



Executive Presence & Influence Program

EXCLUSIVE TO SLOAN GROUP INTERNATIONAL

- Confidence, self-awareness, influence, gravitas – these are the qualities mastered by the most effective and inspiring leaders. Yet they are also qualities most executives struggle to develop and leverage as they move up within an organization.
- So how do you increase the ability of your executives to effectively inspire and influence others on matters most critical to your business success?



SLOAN GROUP INTERNATIONAL
INSPIRING LEADERSHIP

Executive Presence & Influence



What is executive presence?

According to 66% of executives surveyed, the most common attributes associated with executive presence are: the ability to project gravitas, having confidence, demonstrating poise under pressure and decisiveness.

Furthermore, executives also rated mastery of speaking skills, assertiveness, and the ability to read an audience or situation as additional significant aspects of a leader's perceived level of executive presence.

The SGI Executive Presence & Influence Program™ elevates the ability of leaders to impact and influence others in the organization, specifically senior leadership. This comprehensive, multi-touchpoint program utilizes a simple, yet impactful 4-part model:

- **Somatic (Physical) Presence**
One's ability to command their physical posture, gestures, verbal pace and tone
- **Mental Presence**
One's ability to stay mentally clear, focused and on task with what they are saying
- **Emotional Presence**
One's ability to be aware of self and others, and to engage others emotionally through appreciation and acknowledgment
- **Charismatic Presence**
One's ability to positively impact others just by being there (i.e. having gravitas)

These four competencies provide a simple, yet powerful and practical model for participants to identify which aspects of their presence need more focus. Additionally, the model helps leaders diagnose which competencies are needed most in a variety of high-stakes situations.



SGI Executive Presence & Influence Program™

Sloan Group International has worked with some of the largest corporations in the world to help develop leaders that are not just good, but truly exceptional.

This proprietary program provides a holistic approach to building capabilities and competence in executive presence and influence. The full suite of services is provided below, but the program can also be customized in a variety of ways in order to best address the specific requirements of individual leaders.

SGI Executive Presence Self-Assessment™

- The self-assessment and accompanying profile report provide insights into one's self-perception of their level of Executive Presence. It can also provide direction for development planning in the aspects of executive presence that most critically impact effective leadership. Additionally, when discussed with a coach or thought partner, the results provide a powerful launch pad for exploring the alignment between the view of self and how one is perceived by others.

Fundamentals Workshop

- This interactive, experiential workshop provides participants with the tools and skills needed to develop their own authentic style of executive presence. By defining development goals, using group coaching, large group presentation practice, small group breakout exercises and video playback, participants will increase their self-awareness, self-regulation and self-confidence. Participants will receive practical tools and insights to increase their mastery of executive presence and influence in a variety of situations.

- Each participant will also receive two private feedback sessions during the workshop. This brief, yet personalized session will provide them with balanced feedback and practical ideas to further develop the aspects of presence that are most important to them.

Workshop Post-Work

- Follow up activities to ground-in the learning from the Fundamentals Workshop and start to prepare participants for their 1:1 Integration Sessions.

1:1 Integration Sessions

- After the Fundamentals Workshop, each participant will receive a series of Integration or Executive Coaching Sessions. The purpose of these sessions is to deepen learning, increase accountability, and provide support as participants apply the skills and tools from the Workshop in their active workday. The virtual sessions are conducted using the client's preferred video platform and are customized to help participants reach their individual development goals associated with effectively engaging and inspiring key stakeholders.



Supervisor Webinar

- 45-minute webinar to connect with the participants' supervisors to engage them in the program and provide tips for how to best support their individual participant's learning and mastery of their new skills.

Completion Webinar

- 45-minute webinar to connect with participants to acknowledge their breakthroughs and success, identify areas for continued development and discuss any outstanding needs. Participants share success stories, commit to remaining development areas, and establish a community of support with each other to continue their Executive Presence & Influence mastery — and accountability to that mastery — post program completion.

