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https://vimeo.com/298430011/56e052b5d7





Develop your Virtual Executive Presence

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ABOUT THE PROGRAM

FEI Canada's CFO Leadership Beyond Finance Program takes place over three modules. Each module focuses on one of three themes: Leadership; Strategy and Leading Change; and Strategic Execution. The modules are held in a retreat environment to maximize engagement and minimize distractions.

Module 01	Module 02	Module 03	
LEADERSHIP	LEADING	STRATEGIC	
Develop the leadership skills that will set you	CHANGE	EXECUTION	
apart	Become a true strategic leader and a role model of effective change	Take a step beyond the theory and learn the ins and outs of strategic execution	
MODULE 1	MODULE 2	MODULE 3	
April 3 -6, 2019	Sep 18-21, 2019	Nov 6-9, 2019	



Experienced, passionate, great teachers!

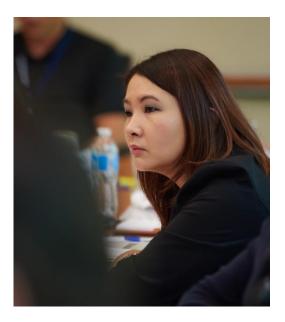
-Annie Ropar , Chief Financial Officer, Canada Infrastructure Bank

www.leadershipbeyondfinance.ca

Alumni Perspective



VIVIAN TONG VP Finance, ADP Canada Cohort 3 Alumni







Who is Ariel?

Ariel develops powerful and authentic communication skills to drive better performance for leaders and teams.



Leadership

Authentically engage, inspire, and galvanize your workforce.



Communication

Be persuasive, efficient, and credible—virtually and in person.



Sales

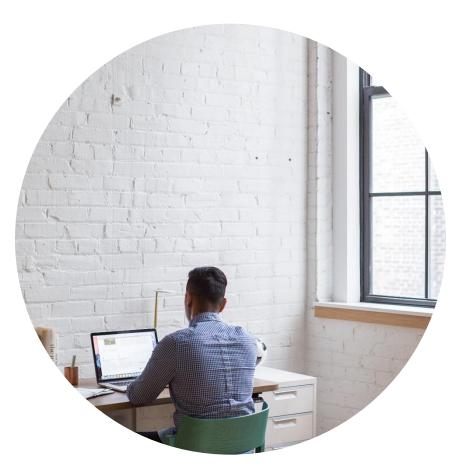
Build trusting relationships that drive shared value.



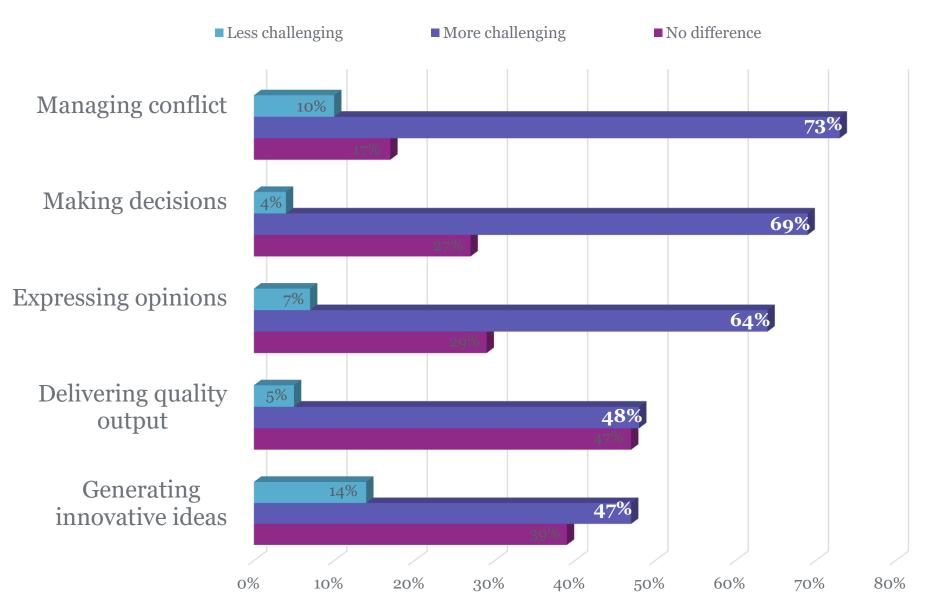
Virtual Leadership is the New Normal

In a poll of 379 global organizations, **46%** use virtual teams, *SHRM*

Working-at-home arrangements have increased **103%** since 2005, *Global Workplace Analytics*



Differences Between Virtual and Face-to-Face Teams



Source: RW3 CultureWizard

http://www.eremedia.com/tlnt/why-arent-we-training-more-managers-to-manage-virtual-teams/



Poll Question 1



Our Time Today...

