LEADING WITH PRESENCE

Developing strong skills of personal impact, influence and persuasion through strong leadership presence.

Developing strong leadership presence through a greater understanding of how to use our mind, body and speech more effectively.

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AN OVERVIEW

"You are what you think" Sogyal Rinpoche, Tibetan Lama, 2008

Our perceived impact on the world around us is a result of our state of mind at the time.

Actors learn in their training that outward expression is a direct response to what we are thinking and feeling about ourselves, and the world around us.

How we use our mind determines how we use our body and speech to express (or not express) how we really feel.

For example, when we feel self-conscious or pre-occupied, when we suppress emotions, it shows up in our voice and body language. Even if we try to look under control it can be perceived as being incongruent or pretentious. We are perceived as lacking "presence".

When we connect to our true selves, our purpose and become *authentic*, it begins to resonate in how we express ourselves and connect with those around us: our family, our friends, our colleagues, our staff and our customers. It develops trust in our words and actions and builds relationships.

This cycle builds over time and this for me is what we describe as true "presence".

As leaders, when we connect to our feelings and the feelings of the audience, whether one to one or one to group it shows up as congruency in the voice and body. We are "tuned in" to what we are saying and the audience is "tuned in": the audience becomes "engaged."

We are in the "zone". We have the ability to align others and influence their thoughts, feelings and behaviours and motivate action: whether it be to persuade a customer buy our product, or manage a team or organization through strategic change.

For an actor, developing presence requires the ability to develop presence of mind, presence of body and presence of speech (self awareness) determined by our ability to tune in to our audience and the world around us (social awareness). For a leader in the corporate or public arena it is no different.

Developing presence is the first step to being able to influence and persuade others.

And it all starts with how we manage our minds.

This suite of programs under the collective title of " Leading with Presence" has been designed using the model of presence of mind, body and speech as its core.

"Presence is a combination of behaviors and attitudes that present a sense of confidence, competence, commitment and authenticity".

(What is Executive Presence? By Business 2 Community, Published November 10, 2010)

"I define leadership presence as earned authority. You may have a title, but you need to earn the respect and trust of your coworkers. Presence is rooted in fundamental competence, and for anyone who aspires to lead, presence is essential."

John Baldoni Harvard Business Review 2010

Leading with Presence
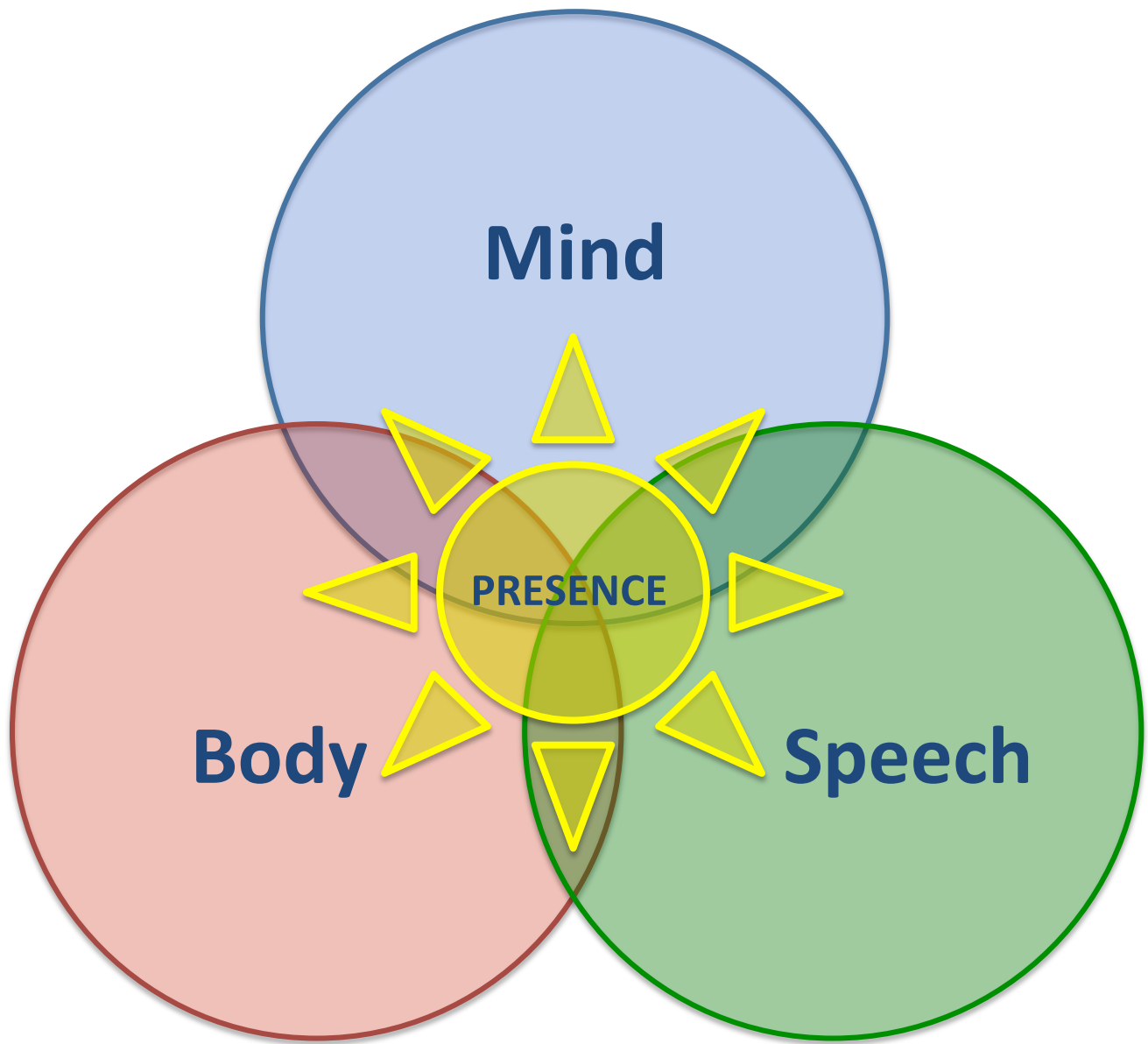
"Many people separate the act of leadership from the leader and see it as something that they do, rather than an expression of who they really are"

Kevin Cashman (Leadershipsource, 2000)

PRESENCE

Presence of Mind

Self-Awareness

Understanding your true purpose: being connected to why you do what you do, your values and your beliefs.

