



# LEADERSHIP BY DESIGN:

**The Blueprint for Intentional  
Friendship and Service**



# COMMAND THE ROOM: THE ART OF EXECUTIVE PRESENCE AND POISE

Presented by: Tracey Morant Adams, Ph.D.

# WORKSHOP PRESENTER



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# AGENDA

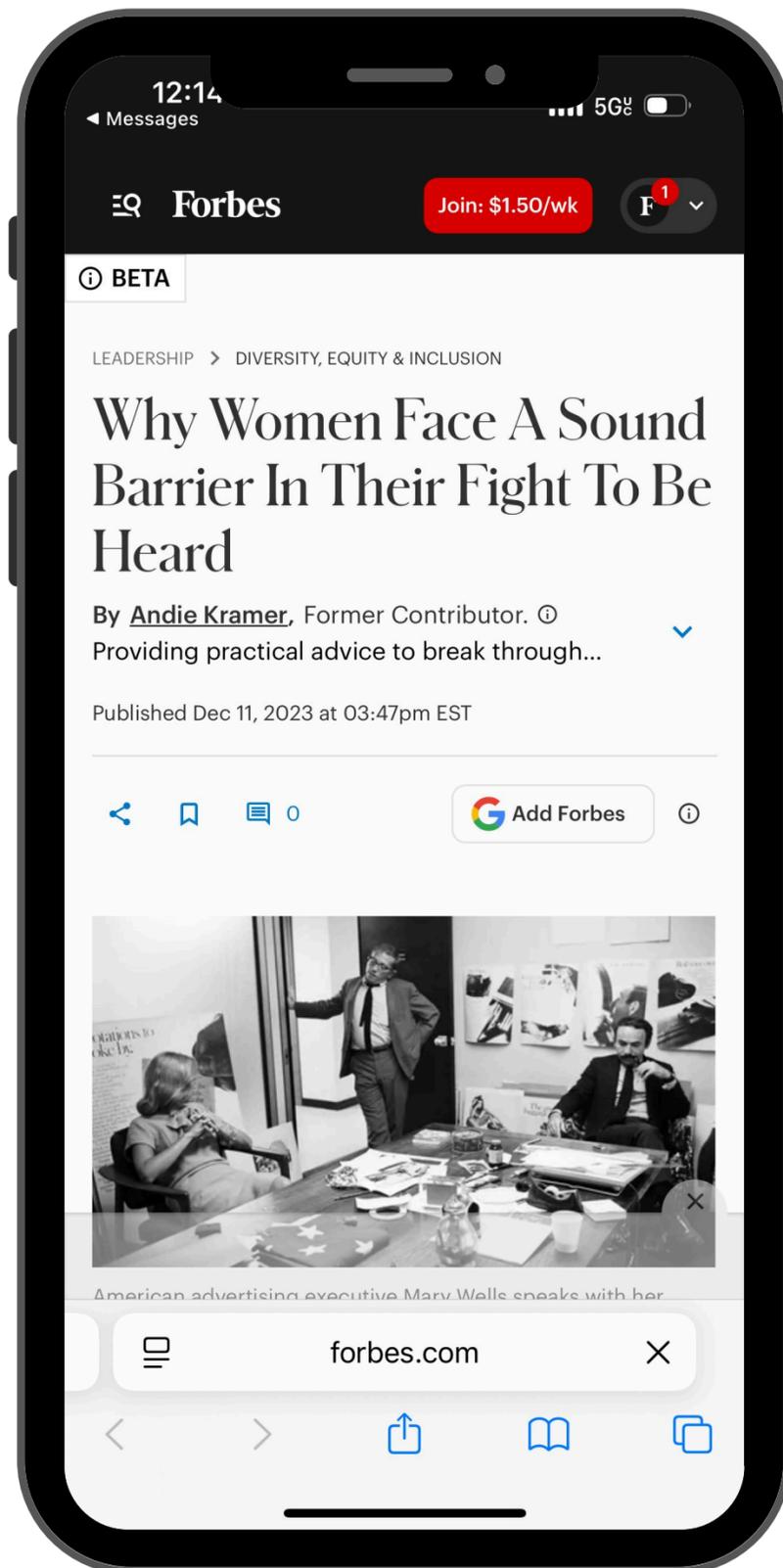
## COMMAND THE ROOM: THE ART OF EXECUTIVE PRESENCE AND POISE

- Welcome & Framing
- The POISE Framework for Executive Presence
- Interactive Practice
- Closing & Takeaways



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## Studies show in executive business meetings:

- **WOMEN ARE LESS LIKELY TO SPEAK UP.**

In mixed-gender meetings, women often struggle to propose new ideas or ask questions.

