

## Background

Executive Presence. What is it? Why is it important? How do I develop it? According to research conducted by The Centre for Talent Innovation, being perceived as leadership material is essential for promotion. Executive presence counts for 26% of what it takes to get promoted. It is a skill that you can develop and cultivate. This course will demystify executive presence and what you can do to cultivate it.

## Learning Outcomes

- Eager and ready to develop your executive presence
- Identify key components of strong executive presence
- Identified and prioritised areas to cultivate
- Identify techniques to support you develop your executive presence

## Workshop Format

The programme will be highly participative and include discussions, exercises and practice to address the objectives. The participants will be encouraged to interact and discuss the relevant areas to ensure that knowledge and skills are developed.

## Workshop Content

- Introduction, objectives and expectations
- Demystifying Executive Presence: What is executive presence, what impact does it have and why is it important for you; how do you recognise it in others
- Key Components: Explore the key components of executive presence, how they come across to others. We will have group discussions to explore the key components, people who demonstrate them, how and their overall impact.
- Self-exploration: In this section the participants will reflect on how they demonstrate the key components, where, what supports them and share these insights with their colleagues. They will reflect on how to tweak their behaviours to strengthen them and they areas that need further focus on steps they will take
- Practice: The participants will create real scenarios where they need to cultivate their executive presence and work in groups to practice tweaking and developing key behaviours. A supportive, safe and fun environment will be created to ensure real insight and confidence is created
- Action and development plan: Create an action plan, including measures and ways to seek feedback that supports your development

## Executive Presence

This is a general outline and can be further tailored based on requirements; assessments, videoing, preparing for key meetings or events can be built into the programme as required.

There is also the option of following the programme with one-to-one coaching to support each person build further awareness and steps to strengthen their executive presence.