

Author: Angie McCourt
Category: Leadership, Business,
Self-Help, Psychology
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Author Bio

Angie McCourt is an Author, Host of Shifting Inside Out Podcast and Founder of Authentic Me Revolution. She has worked to evolve her leadership style navigating a 27-year career as a successful business leader. Her work as a coach and facilitator has allowed her to identify how leaders can meet their teams where they are and unlock the skills and capacities needed to lead authentically.

She is an Advocate, Igniter and Multiplier discovered along her own journey of personal transformation. She has challenged status quo throughout her career and work in the community.

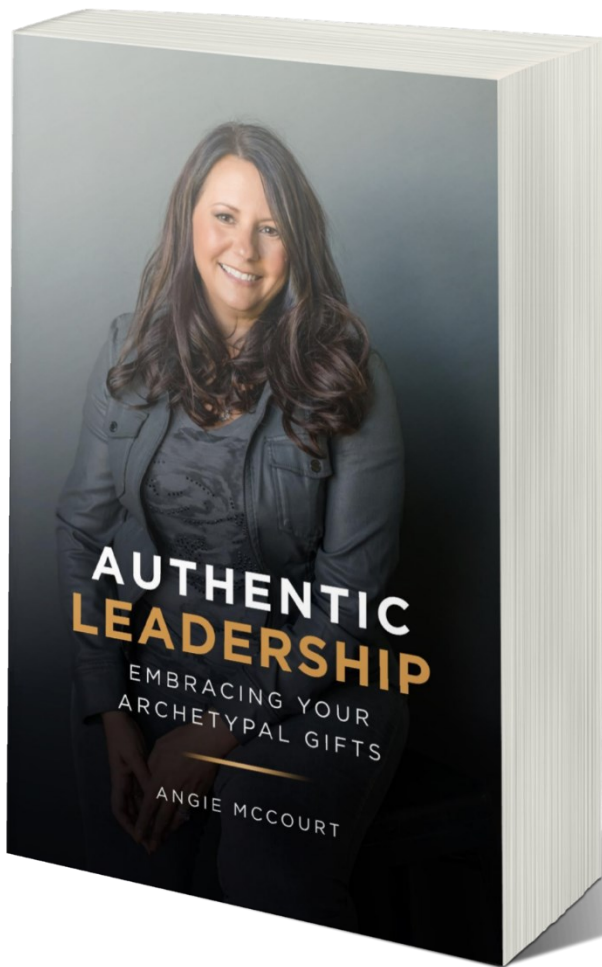
This is her second published book and has online courses: Career Reboot and Money Energy Reset as well as an app. Best.Self.Activation is about working through inner barriers and blocks to unlock our best self.

Angie's mission is to help others discover their gifts, be true to their self and find joy through mindset shift and actions to create the life they want to live.



Angie McCourt

Book Bio



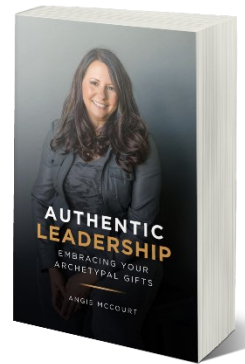
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Do you find it challenging to lead others in a way that meets them where they are? Has it been difficult to navigate goal achievement? Are the old ways of getting things done not working anymore? Join the authentic leadership evolution. There is a way to clear away behaviors of outdated leadership styles to unlock the skills and capacities needed to drive cultural change and fluidity in business. It's time for our leaders of the future to transform now!

In this transformational non-fiction book Angie identifies the many outdated behaviors that impact how we show up authentically as a leader. She is an advocate to increase awareness, acknowledgement, activation, and appreciation of our authentic leadership gifts that bring value to culture and business. Offering examples of modeling to identify, activate and integrate these gifts. This paradigm shift will change our future innovation, interaction, relationships, and teams.

Authentic Leadership introduces 11 authentic leadership archetypal gifts and how to shift from behavior patterns of outdated leadership styles.

Target Audience



WHO SHOULD READ

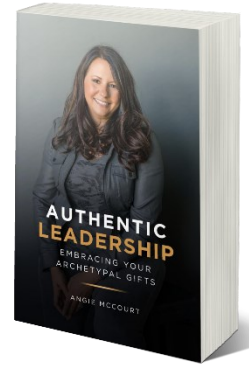
- those leading people &/or initiatives
- anyone tired of ineffective leadership styles
- business leaders, owners + entrepreneurs
- those needing to increase skills + capacities
- who work for a company
- struggling to meet their team where they are
- human resources professionals

BOOK BENEFITS

- effective skills
- learn what holds us back
- reduce limitations
- authenticity is the new norm
- identify + activate leadership gifts
- inner work for transformation
- happier self + team



Book Excerpt



Chapter 6: Not Feeling Valued

Disempowerment

“People want to know their work matters, they’re valued. What they’re doing that contributes to the bigger company” shares Rach.

The fastest way you can feel disempowered is to not feel valued. All motivation exits the body and resentment can form. Today, more than ever, colleagues want to feel valued and acknowledged. They are hungry for it.

It’s interesting how many times we see companies trying to expand and transform while expecting colleagues to step up and learn more/do more. Yet there isn’t the system in place to give feedback and acknowledge when colleagues are doing a great job or stepping out of their comfort zone to take on something new. I think part of this is the fast-paced world we are in as well as so many remote workers. Out of sight, out of mind.

