



Leadership Presence: The Critical Missing Ingredient

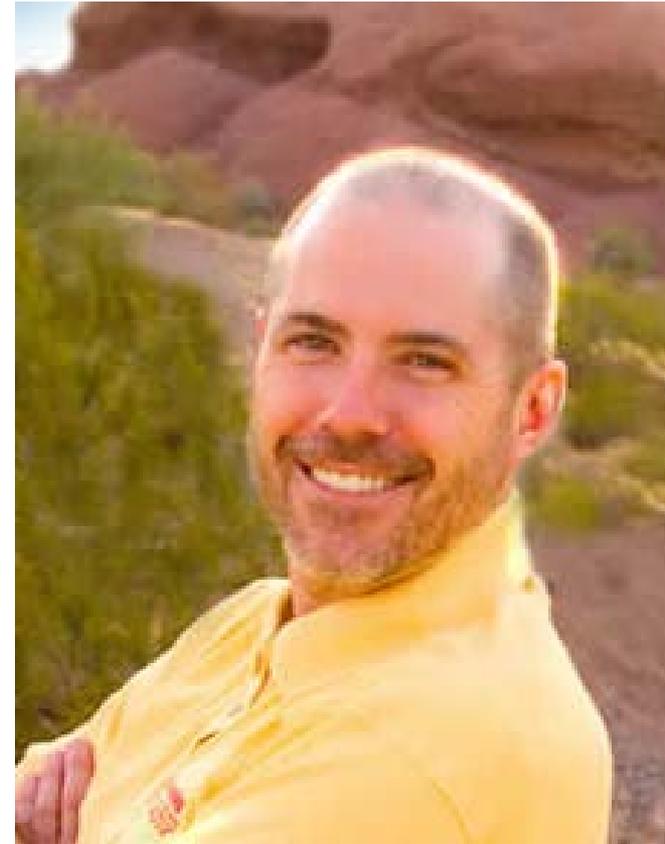
Presented by

Mark Haeussler and Peter Myers

DDJ Myers, Ltd.

Mark Haeussler

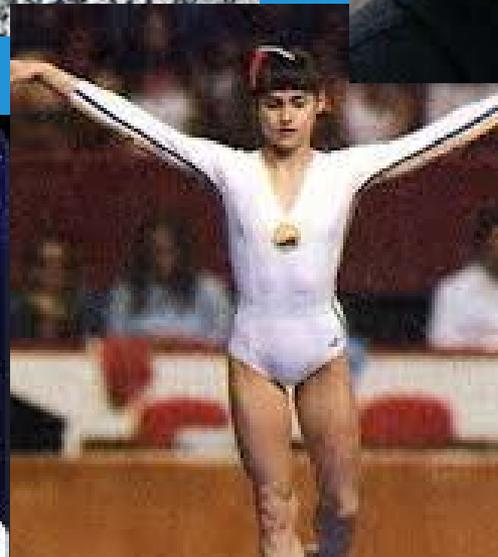
- Successful CEO managing assets on behalf of Fortune 50 company.
- Builds and delivers custom leadership programs for teams and organizations.
- Invents leadership models and coauthored 3 leadership books.
- Father of 7 children.
- Expedition leader for Land Rover.
- Licensed and volunteer medic.



Peter Myers



- Executive recruiter.
- Executive coach.
- Master at coaching *presence*.
- Delivers organizational succession planning programs.
- Teacher at the Strozzi Institute School for Embodied Leadership.
- Certified yoga instructor.
- Father of 2 children.



Leaders

Vision new possibilities.

