

The Introverted Leader: Building On Your Quiet Strength



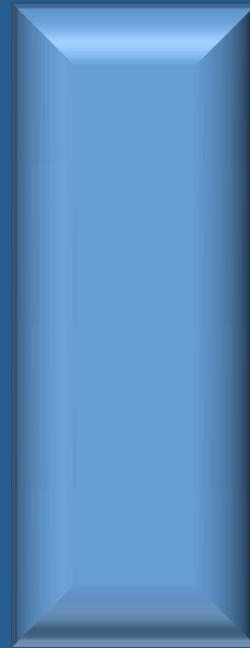
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Research shows that...



Introvert



Extrovert

Not all successful CEOs are extroverts

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By Nath Harnik, AP file

Bill Gates, left, has long been described as shy and unsocial, while fellow billionaire Warren Buffett is a presumed introvert as well.

By Del Jones, USA TODAY

Chris Scherpenseel, president of Microsoft's 140-employee FRx Software subsidiary, is an amateur astronomer. "I hate to call astronomers lonely, but most people don't want to be up at 1 a.m. when it's cold outside," he says.

Alone is the way Scherpenseel likes it. So does his boss, Microsoft Chairman Bill Gates. But rather than being the exception, they have plenty of company among corporate brass in their preference for solitude.

It seems counter-intuitive, but introverts and closet introverts populate the highest corporate offices, so much so that four in 10 top executives test out to be introverts, a proportion only a little lower than the 50-50 split among the

It seems counter-intuitive, but **introverts** and closet introverts populate the highest corporate offices, so much so that **four in 10 top executives** test out to be introverts, a proportion only a little lower than the 50-50 split among the overall population age 40 and older.

interview early this year at her Chicago office. She turns down most speeches and nearly all interview requests. "People wouldn't call me that, but I am."

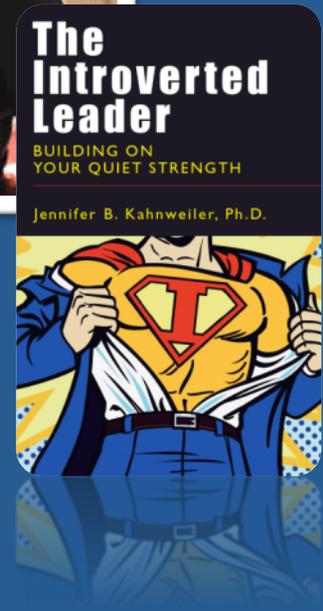
Former Sun Microsystems executive Jim Green, now CEO of Composite Software, has jogged the streets solo from London to New Zealand to recharge. Skytec CEO Chris Umland was at a wedding recently where he snuck off by himself to watch golf on TV. His wife was not happy. Patricia Copeland, wife of former Deloitte Touche Tohmatsu CEO James Copeland, understands. She told USA TODAY three years ago that even at family get-togethers in Georgia, her husband will soon be found taking refuge in a book.

Copeland sent an e-mail of clarification last month from a ConocoPhillips board meeting in Houston. He says

The Introverted Leader

BUILDING ON YOUR QUIET STRENGTH

Who Are The Introverts?



