



WELCOME to the SOAR Program

Executive Presence Webinar

Your SOAR Team

Nicole Perrotta

Leadership Transformer



Instructor
Coach
Guide

Dr. Mike Renquist

Director, Client Engagement



Instructor
Coach
Guide

Bryan Perrotta

Director, Client Engagement



Technical
Billing
1st PoC for ?s

1.

Executive Presence

Jan. 26 - Led by Dr. Mike Renquist

2.

Strategic Networking

Feb. 9 - Led by Nicole Perrotta

4.

Authentic Engagement

Mar. 9- Led by Nicole Perrotta

5.

Crucial Conversations

Mar. 23 - Led by Nicole Perrotta

3.

PAS #1

Feb. 23 –

Led by Dr. Mike Renquist & Nicole Perrotta

6.

PAS #2

Apr. 6 –

Led by Nicole Perrotta

Rules of the Room



Take off Judge Judy hat
Put on Curious George Mindset



Respect other people's growth journey
Don't share other people's personal stories



Avoid the stress of multi-tasking
Embrace this 90 minutes to focus on your growth

*We convince by our
presence.*

--Walt Whitman



Introducing Dr. Mike Renquist...

- **30 years of experience in leadership development and presenting skills training with executives, senior managers and others**
- **Trainer/consultant in over 150 different corporate settings, including government and non-profits**
- **Certified Practitioner in Neuro-Linguistic Programming (NLP)**
- **Published author *Facing the Mirror*, 2004 PublishAmerica**
- **Over 500 original persuasive talks delivered**
- **D.Min. spirituality, human and organization development**

Agenda

- Introduction
- First Challenge
- Deconstruct & Build-Up
- Begin with Yourself
- Objective...
- In-Person & Virtual
- Listening
- Speaking
- The Presenting Self
- Putting It All together
- Q&A



Objectives:

- Build on the foundation of RISE
- Define and deconstruct executive presence for you
- Determine two or three behavior changes and/or goals and develop a path to integrate those in daily, uncompartimentalized, wholistic behavior
- Challenge you to test your “presence” in multiple situations and journal your findings
- Open yourself to coaching from instructor(s) and peers
- Work in a team with two or three others on a project that could make a real difference to others

“We convince by our Presence” Walt Whitman

When we have a positive energy, when we have a sense of purpose, when we serve others we convince others simply by our presence.

Have you ever been in a room or meeting when one individual is able to lead a positive conversation simply through his or her presence? When we lead with conviction of purpose and in alignment with our values, we are able to accomplish great things

.
Of course, you still have to know your “stuff”, but it isn’t about flashy presentations or complex data tables . . . **it is about being present.** It is about leading from the heart, with courage, and with optimism. No one has ever been inspired by a PowerPoint or Excel Spreadsheet alone . . . it takes the optimistic leader with heart and passion.

And, In its simplest terms, executive presence is about **your ability to inspire confidence** — inspiring confidence in your subordinates that you’re the leader they want to follow, inspiring confidence among peers that you’re capable and reliable and, most importantly, inspiring confidence among senior leaders that you have the potential for great achievements.

First Challenge:

_____, please give me a cup of confidence.”

What is confidence?

Polling slide

- _ Knowledge of the subject matter
- _ Familiarity with the audience, an individual or a group
- _ Speaking to demonstrate organization
- _ Eye contact
- _ Speaking in and with good grammar
- _ Appearance, clothing
- _ Strong stance, posture
- _ Open gestures
- _ Conversation suitable to the audience in volume, pace, and tone



What is confidence?

- ✓ Knowledge of the subject matter
- ✓ Familiarity with the audience, an individual or a group
- ✓ Speaking to demonstrate organization
- ✓ Eye contact
- ✓ Speaking in and with good grammar
- ✓ Appearance, clothing
- ✓ Strong stance, posture
- ✓ Open gestures
- ✓ Conversation suitable to the audience in volume, pace, and tone



So if the answer to

What is Confidence?

is “all of the above” ...

