

Highlights

Robin Hickenlooper, SVP of Corporate Development at Liberty Media and First Lady of Colorado, joined us for our Leader Series session on February 1, 2017. Some highlights from her talk include:

- When negotiating, always figure out where self-interest can come together.
- Be authentic and consistent in leadership. This engenders trust and shows strength.
- Experience is more valuable than education. Robin looks for people with determination, heart and a willingness to work hard.
- Robin expressed gratitude for men who promote women. They are an absolute must in areas where women are the minority. It's essential to incorporate them into the conversation.
- In regards to a work-life balance. Robin said that it was important to not think about what you're not doing. Just show up. Sometimes that's our very best and it's enough



Upcoming Events

Leader Series: Jacque Hinman, CEO of CH2M Hill
- Event details coming soon -

Just So You Know

- Did you know you can view our past events and newsletters on our website? Check out our past events [here](#) and the previous newsletters [here](#).
- DWN can be found on Instagram, LinkedIn and Pinterest. Click the icons below to follow.

Pro Tip

- "I decide that if it so hard to own up to my own accomplishments, to take a compliment, to not duck my head and choose door number two, then I'm going to say yes to accepting any and all acknowledgements of personal fabulous awesomeness with a clear, calm "thank you" and a confident smile and nothing more."
- Shonda Rhimes, Year of Yes.

Leadership Presence

When we discuss confidence and how it pertains to us in the workplace, what we are often after is the quality of presence. Presence is the result of self-confidence. It happens when you feel perfectly at home with or invested in and passionate about what you are doing. It has also been defined as "a unique leadership presence that is confident, authentic, and effective (Su and Wilkins, 2013)." This trait is often seen to be illusive or gifted only to the talented few in upper management. The reality is that it is a trait that can be developed and nurtured.

This concept hit the social discourse in a big way with Amy Cuddy's 2012 Ted talk, "Your Body Language Shapes Who You Are." This Ted talk has been viewed more than 39 million times. This talk was followed, in 2015, by Amy Cuddy's book on the topic, "Presence: Bringing your Boldest Self to your Biggest Challenges." Her talk and book discuss how standing in a posture of confidence can affect testosterone and cortisol levels. In particular, she shares a superwoman pose, with feet spread, chest raised and hands on our hips. Engaging in this pose, even for 30 seconds, can lead to a boost in confidence raising hormones.

There are several areas of our lives where we can employ strategies that help us develop presence. We'll explore strategies in four of those areas: physical, behavioral, mental/emotional and knowledge.

Physical

Stand tall, with shoulders back. Good posture projects confidence. Maintaining fitness and good health can create outward presence. Getting proper amounts of sleep, keeping a good diet and exercising can help us project our best selves. Meditation and yoga can help us be more attuned with our body and centered within ourselves.

Nonverbal Behavior

Create a larger persona by using full, sweeping arm movements. Make sure you practice at home first, so you make sure not to overdo it. Sitting at a diagonal or leaning your arm over the back of a chair can also create a larger persona that comes across as confident and commanding. Maintain good eye contact in group sessions, as well as, one-on-one conversations. Practice using people's names in conversation. Remembering names gives you credibility with others. Pay close attention in conversation and demonstrate that you have heard the speaker.

Mental/Emotional

Visualize yourself emanating presence. See your vision in color, note the feelings, sounds and other sensations of being in that experience. Thought precedes our actions and behavior, so making your intentions clear, helps you to make your vision a reality. Repeat positive affirmations. Phrase these affirmations in the present tense to make them more effective.

Knowledge

Do not engage in false modesty. Own your experience, your talent and your knowledge. Make sure you acknowledge other people's presence, as well. Try to be inclusive and generous towards others. Explore the open doors and connections that your newfound presence will bring to you.

In developing presence, there are several mistakes to avoid. Over-confidence is not the same as presence. It can come across as self-interested and unempathetic. It is often present where there is a lack of confidence. It isn't a positive way to build relationships. Having presence, without preparation, will be wasted effort, as well. We must understand our subject matter and be prepared for any questions that will arise.

Presence does become easier, as we employ these different tactics, but it is a trait that needs to be continually nurtured and explored. With time, presence is a tool that allows us to consistently articulate our value proposition and connect with those around us.

Cuddy, Amy, June 2012, "Your Body Language Shapes Who You Are,"

https://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are

Su, Amy Jen and Wilkins, Muriel Maignan, 2013, "Own the Room: Discover Your Signature Voice to Master Your Leadership Presence," Harvard Business Review Press.

