

Leading With Presence

*“In an increasingly diverse world, Executive Presence will
look very different from one executive to another.”*

~ John Beeson

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Leadership Presence

“Executive presence is credibility that goes beyond a title.”

~ Tom Henschel

_____ + _____ + _____

Shifts Over the Past 5 Years

Gravitas (charisma + decisiveness)	➔	_____
Autocratic + Authoritative	➔	_____
Force + Persuasion	➔	_____
The “right” appearance	➔	_____

“How do you feel about me as an executive?” ➔ *“How do I make you feel?”*

Which shifts have been most difficult for...

<u>Your Organization</u>	<u>Yourself</u>
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____

Leadership Presence Impact on Culture

“Corporate culture matters. How management chooses to treat its people impacts everything for better or worse.”

~ Simon Sinek

Developing Our Leadership Presence

- ✓ Define your personal leadership presence + desired leadership impact
- ✓ Observe + reflect to increase awareness + confidence
- ✓ Utilize an “Audience First” approach, “How do I want them to feel?”
- ✓ Listen to learn
- ✓ Practice your speaking and presentation skills
- ✓ Strike a balance between empathy and accountability
- ✓ Develop your Emotional Intelligence

The Core of Our Leadership Presence



Additional Tips:

- Be confident, not arrogant
- Be present, positive + prepared
- Utilize non-verbal language (eye contact, take up your personal space, etc.)
- Speak clearly + concisely about what's important
- Demonstrate initiative + adaptability
- Accept accountability gracefully
- Cultivate a positive work environment
- Be the calm in the storm
- Ask for support + feedback
- Leverage a coach or mentor who demonstrates Leadership Presence
- Invest in yourself + self-care
- Engage others in conversations about themselves
- Help teams achieve goals
- Focus on the big picture + desired outcome
- Align intentions for impact

“It is executive presence—and no man or woman attains a top job, lands an extraordinary deal, or develops a significant following without this heady combination of confidence, poise, and authenticity that convinces the rest of us we’re in the presence of someone who’s the real deal.”

~ Sylvia Ann Hewlett

Define Your Leadership Presence

Values that drive you...

1. _____
2. _____
3. _____

How you currently show up...

1. _____
2. _____
3. _____

How you want others to feel...

1. _____
2. _____
3. _____

***“Leadership Presence is NOT how we see ourselves,
but how others see and feel around us.”***

Your Desired Leadership Impact

LEADERSHIP PRESENCE

Aligning Desired Impact to Actions

- ✓ Identify your Leadership Purpose + Desired Impact
- ✓ Consider alignment between personal and organization's purpose + values
- ✓ Intentionally align behaviors to your desired impact
- ✓ Set micro-goals + check in with yourself throughout the day
- ✓ Pay attention when you are stressed or emotional
- ✓ Solicit feedback
- ✓ Embrace purposeful measurements + rewards
- ✓ Practice intention setting + reflection before + after meetings, interactions, etc.
- ✓ Ask yourself:
 - *What attitudes, habits, behaviors, etc. are contributing to my leadership presence positively?*
 - *What attitudes, habits, behaviors, etc. may be holding back my leadership presence?*
 - *What shifts do I need to make?*
 - *What situations allow me to bring my best self? Why?*
 - *What situations do I not show up as my best self? Why?*
 - *How do I want to show up in this situation? What behaviors align with that intention?*
 - *How does stress impact my leadership presence?*
 - *How does my leadership presence (or lack of) serve my organization?*
 - *How does my leadership presence (or lack of) impact my team?*
 - *How does my leadership presence impact other departments?*
 - *What impact did my leadership presence have in that situation?*
 - *How do I want others to feel? What behaviors are aligned to that?*
 - *How do I show up when there is chaos or uncertainty?*