

# How to Gain More Respect, Influence & Appreciation



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# MES Live Event and Network Portfolio



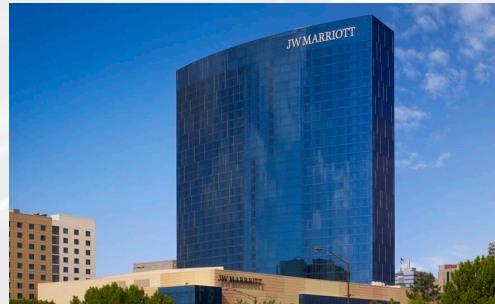
September 17-19, 2023

Marriott Marquis  
Houston  
Houston, TX



March 18-19, 2024

JW Marriott  
Indianapolis  
Indianapolis, IN



Always On

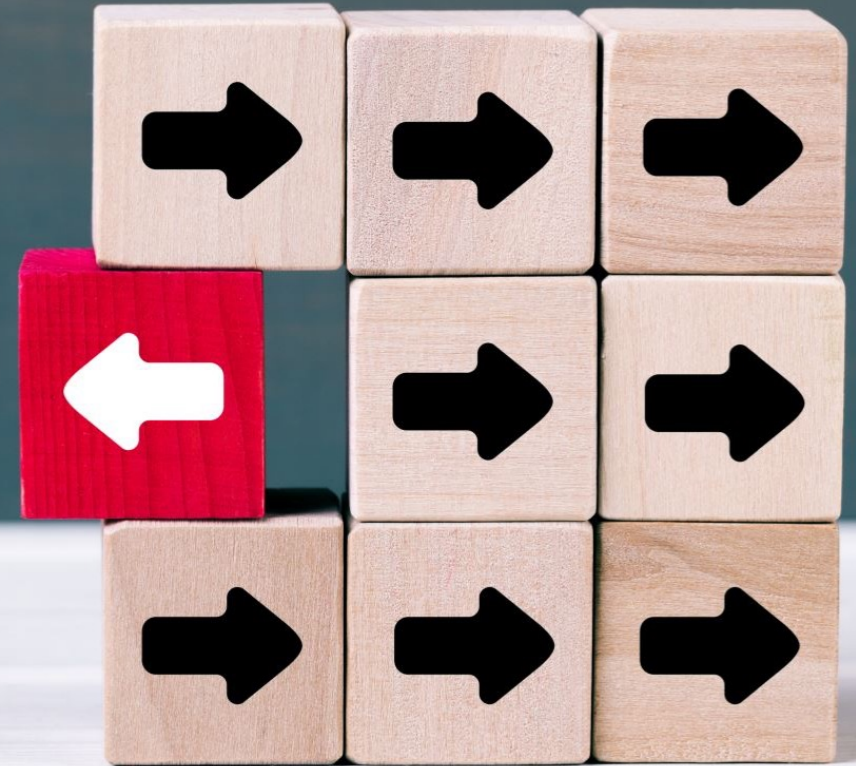
Network with 700+  
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# How to Gain More Respect, Influence & Appreciation

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“Coach Pete” Cafarchio, PCC  
The Channel Company webcast  
July 20, 2023