**We need to deconstruct, that is, take
apart, and then put back together again...**

That’s our process in the webinar today



And That Begins With YOU

Even though organization is important, any talk or communication still begins with **you**.

You are the presenter! You are the “executive”. How well do you know **you**?

Anything helps you to know **you**:

- Introspection
- Reflection
- Journaling
- Myers Briggs Type Indicator
- DiSC
- Character Strengths
- Trusted advisor inputs
- MMPI
- 360 Feedback
- Performance Reviews
- Etc.



So... the Character Strengths Survey

What Did You Learn About Yourself?

Our Collective Top Five... (from 15 participants)

1. Gratitude
2. Love
3. Fairness
4. Honesty
5. Tied: Humor, Hope



What Does that Self-Awareness Teach You?

What is your “baggage” and what are you doing about it?



List of "To Do's"

- **Live into your LVP**
- **Continue to develop a vision of yourself that you can articulate**
 - **The "reality" of "act as if" ...**
 - **The advantage of a 30-second "elevator pitch"**
 - **The advantage of the two-minute drill:**
 - **In response to the standard interview question:**
 - **"Tell Me About Yourself"**
- **Install a coach within you for trying out new behavior**
 - **Use a mirror or video-recording for practice**

Our Most Important Objective Today is...

Explore the dynamics of communication and presentation skills..

...so that you can improve those skills through awareness and practice...

...and become an “executive” in your presence, in who you are, both virtual and in-person.

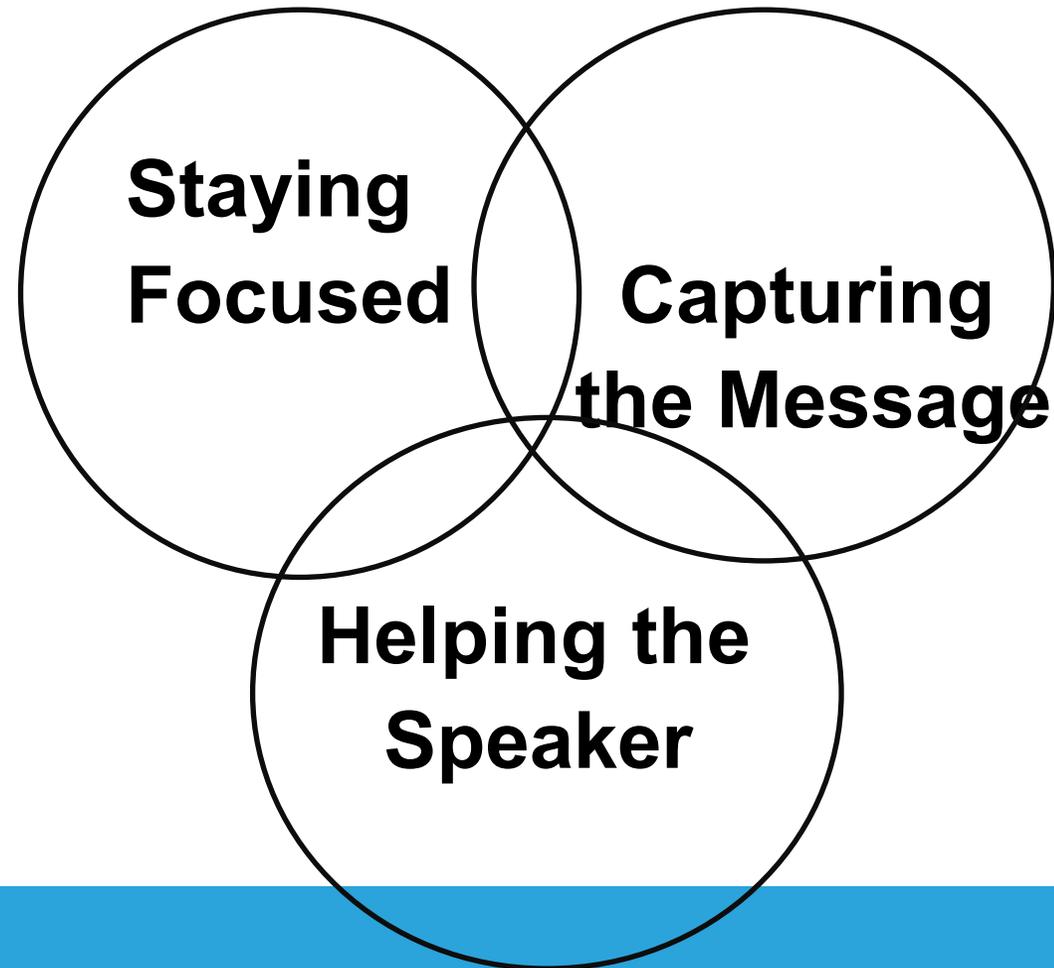
Listening Is the Main Way We Convey Respect, Trust and Caring