Impact Questionnaire

- 15-minute questionnaire to both support the participant in thinking through their learning and breakthroughs in the program and provide the client measurable perspective on the program's impact.

Customization Options

● **Track 1: Executive Presentation**

Primary focus is to help participants increase their ability to engage and inspire listeners when presenting to senior leadership. With the use of presentation practice and video-playback, participants get real-time feedback and coaching on the most critical delivery skills required to have credibility and influence.

● **Track 2: Executive Mindset**

Primary focus is to help participants transition from a lower-level "managerial mindset" to a higher-level "executive mindset." Being able to make this shift is an essential skill in order to effectively interact with and engage senior leaders; anytime, and in any situation.

● **Track 3: Executive Influence**

Primary focus is to help participants understand how executives leverage relationships and diplomacy to drive organizational movement, and how to utilize that understanding to create greater buy-in for their own vision from senior leadership.



Ideal Candidates

Existing or emerging leaders who must master engaging critical touch points with senior leadership to ensure individual, team and organizational success.

SGI specializes in helping technical and analytical experts to become world class leaders. Having worked extensively in the Financial Services, Healthcare and Technology industries, we are acutely aware of the unique challenges, requirements and opportunities of these sectors and have achieved impressive ROI for our clients.

- **IT leaders** can often struggle with high-level interaction and strategic bottom lining, leaving some to flounder when presenting to senior leadership. This program is designed to help IT leaders increase their confidence when speaking while also knowing what level of detail is most needed and when.
- Emotional awareness and soft skills are not the natural “go-to” for most analytical leaders. And that can lead to unintended oversights and conflict in group or team dynamics. This program is designed to help balance an analytical leader focus on facts, with the equally important component of relatable story-telling and emotional engagement.
- **Legal teams** are required to be confident subject-matter experts. However, that expert confidence can often undermine their ability to deepen relationships critical to both their individual and organizational success. This program is designed to help legal leaders leverage working relationships as much as their legal expertise.

The inherent notion of production teams is to focus on productivity. Yet, micro-focused productivity alone does not always lead to the most macro-beneficial solutions. This program is designed to help your production teams expand their ability to address micro-challenges with macro-perspective.

Benefits

For the Individual Leader:

- Ability to focus on critical information when presenting
- Ability to “read a room” and adjust as needed to achieve presentation/meeting objectives
- Ability to speak with confidence, clarity and relevance
- Ability to tell useful, powerful stories to augment discussion and deepen audience engagement
- Ability to respond to resistance with healthy debate instead of disempowered, confrontational reactivity
- Ability to expand self-awareness and awareness of others
- Ability to enroll senior leaders in a vision regardless of pre-conceived objections
- Ability to model exceptional leadership skills in any situation

For the Organization:

- More effective decision-making, leading to greater bottom-line performance
- Reduced conflict and challenges within teams or divisions
- Greater buy-in across the organization to ensure a cohesive vision and path
- Increased innovation and speed-to-market with new products and initiatives
- Reduced turnover and greater employee engagement
- More empowered, nimble and inspiring leadership



Supporting Research

Below are some noted studies and findings that speak to the importance and value of developing one's ability to effectively engage, be present with and influence senior leaders.

Executive Presence Is Important

A 2012 survey of 268 senior executives conducted by the Center for Talent Innovation determined that "Executive Presence" accounts for 26% of what it takes to be promoted into leadership positions. Being perceived as having leadership potential is key to being considered for (and promoted into) leadership roles, and this requires a baseline of self-confidence, self-awareness, and charisma that get one noticed in a positive way.

Executive Presence Causes People to Listen

A group of 34 leaders, consultants and HR professionals completed structured interviews in which they described people who have different forms of executive presence. They subsequently responded to a validation study that confirmed the major findings from the interview analysis. The results highlighted an important distinction between leadership and presence. Effective leadership causes people to act; effective executive presence causes people to listen.