**“Still waters
run deep”**

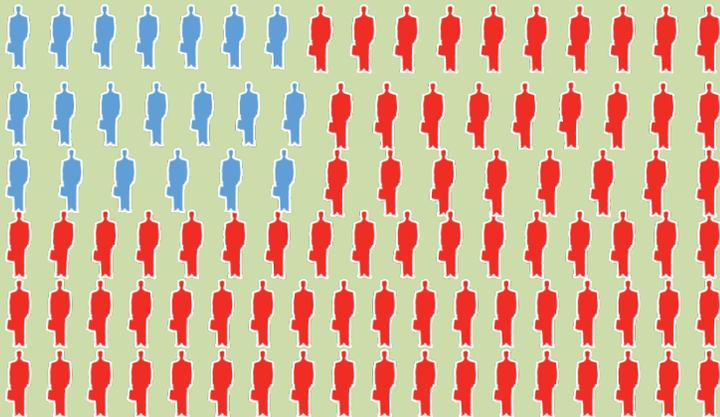
**“It’s Not Easy
Being Green!”**



Top Four Hard Realities

1

People Exhaustion



Top Four Hard Realities



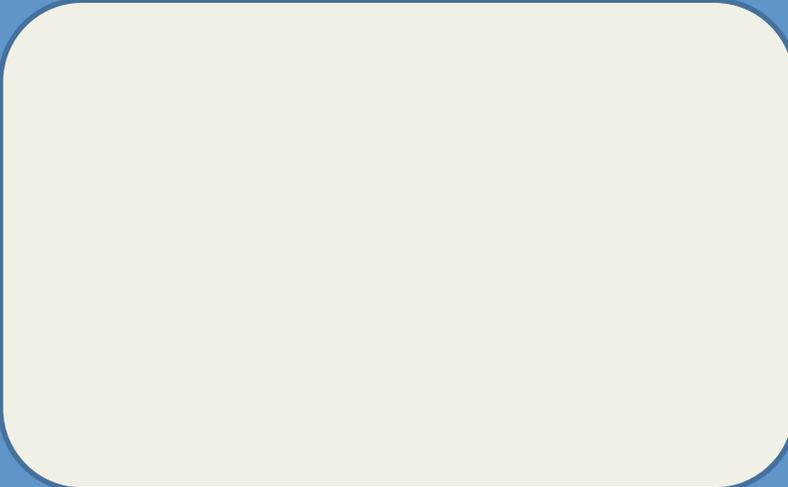
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People Exhaustion

2

Work Overload

Top Four Hard Realities



3

Negative Impressions

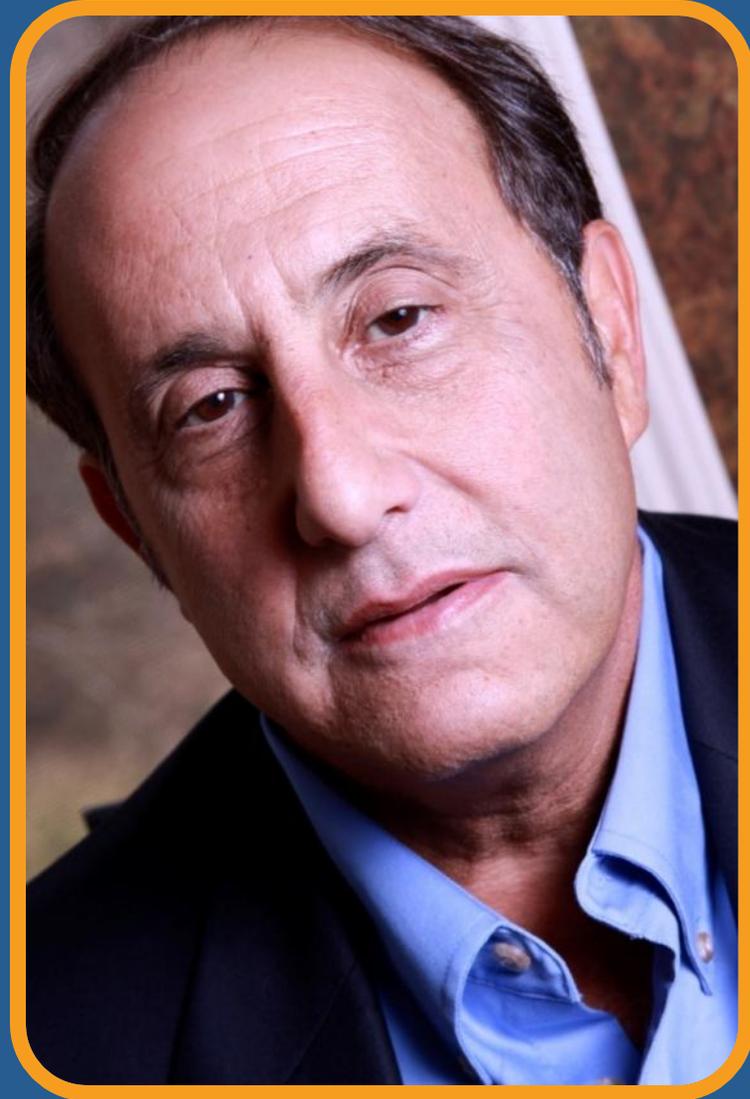
2

Work Overload



Perception

This is Bill.....



