



Often, we get feedback in the form of ambiguous or 'motherhood' type statements. In this month's issue of Mentoring Matters, we navigate the nebulous arena of 'professional presence.'

MENTORING MATTERS

*Before you go out and buy an expensive new suit, check out this perspective from **Kim Ulmer**, RBC Regional President for Manitoba, Saskatchewan, and North Western Ontario, one of three Executive Roundtable members that **Glain Roberts-McCabe** asked for strategies on how to increase your presence in a way that still feels genuine.*



“I’ve been told I need to demonstrate more ‘professional presence’ and gravitas in my role. How do I do this in a way that feels authentic?”

Look within before you look around.

I don’t believe you need to look too far for the answer. Your answer can be found in the question itself. Some think that presence can be found in changing who you are. Others feel it is something physically driven such as speaking loudest or overwhelming others with your physical self.

I have learned that it is none of these. I have found that presence is the result of three things:

1. Being your fully authentic self.
2. Walking with worthiness.
3. Being where your hands are.

It’s better to be a first rate version of you than a second rate version of somebody else.

The foundation of achieving presence comes from being your fully authentic self.

Being authentic is a journey in self-discovery that begins with finding “you”—the best “you” you can possibly be.

I travel with the belief that *it’s better to be a first rate version of you than a second rate version of somebody else.*

Once you come to know you, your next step is to recognize your worthiness.

To walk with worthiness is to walk with the notion that you, your ideas, perspective, feelings, diversity, words, and even your flaws all have great value to the world around you. It’s about accepting and honouring all 360 degrees of you.

Sometimes that voice of doubt sends out SOS warnings throughout our entire bodies to not look or sound silly. That voice then begins to immobilize us.

We need to get out of our heads and out of our own way. We often think that we need to be perfect in everything we do to earn the respect of others and that simply isn't the case. The cornerstone of presence is in our ability to make strong connections with others and I have found people connect more often with our flaws and what makes us human than they do with what makes us great.

This sense of worthiness can't be found in a survey, performance review, or words of validation from others. These are simply indicators that we may be on the right track. A sense of worthiness comes from within. It comes from believing it in your heart,

knowing it in your head, and trusting it in your gut.

Worthiness comes from honouring all 360 degree of yourself—even your flaws.

Once you believe in you, the next step is to live it openly.

This begins with being where your hands are—and that means being fully present in the moment, whether at work, home, or in your community. This is also known as achieving mindfulness.

Being present is born out of finding a sense of worthiness. Instead of our vision being clouded by our inner critic, we experience clarity, enabling us to be in the moment as an active and present contributor.

In the workplace, there are simple tactics you can leverage to help you demonstrate your authentic and worthy self, such as choosing the chair closest to the front of the boardroom versus hiding in the

back or being the first to share your idea versus waiting to see if someone else will mention it first.

Feedback is a gift so never hesitate to invite in the observations of mentors to ensure the perceptions of others are in line with your intentions. If not, don't change or adjust who you are, just realign your authentic self to your public self.

When you choose to be your authentic self and walk with worthiness, then your ability to achieve presence, both personally and professionally, will reveal itself to you.

Remember, achieving presence begins with looking within before you look around.



Kim Ulmer is the RBC Regional President for Manitoba, Saskatchewan, and North Western Ontario and is passionately dedicated to achieving a best-in-class sales and service experience for all clients in business and personal banking.

A 25-year veteran of RBC, Kim proudly started her career as a summer student in Regina as a customer service representative, followed by progressively senior roles including Regional Vice President for Regina and Parkland Region, Vice President Commercial Financial Services for Southern Saskatchewan, and, most recently, as Vice President Small Business for RBC's Canadian Banking division.

Kim holds an MBA from Dalhousie University and a diploma in Business Administration from SIAST.



Glain Roberts-McCabe is passionate about the art of leadership and supporting ambitious mid-career leaders. She created **The Executive Roundtable** to provide emerging leaders with the navigational skills, tools and savvy needed to manage increases in scope, pressure and leadership complexity.