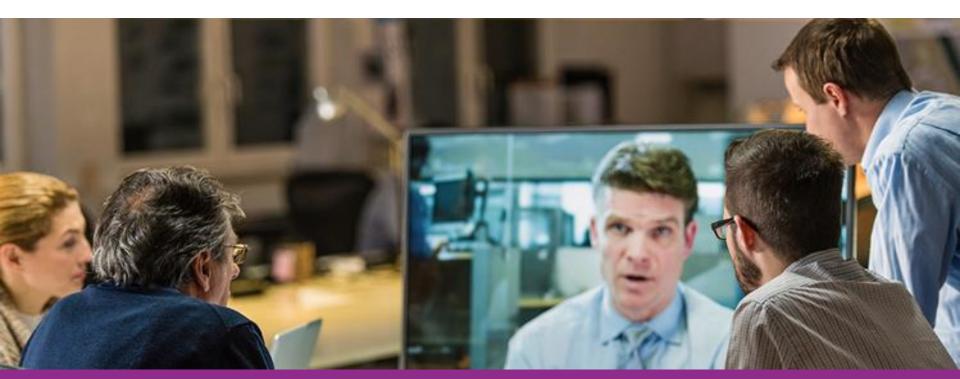
Goals:

- Unpacking the elements of Virtual Executive Presence
- Learning some simple strategies for developing your Virtual Executive Presence immediately



Virtual Executive Presence:

The ability to authentically connect with the hearts and minds of your virtual audience so that they feel **included**, **engaged** and **empowered**.





vPRES Model

<u>V</u>irtually...

PRESENT REACHING OUT EXPRESSIVE SELF-KNOWING



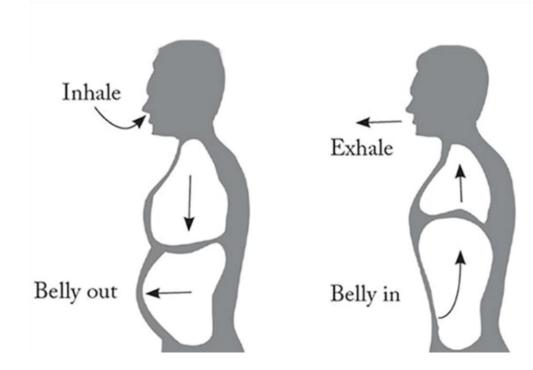


Focused on the now. Flexible/adaptable. Aware of what's happening in the virtual "room."



Getting Present: Sit up and Breathe!

Try a belly breath!





Take a "First Ring" Moment to BREATHE

Getting Present: From Multi- to Mono-tasking



▲ Getting Present: From Multi- to Mono-Tasking

"switch-tasking" effectively led to:

- *IQ drops of 15 points*
- scores of an 8-year-old







- Breathe!
- Monotask *because you are more important*.

REACHING OUT

Builds trusting relationships. Asks questions & solicits opinions. Strong listening skills.



Reaching Out: Check-in

To ensure:

- engagement
- understanding
- participation
- inclusion





Reaching Out: Listening for Building Relationship

To build a connection listen for:

- Strengths
- Values
- Personal connection

<u>... before jumping to solve</u> <u>the problem</u>





REACHING OUT TIP

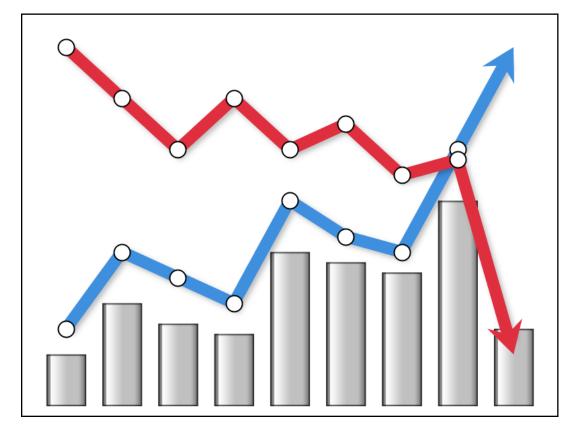
- Check-in
- Listen for building relationship

EXPRESSIVE

Voice, body, face & message are aligned. Communicates with energy and passion.



CFO's Virtual Meeting : "Very Important Analysis"





Be Expressive: Signals of Virtual Presence



Examples of Signals of Virtual Presence

Signal	Weak	Strong	
Breathing	Out of breath / loud breathing	Full, deep, quiet breaths	
Voice	Same pitch/vol., stressed, muffled	Vocal variety, warmth, articulation	
Pace	All fast or all slow	Varied pace; pauses; adjusting to audience	
Language	Many fillers; jargon	Few qualifiers; limited jargon	
Silence	Avoids silence	Allows silence for reflection	
Eye Contact	Shifting /away from webcam	Looking directly at webcam	
Body Language	Collapsed posture; lots of moving	Strong posture ; small movements	



Expressiveness: Intention

What do you want your audience to do, feel, or understand?





Passionate Purposes

I want to...

challenge	appease	calm	celebrate
empathize	soothe	endorse	excite
inspire	alarm	delight	welcome
praise	energize	shake up	encourage
motivate	welcome	enlighten	intrigue
fire up	affirm	warn	subdue

...my audience



CFO's Virtual Meeting: "Very Important Update"

We have reviewed the forecast and our projected revenue for this year is 35 million.



EXPRESSIVE TIPS

- Choose 1 signal to practice
- Use a passionate purpose

SELF-KNOWING

Authentic, self-aware and self-accepting. Lives one's values.







SELF-KNOWING TIPS

Accept the "committee"

• Rehearse & find your flow



Poll Question 2















Thank you!