After Bill won the lottery!



Top Four Hard Realities

4

The Undersell

1

People Exhaustion

3

Negative Impressions



Extroverts Get Ahead!



One Accomplishment This Week?





Streetes

Top Four Hard Realities

4

The Undersell

1

People Exhaustion

3

Negative Impressions

2

Work Overload

**“Introverts lead
with quiet
confidence”**

PRACTICE **PREPARE**

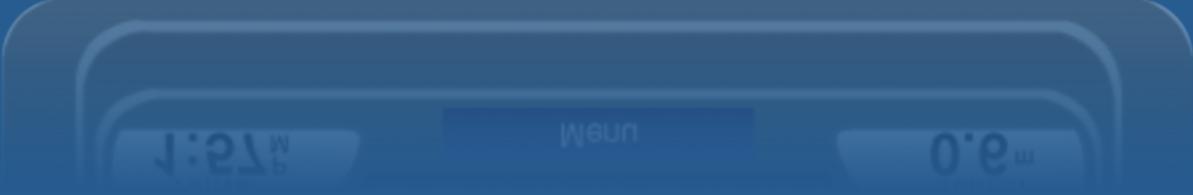
PUSH **PRESENCE**

4P's

Arrival **1:57**^P_M Turn In **0.6**^m

Menu

Introverts are leaders



Know Your Purpose
Prepare Offers and Needs
Warm Up Your Voice

Breathe

PRACTICE

PREPARE

PUSH