- **WOMEN ARE MORE LIKELY TO BE CHALLENGED.**

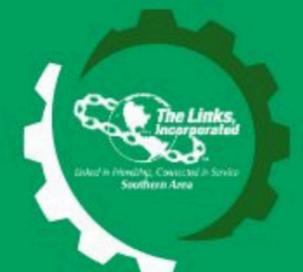
When women do speak, they are frequently interrupted or their ideas aren't acknowledged unless repeated by a male colleague.

# WHY THIS MATTERS

Meetings are where:

- Leadership is observed
- Influence is measured
- Ideas are credited
- Reputations are elevated

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“Take responsibility for the **energy** you bring into this space. I realized that for every relationship, not only do I have to be accountable for the energy I bring, but I also have to take responsibility for the energy that I allow from others.”

OPRAH WINFREY

# THE POISE FRAMEWORK

The POISE Framework offers actionable steps for women leaders to build executive presence so they are seen, heard, and trusted.





Executive presence requires **Preparedness.**

POISE FRAMEWORK

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# PREPAREDNESS

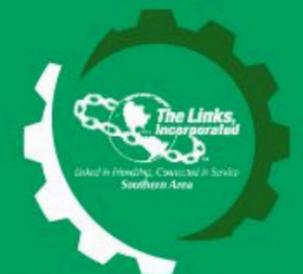
## **Dos:**

- Know why you were invited to the table
- Prepare 1–2 points you will say out loud
- Speak early to establish presence

## **Don't:**

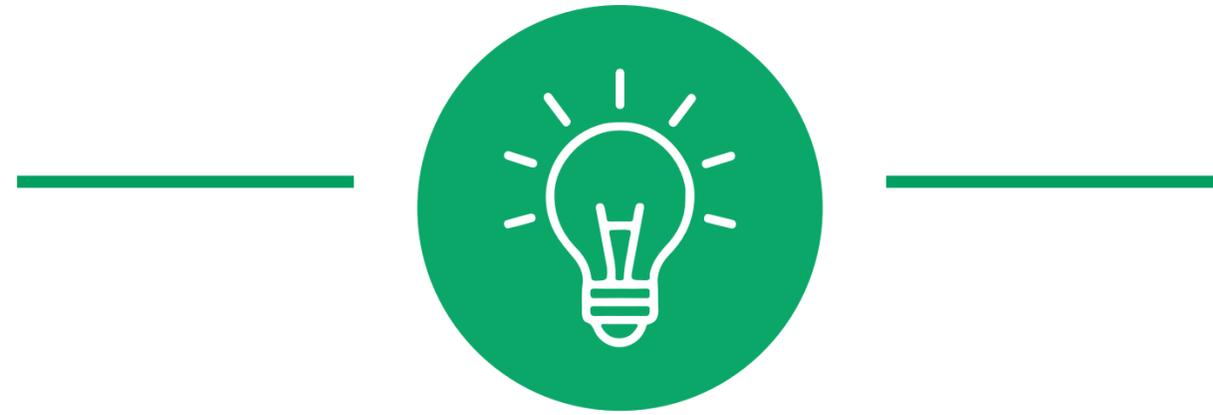
- Always wait to be invited to speak
- Apologize for contributing
- Compare yourself to others in the room

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Executive presence requires **Ownership.**

POISE FRAMEWORK

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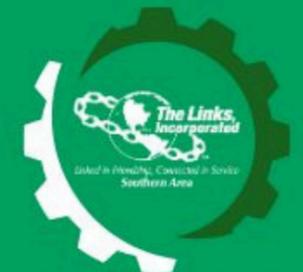
# OWNERSHIP