Executive Presence Is Multi-Dimensional

A study conducted by Gavin R. Dagley and Cadeyrn J. Gasking published in Consulting Psychology Journal sought to understand the meaning of executive presence. From interviews with 34 professionals, 5 main findings emerged:

- Executive presence is based on audience perceptions of the characteristics of particular people
- 10 core characteristics affect executive presence (status and reputation, physical appearance, projected confidence, communication ability, engagement skills, interpersonal integrity, values-in-action, intellect and expertise, outcome delivery ability, and coercive power use)
- Perceptions are based on impressions made during initial contacts (first 5 characteristics) and on evaluations made over time (second 5 characteristics)
- The characteristics combine in different ways to form four presence archetypes (positive presence, unexpected presence, unsustainable presence, and dark presence)
- The majority of the executives described as having presence were men.

The findings serve to highlight the complexity of executive presence, particularly in terms of the breadth of characteristics that underpin this construct and the influence of time on people's perceptions.

Executive Behavior Impacts Innovation

A study in Strategic Management Journal investigated the relationship between innovation and executive behaviors and influence versus social culture. Using survey data from six countries comprising three social cultures, executive behaviors and influence were found to have a strong positive relationship with product, market and administrative innovations. In addition, executive behavior and influence impacted both types of innovation, while social culture only had impact in the case of administrative innovation.



The SGI Approach

As organizations become more matrixed and less hierarchical, people no longer have positional authority and therefore need to be able to influence others and inspire performance rather than rely on being able to direct it.

Helping organizations to thrive in this new paradigm is our specialty.

Our approach offers a blend of consulting, coaching and mentoring for both individuals and teams, and is backed up with a range of industry leading assessments and various practical, usable tools.

We use cutting-edge research in neuroscience, positive psychology, leadership, organizational development and systems thinking to shape our offering.



Process

Our coaching process has been developed over two decades of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on well researched best practices of executive coaching as well as our own well-honed model developed in collaboration with our clients. A trained Senior Consultant acts as a “Master Coach” and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit.

Management

Sloan Group International pioneered the matching, management, and measurement of executive coaching by managing multiple multinational executive coaching programs across large organizations. We have the capacity to source “best fit” coaches from all over the world, and the experience to get the best results out of your coaching team.

With every coaching engagement, Sloan Group International provides a single point of contact for relationship management for every client. Your Senior Consultant manages the coaching team, assures quality and consistency, and delivers aggregated data to internal stakeholders on a regularly scheduled basis.

Impact Manager

SGI is a leader in measuring and monitoring the implementation and effectiveness of our leadership enhancement programs.

Our proprietary Impact Manager App is available to our clients and provides real time, mobile or desktop access to their personalized Impact dashboard, measuring:

- Progress towards Goals
- Development Priorities
- Satisfaction
- Behavior Change
- Learning and Skills Development
- Return on Investment



Sloan Group International Success Stories

We hope to have the opportunity to help your organization achieve excellent results as we have helped others. The following testimonials are examples of what happens when we partner with our clients. We welcome your questions, comments, and inquiries and look forward to speaking with you about your organization.

"SGI coaching gave me the courage to address a very tough strategic issue to the advantage of clients and colleagues. This had a multi-million-dollar impact. Really."

Senior Vice President, Advertising Sales

"My experience has been very positive to say the least. The full-day workshop was very impactful. It helped me learn how to prepare myself before presenting to a large group, and how to conduct myself during the presentation. I feel a lot more confident and less nervous about presenting in front of large audiences. And the follow-up 1:1 coaching was very helpful in identifying and crafting a plan to prepare myself for my next level of leadership."

Program Manager, Global Investment Management Company

"I really enjoyed the EPI Integration Sessions. And got real benefit out it. The program provided principles of group presentation. Now, when I prepare a presentation, I look at it in a different perspective using the techniques / frameworks we learned. I have more confidence now. Also, the follow-up 1:1 coaching was valuable. The "dry runs" of upcoming presentations gave me insight on what was effective and what could be done more effectively. Those insights I can now take into future practice. The other part I like about this "tailored or personalized" program is that it is not just limited to presenting skills. I also learned techniques / approaches for relationship-building and influence in challenging situations."