PRESENCE

4P's

Arrival
1:57^P_M

Menu

Turn In
0.6^m

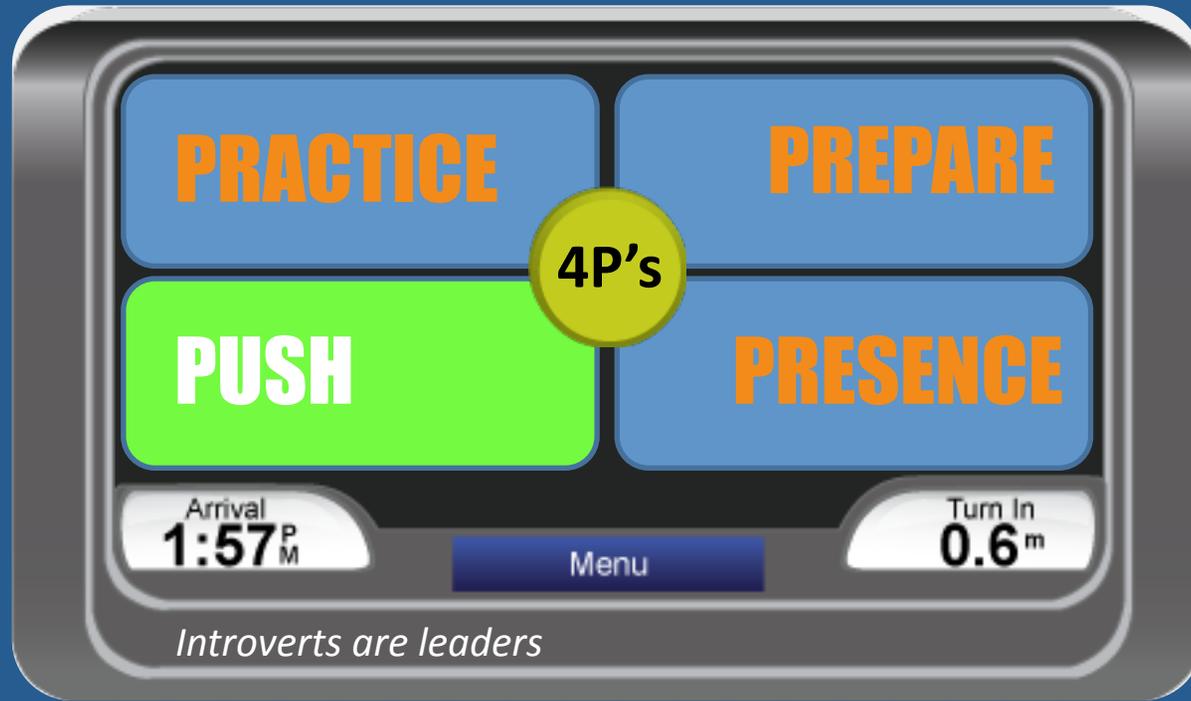
Introverts are leaders





Listen With Attunement
Ask Open-Ended Questions
Use Eye Contact
Learn Names





Face Conflict

Learn Something New

Speak Up

Use Humor

Tell Stories

Invite Feedback

Seek Training

Rehearse

PRACTICE

PREPARE

4P's

PUSH

PRESENCE

Arrival **1:57^P_M**

Menu

Turn In **0.6^m**

Introverts are leaders



THE
BEATLES



Tell Stories

Invite Feedback

Seek Training

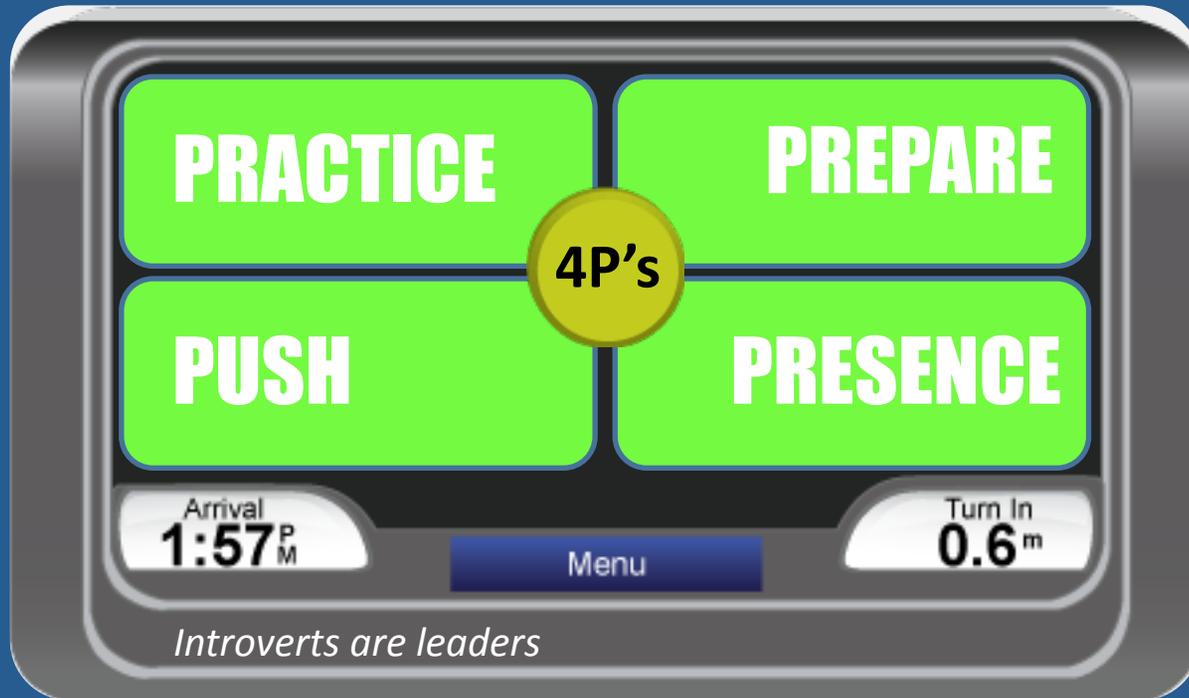
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Face Conflict