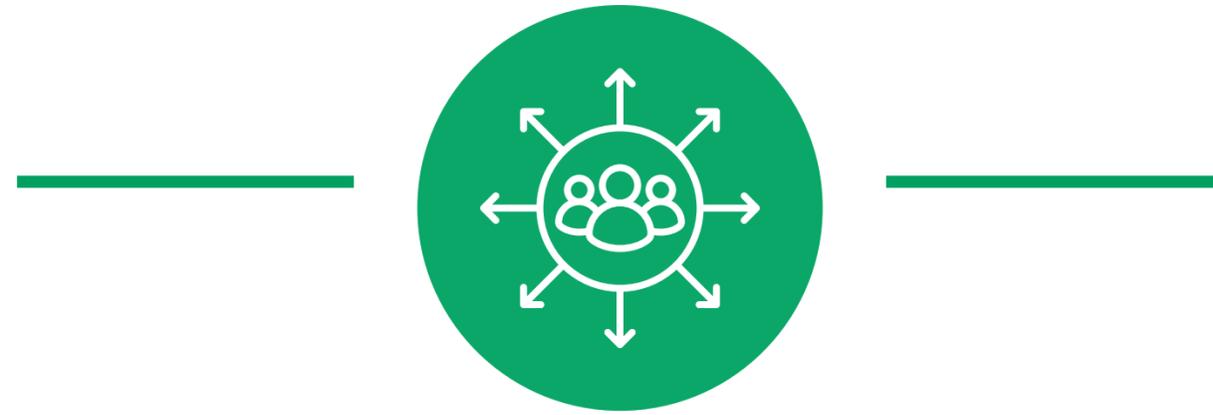
## **Dos:**

- Say “I recommend...” or “I believe...”
- Stand behind your ideas and expertise
- Pair solutions with problems

## **Don't:**

- Over-qualify your expertise
- Let ideas float without attribution
- Hide behind group language like “Maybe we should”





Executive presence requires **Influence.**

POISE FRAMEWORK

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# INFLUENCE

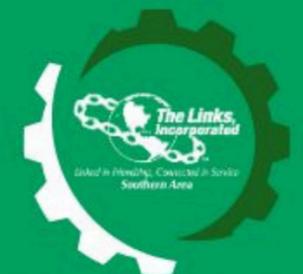
## Dos:

- Ask framing or clarifying questions
- Synthesize what has been said
- Name the decision needed to advance the conversation

## Don't:

- Speak without purpose
- Repeat points without adding value
- Let meetings drift without direction

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Executive presence requires **Self-Regulation.**

POISE FRAMEWORK

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# SELF- REGULATION

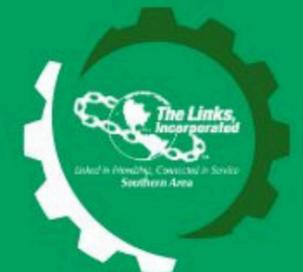
## **Dos:**

- Pause before responding
- Maintain steady tone and pace
- Respond with facts, not defensiveness

## **Don't:**

- React emotionally
- Match tension with tension
- Show frustration publicly

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Executive presence requires **Empowerment.**

POISE FRAMEWORK

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# EMPOWERMENT

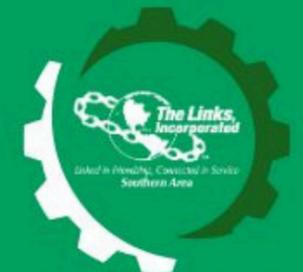
## Dos:

- Trust your lived experience and expertise
- Own your idea
- Speak as though your contribution matters

## Don't:

- Assume others are more qualified
- Shrink your voice to avoid discomfort
- Pause under pressure

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# THE POISE FRAMEWORK

TO ESTABLISH YOUR EXECUTIVE PRESENCE

- Preparedness
- Ownership
- Influence
- Self-Regulation
- Empowerment



In meetings, which part of POISE do you tend to underuse most, and why do you think that is?

REFLECTION QUESTION 1

*Preparedness. Ownership. Influence. Self-Regulation. Empowerment.*



What is one meeting behavior you are ready to change starting this week to strengthen your executive presence?

REFLECTION QUESTION 2

*Preparedness. Ownership. Influence. Self-Regulation. Empowerment.*

# THE TRUTH ABOUT YOUR LEADERSHIP

Your voice belongs at the table.

Your perspective strengthens the decisions being made.

People are waiting for you to step into your power.

