:30 — The two sides of Level Five (Collaborator) energy: well-played vs. overplayed.
-  35:20 — Why executives need emotional intelligence most: fewer guardrails and more influence.
-  40:15 — A discussion on vulnerability, trust, and “righting wrongs” in leadership.
-  49:05 — A breakdown of Level 2 (Defender) energy: anger, defensiveness, and the “win at all costs” mindset.

GUEST

Lana Hailemariam, CEO at Stand Up. Lana is a leadership coach who helps people and organizations move from wherever they are to wherever they want to be.

Website: teamstandup.com

RESOURCES MENTIONED

-  Stand Up Website: teamstandup.com
-  Energy Leadership Index (ELI) Assessment

-  iPEC (Institute for Professional Excellence in Coaching)
-  Center for Creative Leadership
-  Dr. Peter Hawkins (guru on systemic team coaching)
-  Dr. Jim Smith, Leadership Systems
-  DISC assessment
-  CliftonStrengths
-  Bill Torbert's vertical development, action logics, and action inquiry
-  Stephen M. R. Covey's 13 Behaviors that Drive Trust
-  Brené Brown on vulnerability in leadership
-  John Maxwell's 5 Levels of Leadership

FINAL LISTENER TAKEAWAY

The most effective leaders are not only aware of their own energetic state but have the agility to shift it to meet the needs of the moment, their people, and the mission.