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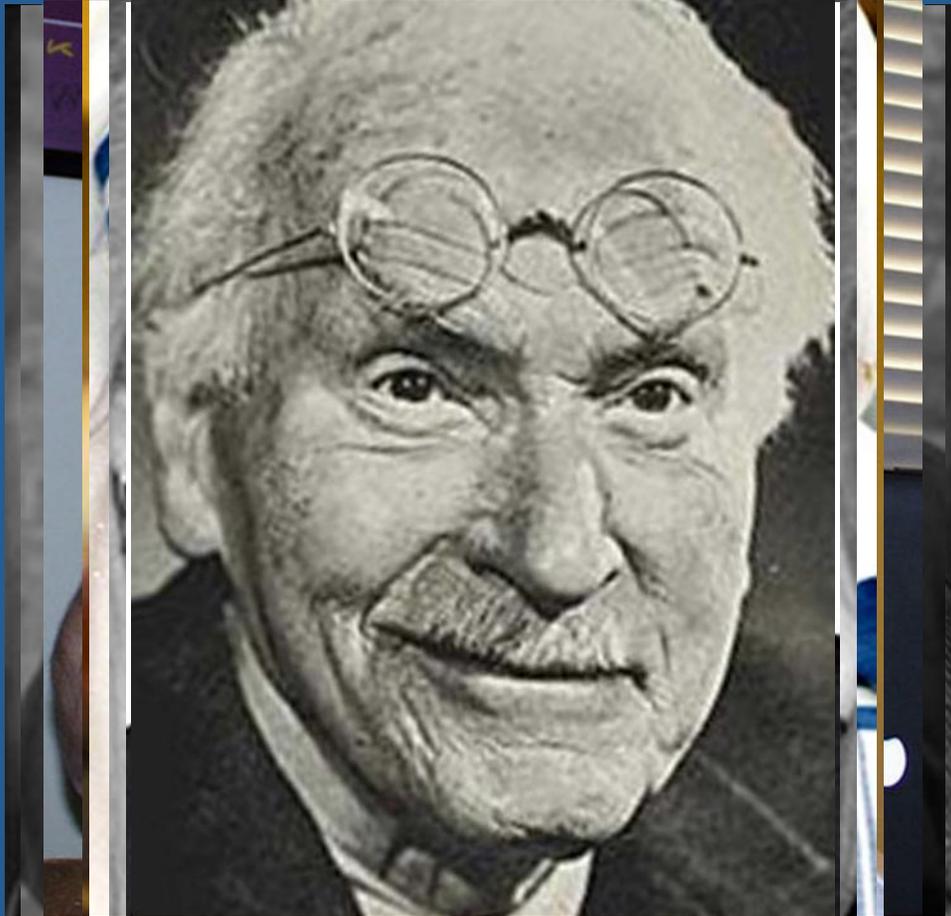
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Ask Open-Ended Questions

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Learn Names



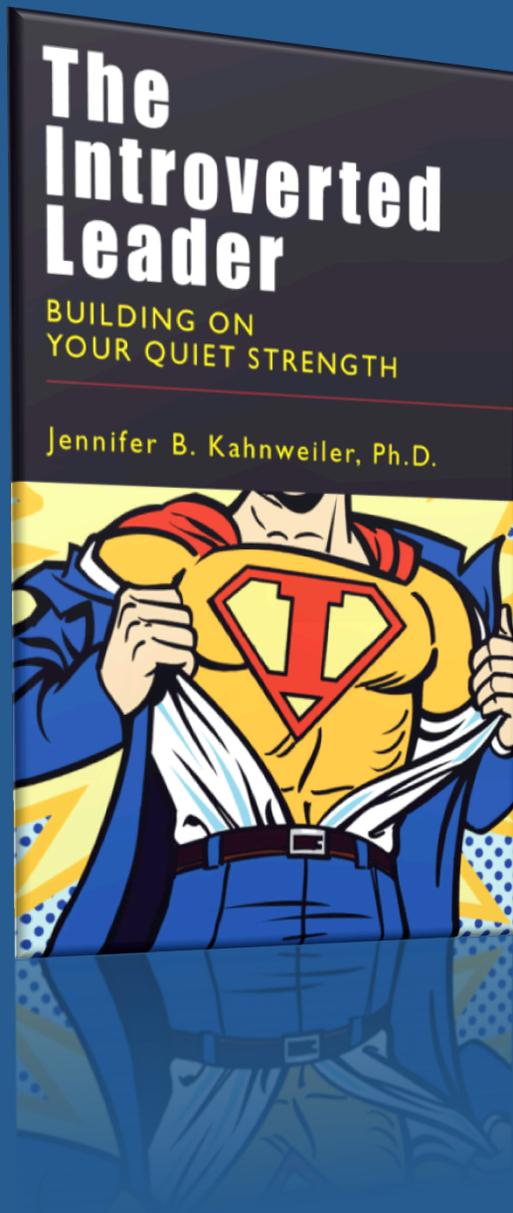
**“Introverts are
leaders”**



“LISTEN TO YOUR INTROVERTS”







Let's stay connected

Twitter: Jennkahnweiler

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