



CHARISMA AND PRESENCE

From 6.00pm on Tuesday 18th February until 4.00pm on Wednesday 19th

When are you most in need of charisma and presence as a leader? How do you find it? How do you lose it? And, what happens when you do?

In this Conversation, we will be exploring the indefinable 'something' that seems to set some leaders apart from others. We have chosen the words 'charisma' and 'presence' for this because they point to an elusive energetic quality through which we as leaders are able to 'carry people with us', conveying an inner authority and attracting listening and followership – irrespective of role or formal standing.

This will be a genuine wisdom enquiry in which we draw on our lived experience as leaders to explore some or all of the following:

- What is charisma, when and how is it essential in our leadership?
- What are its risks and limits?
- How do you cultivate it, if indeed you can? How does this sit with authenticity and vulnerability in leadership
- What is 'presence' and how and why is this powerful?
- How do we sustain it and what happens when we lose it or lack it?
- How do we channel this energy wisely in our leadership relationships to strengthen trust and release potential?
- How do we cultivate these qualities in the leaders around us?

Our hope and expectation is that this will be a powerful and illumining experience for all of us - helping us to be more aware and trusting of our unique qualities as leaders and more attuned to the distinctive presence of others.



AGENDA

Who is this for?

We expect this Conversation to be of particular relevance for those of us who find ourselves in situations where we are having to 'trust our gut' more as leaders – i.e. in situations where paths and outcomes are unclear and we have to stand in our own strength and judgement.

It will also be relevant to those who sense we are on the edge of, or in need of, a 'breakthrough' in our leadership – that something more is being called for from us that we cannot quite put our finger on. More generally, it will be of value in building our understanding of what inspires confidence and trust amongst those we lead.

How will it flow?

This will be a genuine enquiry, where we mine our own experience together and, in the unique atmosphere of the fellowship, help each other see and appreciate, on the one hand, our distinctive strengths and qualities as leaders and, on the other, how we sometimes limit and obscure these.

Following our usual flow, the conversation will proceed through three phases:

- **"This is Me"** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising from our experience
- **"Tell Us More"** – enquiring more deeply into our learning and insights as we probe into this experience
- **"Yes I can, Yes I will"** – turning wisdom and insight into intention and practice



“THIS IS ME!”

In this opening phase, we will share personal stories about where and when we have felt most and least present and charismatic in our leadership and begin to explore what it is like when these qualities arise and/or desert us.

We will also look, from experience, at when these qualities seem to be most important and necessary and what happens when/if they get overplayed, if indeed it is possible to do that.

“TELL US MORE”

This will take us into the next phase of the Conversation where we will explore these things in more depth to release richer insight and wisdom. This will cover:

- The link between charisma and authenticity: to what extent can we learn to 'turn on' charisma when it is needed?
- The challenge of sustaining it – and the impact on trust and credibility?
- What 'presence' really means – how do we find it, lose it, recover it?
- Our personal focus - where do we wish we had it more available to us and why?
- What is it about certain situations and contexts that seem to erode the power of our presence and what can we do to counter this?
- When are we at risk of being blind-sided by over-reliance on these qualities?
- How charisma attracts the 'projections' of others and how to manage these to minimise distortions and disappointments
- Moving from an ego-centric perspective to an interdependent one – the power of 'mutual presence' and what is then able to flow
- Helping each other see more clearly the flow between who we are and how we come across – being able to 'see the label from the inside'.

As we do this, we will most certainly start to see ways in which we can shift the balance of our current leadership - and start to identify where and how we can redress the balance to bring more of our presence and charisma to bear more naturally in situations and relationships most in need of it. This will start to shape our intentions for how we want lead differently following the Conversation.

“YES I CAN!”

In the closing phase of the Conversation, we will focus on the actions and commitments that will help us 'inhabit' these qualities more appropriately in our lives as leaders.

This will be where we support and challenge each other to get more specific about the changes we would like to be making and what it is that may be holding us back. In particular we will help each other focus on a couple of 'practice arenas' in which we will consciously 'experiment' with taking the risk of allowing more of our charisma and presence to come through.

There will then be the opportunity to support each other by reviewing the learning in a follow up call a couple of months after the Conversation.





Timings: Tuesday 18th February

- 1430** You are welcome to check in to your room in St George's House.
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- 1630** Tea/ Coffee available in the Sitting Room of the House.
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- 1705** Evensong in the Chapel (*optional*).
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- 1750** **Vicars' Hall.** Gathering together. Refreshments, then start of the Conversation at 6.00pm. Introduction to the Guiding Principles and then on to Stage One: "**This is me!**" We work in small groups sharing our stories and experience.
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- 2000** Working dinner in the House Dining Room.
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- 2130** We go back to the Sitting Room for tea/coffee, and after dinner drinks.
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- 2145** Private floodlit tour of St George's Chapel, departing the Sitting Room (*optional*).
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Wednesday 19th February

- 0745** Breakfast in St George's House. Please clear your personal belongings from your room and bring them down to the Vicars' Hall, so that the staff can prepare the rooms for the next group.
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- 0845** We start again promptly in the Vicars' Hall and begin by noticing what is present to us as we start the new day, working in small groups and as a larger group. As we share our experiences and questions, we identify specific aspects and challenges in our different situations that require more focused attention and quality thinking time. At roughly 1030, we move on to Stage 2: "**Tell us more**", where we start to 'mine' these topics for the wisdom that can unlock them.
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- 1100** Break for tea/coffee.
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Wednesday 19th February cont...

- 1130** **'Tell us more' cont...** Working in a variety of pair/trio or small group conversations, we delve together into the particular issues that have most resonance and significance for us.
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- 1300** A hot buffet lunch in the Vicars' Hall and we work together in our groups, reflecting on how our insights from the morning are speaking to us and our intentions as leaders.
- At 1.50 we have a team photo on the West steps of the Chapel (weather permitting!)
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- 1400** Back together as one group, we draw out our lunchtime reflections and engage in our final round of small group work as we clarify and solidify our intentions. Where is the invitation for each of us more fully to embody the wisdom we are accessing?
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- 1500** We invite each of you to work in pairs or trios over tea or coffee to sharpen up your personal resolves and commitments in the light of your intentions.
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- 1545** Closing words and 'gathering up' of the wisdom that has flowed, however large or small.
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- 1600** Conversation close.
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Video link-up:

At the end of the Conversation, we will confirm the arrangements for our follow-up zoom call to check in on the progress we have each made in progressing our resolves.

The key to us making the best possible use of our time in this is for Fellows to post a brief Whatsapp beforehand updating the rest of us on how you have been getting on, and especially which ones you found the most challenging. We then take it from there!

Suggested date and time: tbc