If true, how well do you listen?

The vast majority of us listen as we were ourselves
listened to as children and youth.

So, to change how we listen...

Listening Is the Main Way We Convey Respect, Trust and Caring



Talk About Speaking?

Demonstrating organization, efficiency and credibility

Keep in mind a format

Best format still is

- Beginning
- Middle
- Ending

With Questions and Responses in there somewhere

*Speech is the index of the mind.
-Seneca*

Talk About Speaking?

Beginning:

- Gain attention
- Credibility
- Agenda

Middle:

- Depends upon purpose, audience
- Best transitions topic to topic are scenario-based

Ending

- Return to theme
- Action statement

*Question and response:
Repeat or rephrase the question*

Effective/Executive Presenting Skills: The Presenting Self, or The Self that Presents

An important truth about any communication

Dr. Robert Birdwhistle, University of Pennsylvania, 1970

Words	7%
Tone	38%
All the rest	55%

or

Verbal about	10%
Vocal about	35%
Visual about	55%



Of course, one still has to make sense; one can't just stand up and go "blah, blah."
The intent of one's words is very often carried in tone, presence.

The Eyes – “the window to the soul”

There are at least five benefits of solid eye contact:

1. You see what your audience is doing.
2. You appear more confident and credible.
3. You indicate to your audience that you care.
4. You actually think more clearly, only taking in the visual information of one person at a time.
5. You pause more effectively, as you only talk when making solid eye contact with one person at a time.



The Eyes – When In-Person



Two exercises for **powerful eye contact**:

1. Stop flicking your eyes (to the floor or ceiling) or scanning the audience while you talk.
2. Punctuate with your eyes, delivering one thought or sentence to one pair of eyes at a time. Finish a thought or sentence with an individual, stop talking, find another pair of eyes and begin again.

The Eyes – When Virtual



Know where your camera lens is located on laptop, phone or desktop

Look at the camera when you speak, just as if you were in a television studio

Break vision periodically to glance at gallery, use the opportunity to start a new sentence.

Establishing “Home”

“Home” is “safe”.

“Home” is that place in the room where you can make the best eye contact with the most people.



From “home,” deliver 60% of your presentation.

“Home” will vary depending upon the situation.

Virtually? “Home” is the camera.

The Voice

The voice is your body's built-in musical instrument, so "play" it well.

- Be **strong and firm**

Volume should be not only loud enough to be heard, but to express meaning and conviction

- **Enunciate** clearly so that you can be understood

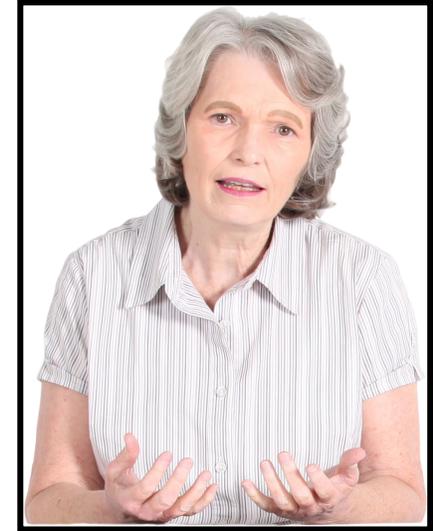
The Voice

- Vary the pitch so as to emphasize the words and delight your audience
- Pause occasionally; you're not a deejay, filling up dead air time
- Use an effective pace, not too fast, not too slow!