Systems Manager, Global Investment Management Company

"We are using this program as the premiere program for the development of leaders in our Legal group — and will likely be rolling it out for leaders across the organization."

VP, Human Resources, Financial Services Company



"SGI provides amazing Executive Presence & Influence coaches. Their ability to 'globally listen' to a room full of unique leaders allowed them to tailor their messages for maximum impact. They not only helped me understand some of the roadblocks I was facing in my Executive Presence & Influence capabilities, but they also helped me dig down multiple layers to understand why those roadblocks even existed. They have provided me with invaluable approaches to get out of my own way and continue to be at practice with my Executive Presence & Influence skills. They have helped me approach issues in a new, adaptable, and sustainable way, and taught me to do so in a way that will help me grow both professionally and personally."

Divisional Data Officer, Top-Rated Health Insurance Company

"I have been extremely impressed with the execution of this program from start to finish. The pre-work and fundamentals workshop helped set the stage, and the post-work and Integration Sessions made it real and personal. It was a very worthwhile investment in my development. My EPI coach helped me become aware of some deep-rooted stories and assumptions that have prevented me from achieving the level of confidence I need to successfully influence others. And they provided tools and techniques that have resulted in immediate improvement. Most importantly, my EPI coach listened without judgement, having me truly feel as though they wanted only to help me. This was the exact jumpstart I needed at a critical time in my career, and I am so grateful."

Head of ERM Shared Services, Investment Management Company

"The Executive Presence & Influence program is an excellent program that I would highly recommend. The program was professionally laid out to maximize our time — from pre-work and group workshop to post-work and 1:1 sessions. The coaches are experts and provide insight and thoughtful leadership throughout the program. They are able to take small insights to help target solutions to exactly what is needed, and they made it very comfortable for me to engage and be open in our 1:1 sessions (something I have struggled with for years). Role playing during our sessions helped me overcome concerns on how to approach certain challenging situations, and I must say this was a huge confidence builder for me. I was able to immediately put what I was learning into practice, which provided great results. I will continue to use this program's foundational learning to not only help me development my own executive presence, but also others do the same in my organization."

Sr. Director Infrastructure Service Delivery, Top-Rated Health Insurance Company



Some of Our Clients

Our clients come from many global industries. They range from financial services and legal to the world's largest technology, energy, pharmaceutical and consumer products, among many others. We provide the best-fit leadership development services to meet your organization's unique needs for senior executives and emerging leaders worldwide.



Sloan Group International Overview

At Sloan Group International (SGI) we believe in truly partnering with our clients as evidenced by our numerous long-standing relationships with Fortune 500 businesses.

We partner with our clients to effect meaningful behavioral change through performance driven, metrics-focused leadership enhancement programs. We become your strategic advisor in helping you craft and deliver the leadership enhancement programs that will be most meaningful to your organization.

We enable positive individual and system growth by inspiring leadership and back this up with unparalleled, personalized client service, combined with industry leading metrics and analytics capabilities to ensure return on your investment.

Our team of globally recognized business and performance experts will help your leaders to meet the challenges of this fractured world.

We work with the world's most respected leadership academics and institutions to bring science to the art of inspiring leadership.

We are proud of our bespoke IP and our numerous awards and accolades:

- 2017 Global Excellence Awards as: Best for Global Executive Coaching Consultancy
- Best for Executive Coaching & Leadership Development Programs - USA, 2016 (Mid-Market Achievement Awards)
- Leadership Top 10, 2015 (TrainingIndustry.com's Watch List for Leadership Training Companies)
- Top 5 Mid-size Leadership Partner / Provider, 2015 (Leadership 500 Excellence Awards)
- Leadership 500 Excellence, 2014 (Leadership 500 Excellence Awards)
- Thought Leader of Distinction in Executive Coaching, 2014 (Association for Corporate Executive Coaching)



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Sloan Group International

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