

Navigating Executive Leadership Discussions

Women In TPRM Leadership Ladders

Navigating discussions with executive leadership as a new leader can be both challenging and crucial to your success. Here are some steps and strategies to help you effectively manage these interactions:

UNDERSTAND THEIR PRIORITIES

Before engaging with executive leadership, take the time to understand their priorities, goals, and the company's strategic direction. This will help you align your discussions with their interests.

BUILD RELATIONSHIPS

Establishing relationships with executives is key. Attend meetings, social events, and engage in casual conversations to get to know them personally and professionally.

PREPARE THOROUGHLY

Come to discussions well-prepared with data, facts, and a clear understanding of the topic. Anticipate questions or concerns they might have and be ready with answers and solutions.

BE CONCISE AND CLEAR

Executives often have limited time, so be concise and clear in your communication. Get to the point quickly and avoid jargon or unnecessary details.

CONNECT WITH THEIR GOALS

Frame your proposals or ideas in a way that shows how they align with the company's overall objectives and the executive team's priorities. Highlight the potential impact on key performance metrics.

ANTICIPATE PUSHBACK

Expect that executives may challenge your ideas or decisions. Be open to constructive criticism and be prepared to defend your recommendations with data and logical reasoning.

ACTIVELY LISTEN

Active listening is crucial. Pay attention to their feedback and questions, and be responsive to their concerns. Show that you value their input.

DEMONSTRATE CONFIDENCE

Confidence is important, but it should be balanced with humility and a willingness to learn. Confidence in your abilities will inspire trust, but arrogance can be counterproductive.

COLLABORATE AND SEEK INPUT

Encourage a collaborative atmosphere. Ask for their input and involve them in decision-making when appropriate. This shows respect for their expertise.

FOLLOW UP

After discussions, follow up with action items and updates as needed. This demonstrates your commitment to implementing decisions and driving results.

MANAGE CONFLICT GRACEFULLY

If conflicts arise, handle them diplomatically and professionally. Focus on finding solutions rather than dwelling on the issues.

SEEK MENTORSHIP

If your organization has a mentorship program or if you can find a mentor among the executive team, it can be valuable for guidance and advice on navigating discussions and leadership challenges.

Remember that building credibility and trust with executive leadership takes time. Be patient, persistent, and adaptable in your approach, and always be willing to learn and grow as a leader.

Below are some helpful videos that further detail the importance of navigating discussions with executive leadership.

- [5 Rules for Communicating Effectively w/ Executives by Dr. Grace Lee](#)

“You can be the brightest and most skilled team member at work but without having the ability to connect effectively with other professionals, especially with the higher ups, real talk is... you will probably never land that promotion you've been working so hard for. Being a masterful communicator helps exude confidence that will allow you to build trust with your executive leaders. Dr. Grace presents in this video the top 5 rules you need to follow to be able to communicate effectively with your bosses.”

- [How to Develop Executive Presence and Command the Room w/ Confidence by Dr. Grace Lee](#)

“Do you have executive presence? If you have aspirations to be at the top of your company, developing a strong executive presence will be crucial for your success.”