# Thank You!



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# GET IN TOUCH



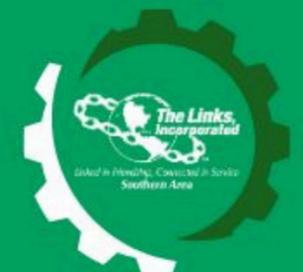
SCAN ME



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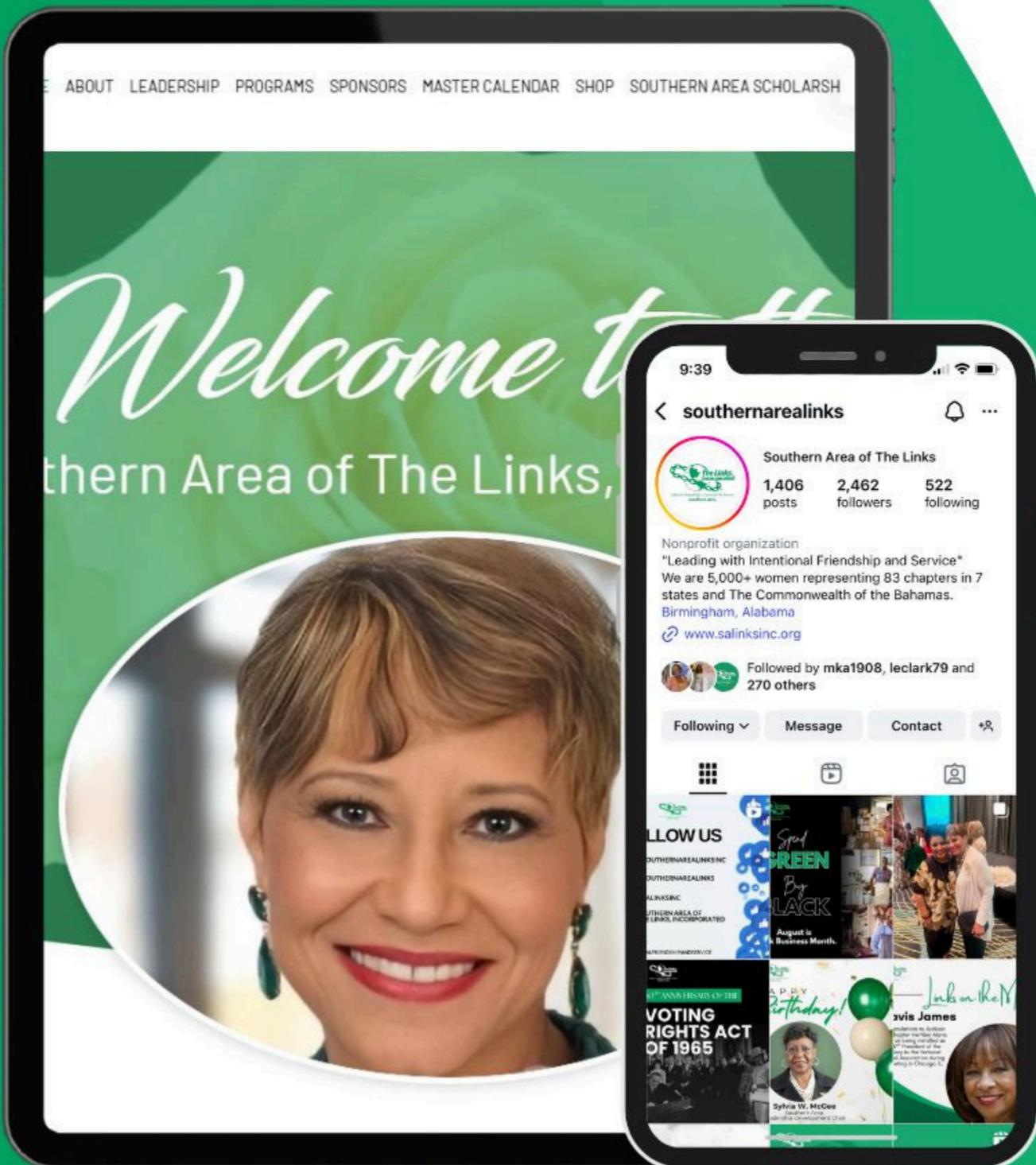
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# Join The Conversation



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