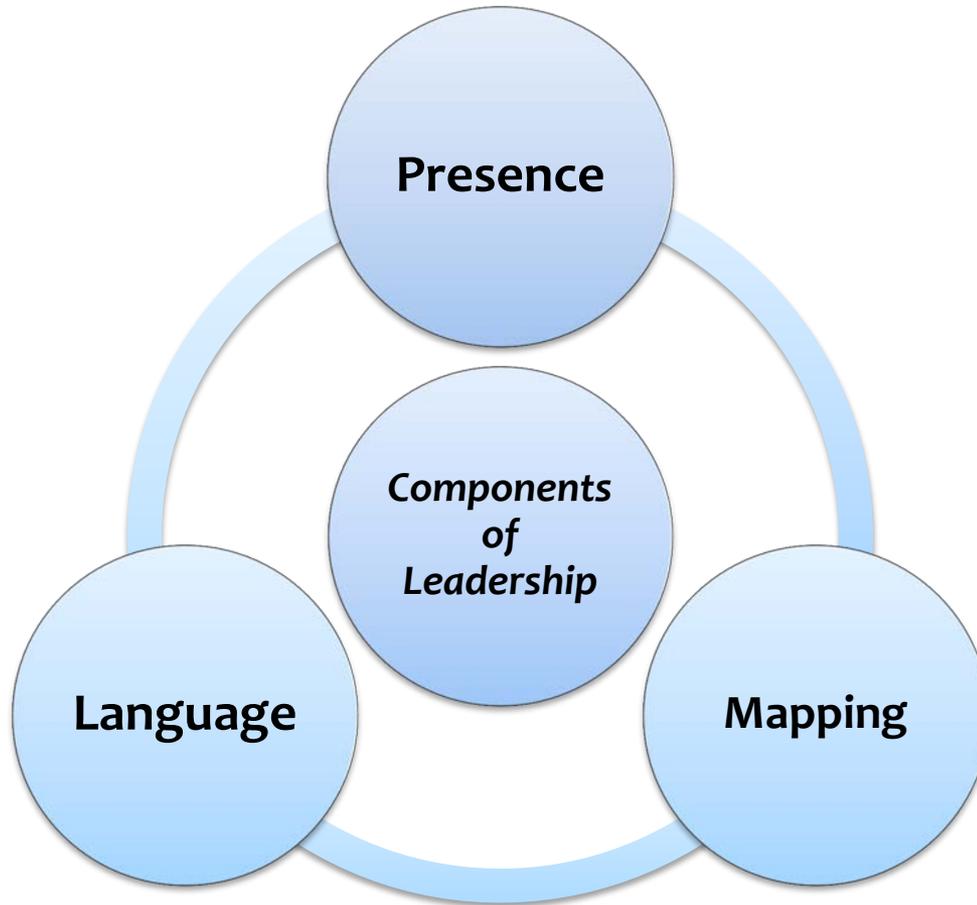
Enroll others into those possibilities.

Support the success of others.

Align resources and coordinate actions.

Support learning to produce new ideas and new actions.

Three Components of Leadership



Presence

- Influences language choice and interpretation.
- Influences how the world is perceived by our self and others (mapping).

Leadership Presence

We use *presence* to engage and empower others toward building a successful future.

Leadership Presence

- Not just an idea, but a body experience and a body observed.
- The body provides us the input for situational awareness
- It is observed and interpreted by others. Everyone has a presence. Is it the one you want?
- Is the self we are.

Leadership Presence

- Creates congruence between our **language and the message heard**.
- Supports a **frame of reference**.
- Is how we “**show up**” for ourselves and for others.
- The **lasting impression** we leave behind (and becomes the next starting point).
- How we establish and sustain **trust and credibility**.

Leadership Presence

“Humans first seek to trust the person rather than the message and that coherence between the message and the person is essential.

And, from this we conclude that when we *are* our message we are at the height of our power.”

-Dr. Richard Strozzi-Heckler

Leadership Presence

Regarding the believability of a message:

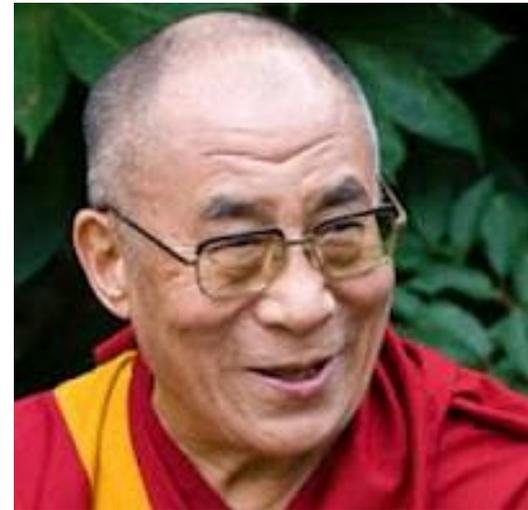
Only 7% attribute the believability to the actual words spoken.