The Voice

- Become aware of your tendencies
 - Oh, ah, um
 - Overuse of words (actually, basically, so)
 - Unnecessary connectors (and...and...)
- Use the eye techniques to master your speech
 - Remember that exercise
"one sentence into one pair of eyes" and use it



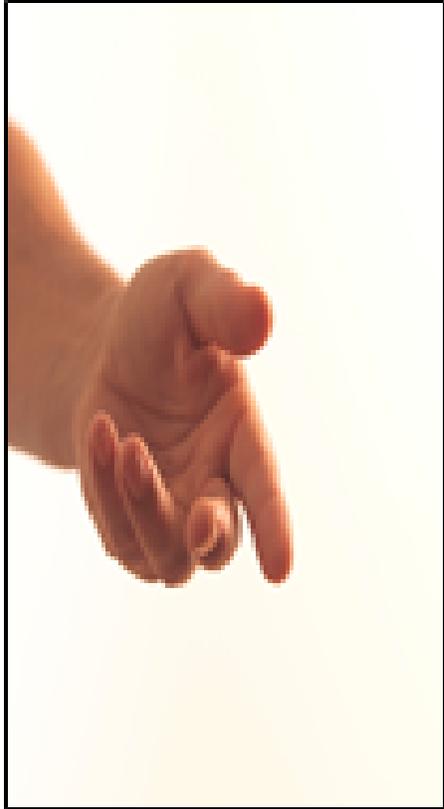
HANDS...FEET...STANCE – In-Person

Hands (Gestures): “paint brushes”

Avoid:

- The fig leaf (hands clasped in front)
- The hostage position (hands clasped behind)
- The broken wing (arm stuck next to body or hands entwined)

HANDS...FEET...STANCE



Hands (Gestures)

Avoid:

- The "key" executive
(playing with keys, rings, watchbands, markers)
- The Marine World position
(gestures below the waist, like flippers)
- Pockets

HANDS...FEET...STANCE



Use instead a **NEUTRAL POSITION**, with hands resting loosely at the sides, palms extended. Start with this position and return to it after a gesture.

HANDS...FEET...STANCE

Virtually?

You are typically sitting, so sit straight, up against the back of your chair, not slouched.



The gestures are diminished, smaller, within the frame of the screen.

HANDS...FEET...STANCE

FEET

Avoid:

The jock stance (over-extended feet spread)

The Miss America stance (under-extended feet spread)

The rolling foot (with toe or heel on edge)

The nervous shuffle (with feet constantly moving)

HANDS...FEET...STANCE



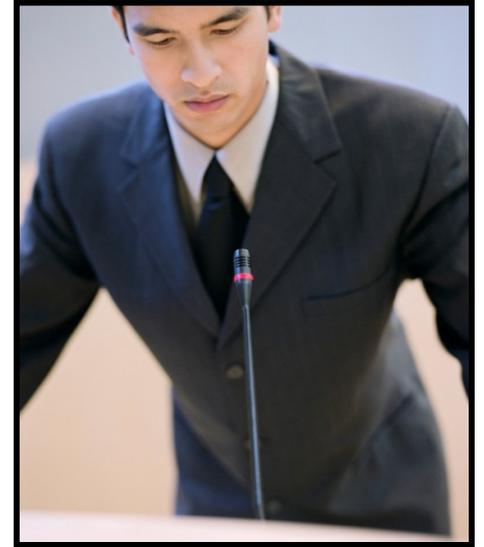
Use instead a **BALANCED PLACEMENT**, with weight spread evenly on both feet, about a shoulder width apart, toes pointed to the back of the room.