Leadership is evolving to include the capacities needed to stay connected to teams in a way that is deeper, wider, and higher than ever before. This allows for richer empowerment and enablement that provides the support system to meet the new expectations of companies. It’s conscientiousness to have the conversations that matter most to colleagues. It’s awareness that assumptions are so old school and damaging to teams. It’s mindfulness to slow down and recognize the impact we have as a leader on those working their butts off.

With all the pressures of being a leader it’s important to step into new skills and capacities that allow for conciseness and resonance with their teams. The old way of plowing through everything and just get to the end (of month, day, quarter) does not provide a place to celebrate the value each person on the team provides.

One of the most disempowered times in my career was when I had a leader who said, ‘you’re responsible for the outcome’, but would not truly support me from both an endorsement of the program or investment. Immediate disempowerment took over.

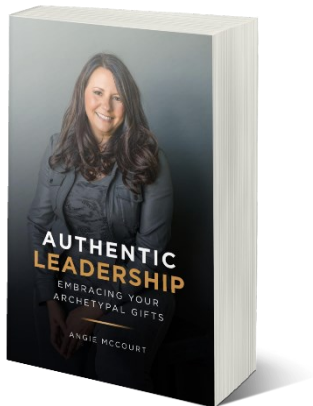
If you are in a place of either feeling disempowered or too much in the weeds to look up and acknowledge your team members take a pause. Re-prioritize what’s most important and what you need to do to be an authentic leader in this case. Get a pulse of how your team is feeling and what you can do to better support them. Avoidance will create disconnection and disengagement of the team.

I’ve also seen very healthy empowered, enabled, and valued teams who worked like magic together. They worked as a unit because they weren’t threatened by each other. They aligned on the outcome they needed to focus on, and this didn’t move because it was too

Interview Questions

- 1 Why is authenticity so important in leadership?
- 2 What are some of the limitations that hold us back?
- 3 Why do you think there is so much force in leadership?
- 4 How do you define leadership evolution?
- 5 How can leaders make long lasting changes?
- 6 How does breaking through limitations help a business?
- 7 How can leaders build trust with their teams?
- 8 Why does the energy of a leader matter?
- 9 How can we make shifts to outdated styles?
- 10 How has Covid helped/hurt authenticity in leadership?
- 11 How can individuals bring about a change?
- 12 Why should we focus on the limitations so much?
- 13 Does showing up our authentic self-lead to connection?
- 14 What is your story behind the book?
- 15 Why do we need a revolution in leadership?
- 16 Do you have any personal examples of co-creation?
- 17 What are some of the authentic leadership gifts?
- 18 How do these gifts impact a business/company?
- 19 What needs to change in leadership?
- 20 Why is vulnerability important to being a leader?

STORY IDEAS FOR REPORTERS:



- 1. Presence:** How do I anchor myself in conversations and meetings to be fully present?
- 2. Co-creators:** Moving from individual contributors to co-creators and co-collaborators. How do I stand out?
- 3. Empathy:** I don't know when to show empathy with team members? How do I practice genuine empathy?
- 4. Command + Control:** Am I micromanaging? How can I establish trust with my team and others?
- 5. Expression:** How can I let go of judgments of others in order to create a safe space for expression?
- 6. Energy balance:** How do we bring energy balance to our leadership capacity? How do my masculine qualities affect our team, customers, and business? Feminine qualities?
- 7. False celebrity status:** How can I show up without needing approval? When can I challenge the boss?
- 8. Assumptions:** How can we break through assumptions to find clarity?
- 9. Self-preservation:** How do I break the self-preservation patterns keeping me and my team from innovating?
- 10. Leadership responsibility:** What is empowerment and how can it be given? How to build trust within a team and top down?
- 11. Leadership skills + capacities:** How can I meet my team where they are at?
- 12. Leadership evolution:** How do we unlock the dormant gifts needed in authentic leadership evolution?

DOWNLOADABLE PHOTOS

I appreciate requests for photographs for press use. Email and let me know where you post your article so I can link to it.

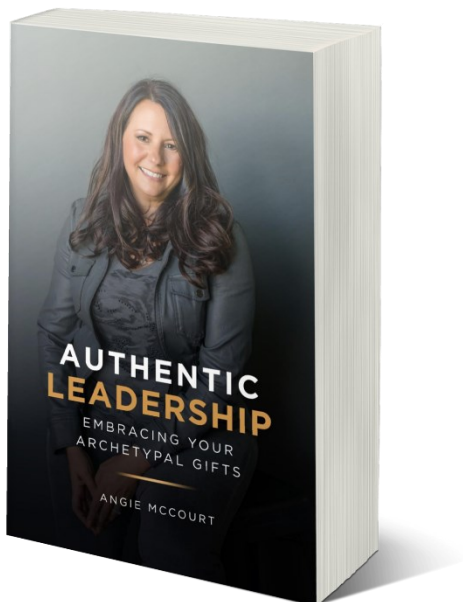
-Thank you.



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Industry Recognition:

- TD Synnex VP of the Year 2017 & 2014, Director of the Year 2009, Manager of the Year 2005
- CRN (Channel Reseller News) - Women of the Channel Power 100 2011, 2018
- Tampa Bay Business Journal (TBBJ) 2018 25 People to Watch
- Girls Inc. of Pinellas Girls Champion 2017
- STEMConnector - 100 Corporate Women in STEM 2017
- CRN Channel Chief 2015, 2017
- Tampa Bay Tech's Technology Leader of the Year 2014
- Tampa Bay Business Journal (TBBJ) - Business Woman of the Year Technology 2014

Other Business Credentials:

- Bachelor of Science – Florida State University
- Yale School of Management Women's Leadership Program
- Certified Prosci Change Practitioner
- ICAgile ICPENT certification