The other 93% is in how it is said and how the person shows up.

From research by Albert Mehrabian, Professor Emeritus of Psychology, UCLA

Presence Influences

- Attention
- Interpretation
- Approachability
- Sincerity
- Trust
- Resiliency



Presence Influences

The assessments:

- Others have of us.
- We have of others.
- We have of ourselves.

Presence

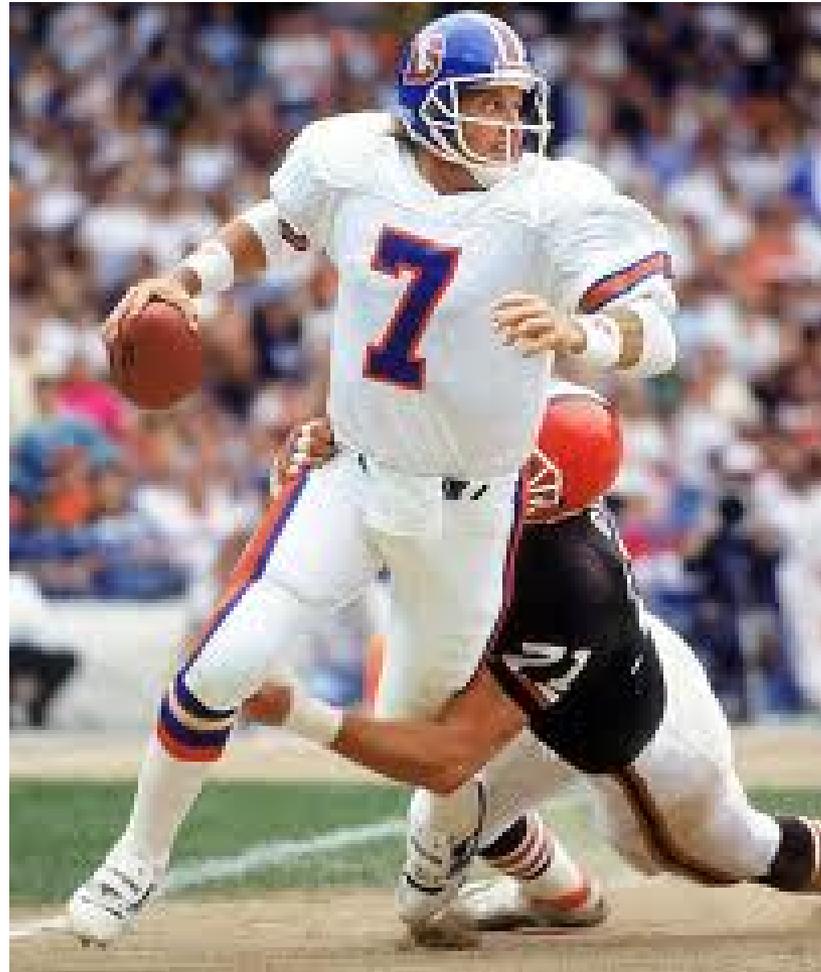
What assessment do you have
and what story do you make up
about the people in following photographs?



Jobs and Iger



Tom Hanks as Dr. Langdon









Presence

Three aspects of attending to our presence:

- Mood
- Coordination
- Action



Mood

- A state or quality of being that produces an assessment of a future.
- A story associated with that future.
- The embodied feeling aroused in a listener and conversation partner.

Mood

- Leaders “own” their moods and align them for a successful outcome.
- What is your mood right now?
- How do you know?

Mood

Consider an important conversation you need to have.
What mood do you want to project?



Mood

“If you want to lead,
know what you are doing with your energy.”

-Lao Tzu

Coordination

Taking effective action with others.



Coordination

Coordination is *not* about relaying information from one talking head to another talking head.

Coordination

Being clear from the *speaker's* perspective:

“I clearly told them what to do.”

“I was clear.”

“They said they understood.”

“They should just ‘get it’.”



Coordination

Being clear from the *listener's* perspective:

“You clearly told me what to do.”