HANDS...FEET...STANCE

Stance (Posture)

Avoid:

- Hip sway (weight always on one hip or the other or hips moving constantly)
- The super slump (head down, shoulders forward)
- The table lean (putting weight or hand on table)





HANDS...FEET...STANCE

Use instead the **HELIUM STANCE**, straight and erect, with weight seemingly suspended by helium balloons attached to the shoulders.

And virtually? Avoid too much lean

*Summary Statement on
Hands, Feet , Stance:*

All movement is
purposeful and illustrative.

CAUTIONS:

Presenting from a screen effectively takes practice and usually requires coaching

Handling Q & A in front of a group with appropriate control, not losing credibility, and demonstrating courtesy is an advanced skillset, yet is incredibly important for "Executive Presence."

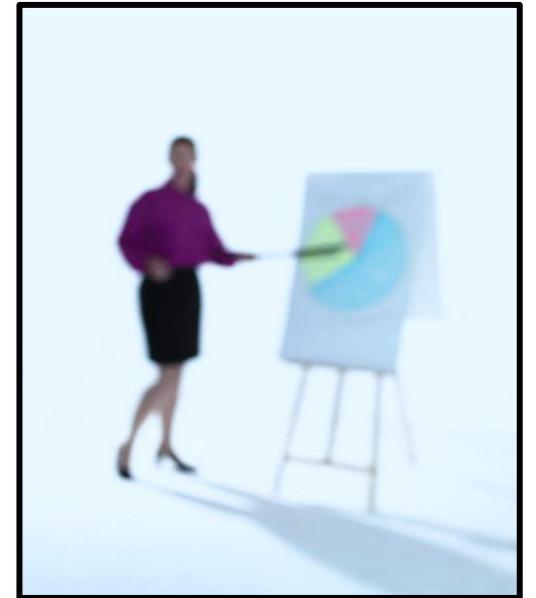
BEST WAY TO ADVANCE...

Install a mental coach as quickly as possible to achieve conscious competence in a new skill or behavior, then get rid of that mental coach when appropriate, so that you become unconsciously competent.

Practice one skill or behavior at a time

Again... "act as if"

Journal your progress



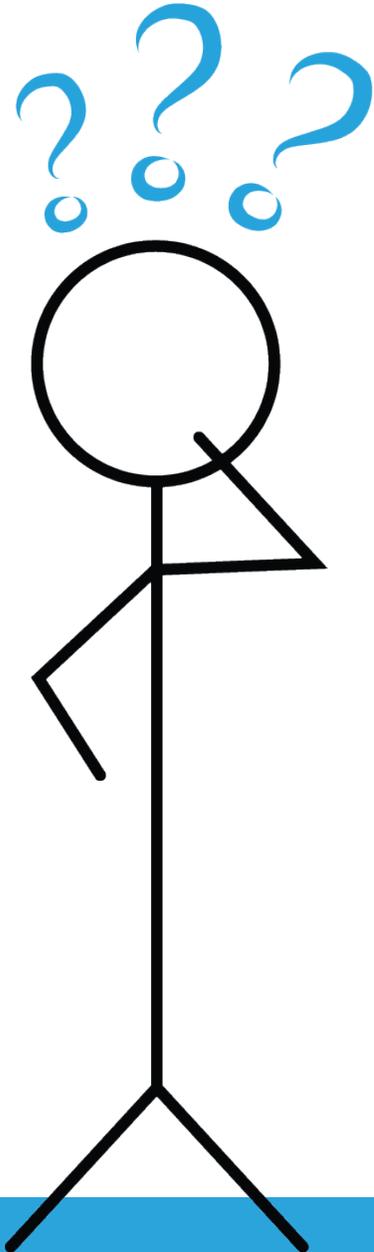
Putting it all together

Connection via empathy and curiosity
with the goal of understanding and
building your network

Putting it all together

A Summary Statement:
Clarity, conciseness, compassion and
confidence get you to...

Convince by your presence



May your heart SOAR and
your dreams take flight,
reaching far beyond the
highest height.