Understanding of one's state of mind in various social settings: one to one and one to group.

Understanding of one's impact on others: developing strengths and managing weaknesses.

Understanding one's emotional responses and what trigger them.

Managing one's emotions particularly under pressure.

Appreciating difference of others and suspending judgment of others.

Being present with others: managing self-consciousness and not being lost in future or past projections.

Externalising the mind's focus and tuning in to others and one's surrounding environment.

Social-Awareness

Developing empathy: putting oneself in other peoples shoes.

Perceiving emotions in others.

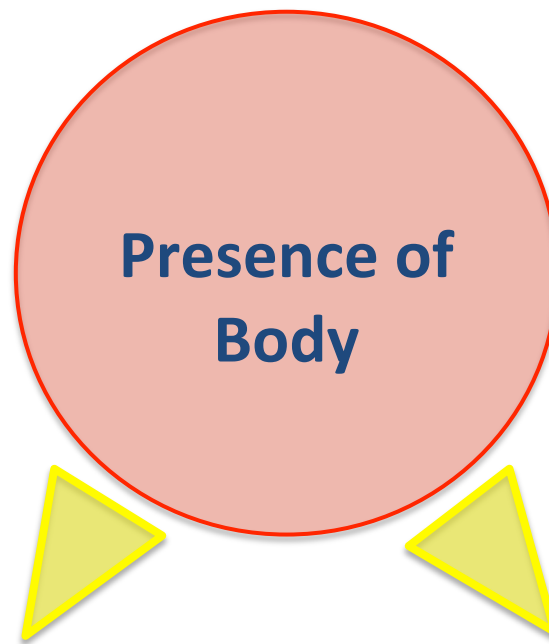Being able to interpret non-verbal messages from others.

Managing emotions in others.

Tuning in to others

Developing one's ability to listen on a deeper level.

Developing diplomacy and tactfulness.

Asking appropriate questions at the appropriate time.

Presence of Body

Self-Awareness

Aware of one's physical presence and it's impact on others.

Appreciating the impact stance, movement and gesture have on the meaning of the message.

Understanding the impact of nervous energy on one's stance.

Developing a strong centred neutral stance to manage nervous energy and avoid sending mixed messages.

Developing the ability to use gesture freely and expressively to support the message.

Appreciating the impact of eye contact on delivering the message.

Social-Awareness

Developing the ability to use gesture and stance to manage others in a positive way.

Developing the ability to interpret meaning from the stance, gesture and eye contact of others.

Developing the ability to "read" an audience through their physical presence.

Developing the ability to "fill the room" with one's presence determined by the size and type of audience.

"Suit the action to the word, the word to the action, with this special observance that you o'erstep not the modesty of nature". - William Shakespeare, Hamlet Act 3, Scene 2

PRESENCE

Presence of Speech
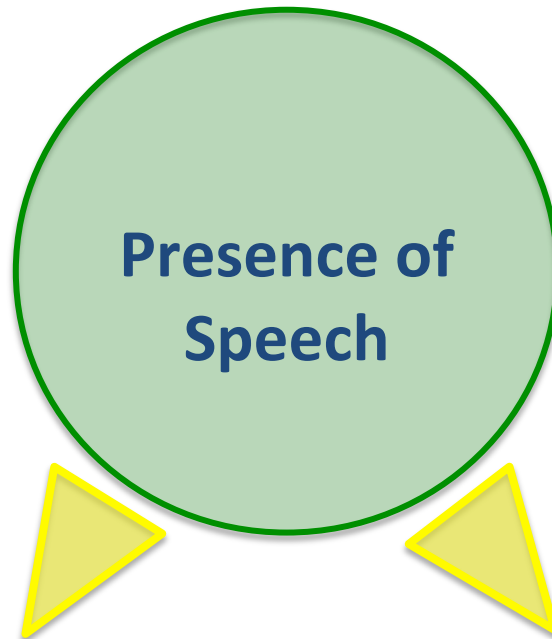
Self-Awareness

Aware of one's vocal mannerisms and it's impact on others.

Appreciating the impact the voice has on the meaning of the message.

Understanding the impact of nervous energy on one's voice.

Managing nervous energy through relaxation and breathing techniques.

Developing the ability to manage the breath to empower the voice.

Developing the ability to use vocal projection, tone pitch and articulation to support the message.

Developing the ability to think on one's feet.

Developing the ability to connect with and communicate one's purpose articulately.

Social-Awareness

Developing the ability to use the voice empathically to manage and influence others in a positive way.

Developing the ability to interpret meaning from the tone of voice and choice of words of others.

Developing the ability to manage an audience through using the voice appropriately.

Developing the ability to "fill the room" with one's presence vocally determined by the size and type of audience.

Developing the ability to use stories and metaphors to communicate strategic messages.

"In a moment of crisis we hope for a voice that touches us with care, that is direct, clear, free and connected to us." - Patsy Rodenburg ,"The Second Circle" (Norton, 2008)