“You were clear.”

“You said you explained.”

“You should just explain it.”



Coordination

Clarity is incumbent on both the listener and speaker being *fully present* in the conversation.

Being clear from *both* the speaker's and the listener's perspective:

“We understand and are committed.”

Coordination

Will be Natural If

Our presence is consistent with our message

PLUS

Our presence supports the listening for the other person

PLUS

Our presence is open to possibilities and challenges

Coordination

Requires making powerful commitments using effective language through:

Requests

Offers

and

Paying attention to the bodies of the self and others





Action

The process of exerting a force
or bringing about an effect
that results from the inherent capacity of an agent.

From Merriam-Webster Online Medical Dictionary

Action

Action is a function of our bodies:

Sincerity: Our mouth says “yes”, yet our body says “maybe” or “no”.

Capacity: Is there the body to deliver, or is over-committed.

Action

We can train ourselves, as leaders, to see if someone has the body to build and maintain the relationship to produce, trust, satisfaction, and fulfillment.

It is the *leader's* responsibility to know if the other person is committed.

Action

Presence in action is a function of:

- Pace.
- Intensity.
- Flexibility.



Action

- What is our narrative or story about our action?
- What assumptions drive us to action or inaction?
- What outcomes do our actions produce?
- Are our actions relevant for others?

Action

- Identify one person who compels you to move into action with them.
 - Why?
- Identify one person who disengages you to move into action with them.
 - Why?

Promise

A Promise is a declaration that someone will do (or not do) something.



Promise

Promises are made when there is congruence:

Mood



Coordination



Action



Practices

Practices

We always are practicing something

Practice

- We *embody* our presence through practice.
- Practices are repetitive, everyday actions which, when repeated, provided us with ready-access to a competency.
- Practices must align with our commitment.

Practice

**The brains of wild animals are
15 to 30 percent larger
than those in their tame, domestic
counterparts.**

Source: John Medina, *Brain Rules*

Imagine ...

The tremendous success your organization makes with a clear and compelling leadership team purpose based upon the combined personal brand of leadership of each team member.

Presence

What presence, in you, will support that vision?

Personal Brand of Leadership

What 3 descriptors do you want in your personal brand of leadership?

1.

2.

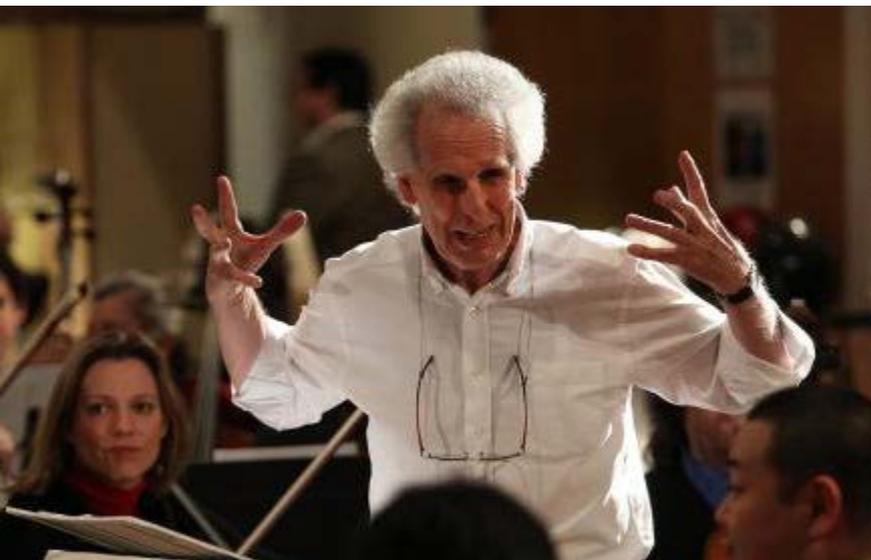
3.

Personal Brand of Leadership

What practice will most support you advancing your personal brand of leadership?

1.

“I had been conducting for nearly twenty years when it suddenly dawned on me that the conductor of an orchestra does not make a single sound. His true power derives from his ability to make other people powerful.”



-Benjamin Zander

Thank you for your commitment to learning

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