

Defeat Blind Spots: Harnessing Your Personal Power

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THE CHICAGO NETWORK

BPI group 

Power



How do **you** feel about being called powerful?

What does a “**powerful woman**” look like?

Executive Presence: Harnessing Power

Executive Presence is ultimately the ability to harness personal power to influence and impact positive and effective change.



Types of Power



POSITION



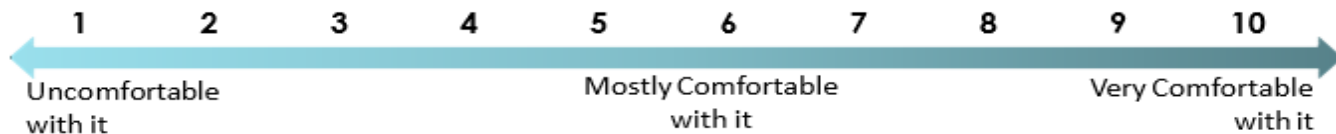
EXPERT



PERSONAL

Power Survey

My Position Power: "I am ..."



My Expert Power: "I am ..."



My Personal Power: "I am ..."



Personal Power Model



Confidence Markers

➤ **55%**

Body Energy
(facial expressions,
eyes, posture,
gestures)



- ✓ Posture
- ✓ Body Movement
- ✓ Gestures
- ✓ Facial Expression
- ✓ Eye Contact
- ✓ Gait

➤ **38%**

Vocal energy
(tone, inflexion, pacing)



- ✓ Intonation
- ✓ Speaking Volume
- ✓ Speaking Pace
- ✓ Cadence, Tone, and Pitch
- ✓ Pausing
- ✓ Silence

➤ **7%**

Content of message
(words and phrases)



- ✓ Adapters
- ✓ Muscular Language
- ✓ Purposeful Language
- ✓ Concrete Detail
- ✓ Targeted Message

How We As Women Undermine Our Power

Verbal Power Robbers

- Only say my first name when introducing myself
- Don't use my job title during introductions
- Don't use other's names in conversation
- State things as questions, not statements
- Talk about what I am not good at
- My voice goes up at the end of a statement
- Use qualifying words/hedges
- Preface statements with qualifiers and preambles
- Over explain (give too many details)
- Over apologize
- Deflect compliments
- Ask permission
- Take a long time to get to the point
- Not at ease when telling stories
- Ask too many questions
- Let myself be interrupted

Non-Verbal Power Robbers

- Tilt my head
- Have poor posture (shoulders hunched while seated)
- Over gesture or under gesture
- Fidget
- Do not claim my space
- Speak softly or too fast
- Hold papers in my hands while speaking
- Use poor eye contact
- Takes excessive notes while in meetings
- Multi-task while in meetings
- Appear hurried or disorganized
- Arrive late or leave early
- Use of electronics

Reflection

**Which Power Robbers do you
need to get rid of?**

**Which Confidence Markers do you
need to maximize?**

Panelists



Angelique Kelly Lara

SVP & Chief People Officer
Enterprise Community
Partners, Inc.



Christine Laurens

Chief Financial Officer & Partner
Kearney



Jayne Rosefield

Partner, Head of Office, Chicago
Brunswick

“Ask and ye shall receive”

- We need women to ask for more and do it more often. Why? Let's look some data:
 - MRG (Management Research Group) provides one of the most highly validated 360s in the world. Their analysis of over 20,000 of those clearly indicates that women leaders outperform men in several important categories as indicated by their boss.
 - Categories like use of organizational resources, capacity to get people involved, open communication, effective thinking, future potential, ability to deliver results, takes initiative, the list goes on.

“Ask and ye shall receive”

- BPI group research indicates something similar. We consistently collect ROI data related to our executive coaching work and have done so for over a decade. This gives us unique insight into how a leader’s development impacts the organization they work for.
 - Dollar for dollar we see a greater ROI in the development of female leaders than male. Women leaders have a significantly greater impact than men in three critical areas: Effective Leadership, Strategic Focus and Improved Relationships.

How to get the most out of an executive coaching relationship

- **Be true to yourself.** Approach coaching from an open and vulnerable place to ensure deep exploration.
- **Be open to challenging your status quo.** Remain curious about how you can shift and evolve your thinking and approach.
- **Allow yourself to see feedback as a gift.** Be open to feedback shared by your coach and those around you to help you push your leadership to the next level. Seek continual and onward feedback on your progress.
- **Focus on what matters most.** Select goals that will have the greatest impact. Tie coaching goals to business goals to help you make the connection on how a successful coaching engagement will benefit your success.
- **The more you put in, the more you get out.** Carve out time and energy to focus on your coaching. The best results come from sustained momentum and effort.

A lush, dense tropical forest scene. Sunlight filters through the thick canopy of green leaves and branches, creating a bright, starburst effect in the upper right corner. The foreground is filled with various types of trees, including some with prominent aerial roots and thick trunks. The overall atmosphere is serene and natural.

Knowing **YOURSELF** is
the beginning of all
wisdom.

Susan Gallagher, CEO

Mary Herrmann, Managing Director, Global Executive Coaching

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