



Five disciplines for building exceptional leadership presence

Many leaders possess a quality described as leadership presence. But when asked to unpack that term, most of us invariably throw out a lot of adjectives, but struggle to get to the heart of what it really means to possess this “presence.” In this course, Presence & Impact: Five Disciplines for Building Exceptional Leadership Presence, we’ll demystify this key leadership trait and help to put participants on the road to cultivating an influential and authentic leadership presence.

The Experience

Presence & Impact touches several aspects of leadership. But what are the key levers, which if pulled, will have an impact on a leader’s ability to build leadership presence? Through research and over 40 years of experience helping leaders build the skills to authentically connect and engage their people, we have identified five key disciplines needed to build leadership presence. These include:

1. Cultivate **deep self-awareness**.
2. Build **authentic rapport** and **connection** with others.
3. Demonstrate your **credibility**.
4. Exhibit **grace** and **resilience** under pressure.
5. Communicate with **heart**.

During this highly experiential journey, leaders will use these disciplines to help them identify a personalized set of behaviors and actions that will help them build mastery in this vital leadership area. At the end of the workshop, leaders will walk away with an actionable plan for genuine behavioral change.

Presence & Impact

Develop Your Leadership Skills to Authentically Connect and Engage

• • • The Assessment

The experience starts with a robust assessment that gives the leader valuable feedback from colleagues, peers, and other leaders into how they're currently showing up in each of the five disciplines. The assessment enables the leader to gain greater self-awareness on their current strengths and explore the areas they need to focus on to build their leadership presence.

• • • The Experience

Using the assessment as a blueprint for action, the course offers a highly interactive approach that involves a variety of experiential activities, facilitated discussions, and peer consulting sessions. All these elements are designed to give the leaders invaluable insight into the behaviors and actions they need to adopt to become the kind of leaders that inspire others to follow them.

Who should take this Course:

This course is designed for current or potential leaders, at any level within an organization, who want to hone their ability to exhibit authentic leadership presence.

Participants will walk away with:

- Greater self-awareness of how they're currently viewed as leaders and what they need to do to build their leadership presence
- Key skills and behaviors necessary to truly be present, build rapport, and develop deeper connections with the people they lead
- Deep insights into how others currently perceive them and what they can do to build their credibility
- Skills needed to better exhibit the level of emotional intelligence, composure, and resilience their followers expect from them
- Practice in creating messages that are influential and impactful and resonate with others on an emotional level

The Course Offers:

- **ILT and VILT option:** A full day of live classroom instructor led or two 3-hour virtual instructor led sessions with a break between sessions.
- **A comprehensive pre-course assessment:** This is required since it provides a basis for all the activities and discussions used throughout the course. Participants will also have the choice to take the assessment several months after the end of the course to gauge improvement in the five disciplines.
- **Post-course coaching options:** Coaching can be done by the course facilitator (at a cost) or run independently and internally (at no cost) by pre-selected cohorts within the class.
- **A resource center:** The resource center is housed on the same platform the participants used to take the pre-course survey and offers articles, podcasts, videos, and other assets to help augment and sustain the learnings from the course.



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