

Spotlight on Leadership

Fall 2008

INSIDE THIS ISSUE:
Leadership Presence

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INFINITE POTENTIAL, INFINITE POSSIBILITIES

Dear Spotlight on Leadership Readers,

Before we get to the leadership point for today, please consider a few brief items.

Welcome to new members of this electronic newsletter.

WELCOME to those who are new members to this email newsletter, such as my new coaching clients and attendees at my most recent seminar on collaborative teaming at the APRO conference.

What's happened lately with Tom Krapu?

I have had the privilege to work with some great organizations since my last Spotlight on Leadership. It was exhilarating to moderate a 400 person round table at the recent APRO convention here in St. Louis where we utilized an "audience response" system, incorporating real-time survey data into the conversation. Very cool.

In addition, last April I participated in a [Leadership Presence Workshop](#), but more about that later.

Finally, I have served on an international Credentialing Taskforce for the International Coach Federation (ICF). This task force redesigned the [core competencies](#) within the coaching profession and created the foundation for an internationally based

credentialing exam. I am scheduled for the oral exam for Professional Certified Coach (PCC) designation by the ICF.

BIG Announcement

Nick Arvis, founder of The [Presidents Advisory Committee](#) (PAC) and I have formed an agreement for me to bring his executive leadership program to St. Louis. Now presidents and CEOs of small organizations will have a powerful place to get away from the day to day operations of their organization. In PAC, participants work on growing their organization and solving current business challenges with other business leaders and through my facilitation. I am excited about our first speaker event to introduce this program to CEOs and presidents in the Saint Louis area ([link](#)). Your informing business leaders of this is appreciated.

Upcoming events

I have been invited to participate in a coaching research symposium at Harvard University this month to help shape the future research in the coaching profession.

Now for today's idea:



Leadership Presence: An Essential “Executive Function”

I have been using the term “executive function” in the *Spotlight* recently. Let me define this term and then show how it is tied to relational presence.

The strict definition of [executive function](#) relates to higher level cognitive skills that are required to perform more complex behaviors such as.

- Those that involve planning or decision making.
- Situations where responses are not well-learned or contain novel sequences of actions.
- Technically difficult situations or situations that are perceived as dangerous.
- Situations which require overcoming a strong habitual response or resisting temptation ([ref](#)).

As such, we could consider ANY higher level psychological functioning to be an “executive function”. Our last issue of the *Spotlight* considered how our awareness of others influences “Collaboration” and its essential contribution to powerful teaming. **Today’s focus** will be on the topic of “relational presence” as an executive function that impacts how we influence others.

Relational presence is the capacity to be fully present to others and deeply connected to them. This capacity has an enormous impact on how we relate to others and has huge implications for how communication is received. Relational presence is difficult to measure but most people know it when they experience it. When we are fully present to others in our interactions, it creates a powerful invitation to “join”. As leaders this capacity helps us create cohesive teams, invite “cooperative following” (buy in), and inspires others to shift away from “self focus”.

Think of some of the most positive and influential people in your life and how they have impacted you. Consider the ways

Sincerely,



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they were present to you and the impact that had. Relational or leadership presence is really a cornerstone of interpersonal influence.

So can relational presence be learned? This is a very important question. For most people I believe the answer is yes. I believe this skill largely transcends intelligence because it is central to our relational life and everything in life is fundamentally “in relationship”. The work of the Arbinger Institute through their books and seminars create a powerful invitation to relational presence.

Another resource in this area is Lee Glickstein, the creator of [Speaking Circles](#). He has developed a methodology that actually focuses on the capacity for relational presence. As an example I would like to share some of my own work in the area of relational presence in the area of leadership that resulted from Lee’s [Leadership Presence workshop](#) that I recently attended. In this [YouTube link](#) I share some of my own thoughts about leadership. I hope you enjoy it and it inspires you to look more deeply at your own aspirations to being a more fully present leader.

Finally, the coaching process itself is a very important technology to create and sustain powerful relational presence with others. The coaching core competency of [“Coaching Presence”](#) creates a powerful partnership that can not only facilitate the forward movement in your life, but also models relational presence in a way that you can internalize.

I hope this email finds you doing well and seeing the results in your life you want. Certainly parts of these thoughts relate to your experience and goals. Call me to discuss any aspect of this article as it relates to you or your organization. If you have any feedback or reactions to this material, or if you want to be removed from this e-newsletter, please contact me with a simple reply.