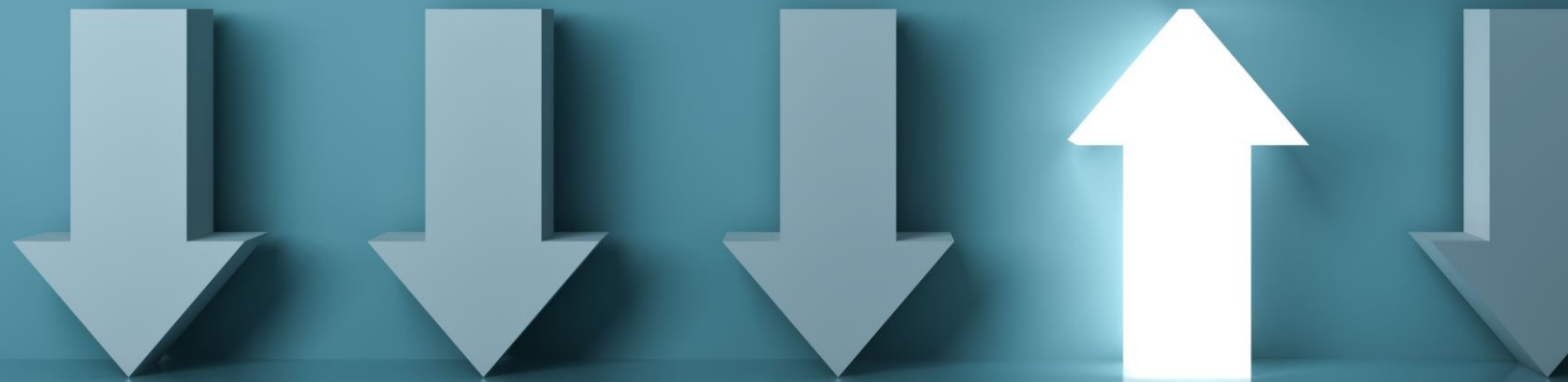
# Agenda

- The Challenge
- 4 Ways to Gain More influence
- Career Transition
- Michael Pompey
- Q&A
- Wrap up





# The Challenge



# Core Principle

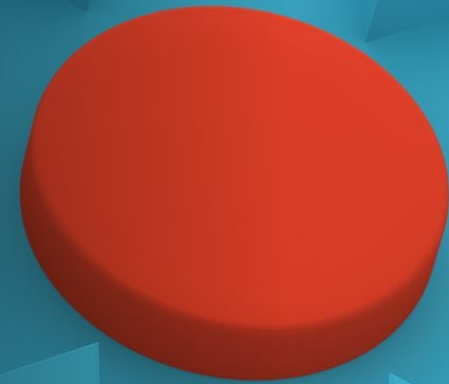
IT'S NOT HOW  
SMART YOU ARE,



IT'S HOW YOU  
ARE SMART?



# Four Ways to Gain More Influence



# First way: Develop Your EQ

## “Soft Skills”

- Transactional
- Tips & tricks

## Emotional Intelligence (EQ)

- Shift in attitude
- Self-awareness
- Seeing other's POV



# Part A: **Self-Awareness**

- Know your strengths
- Uncover your blind spots
  - Your strengths overplayed
  - You have tech biases
- Supplement your weaknesses



# Tools

- Honest feedback from others
  - Personal 360
- Workstyle assessments
  - StrengthsFinder, DISC, etc.
- Review patterns of success
- Your purpose in life
- Hire a coach



# Youssef

## Before:

- Smart, analytical, strategic
- But... intimidating, blunt, argumentative
- Passed over for promotions

## After EQ coaching:

- “I want to be on his team”
- “He’s a natural leader”
- **“He cares about how I feel”**
- Better relations w/ wife & kids
- Landed a new, influential role



## Part B) Others-Awareness

You don't get more  
influence by being smarter



You get it by being  
more empathetic



**Empathy** doesn't mean  
soft-hearted, soft-headed,  
or generally “touchy-feely.”  
It does mean **being other-**  
**focused, being willing to**  
**understand what it means**  
**to walk their path.**

Read more at  
**TheAdviceTrap.com**



# R. A. P. P. O. R. T.

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**R**eally,  
**A**ll  
**P**eople  
**P**refer  
**O**thers  
**R**eflecting  
**T**hemselves



# Second Way: Learn the Business

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Business impact is only about 2 things:

- 1) MAKE money (increase revenue)
- 2) SAVE money (increase profitability)

Position everything in these terms

And have the data to back it up



Show leaders how you  
can advance their goals

- Update them on how the latest tech can help
- Give them Short-term wins





# Become a Translator

## 1. Understand their world

Learn their goals, pressures, business terms, history, self-interest, politics, etc.

## 2. Package your ideas in the way they need to hear it.





Third way:

Clear  
Communication

- Executive Summary, **PLEASE!!!**
- Use their terms, timelines, and expectations
- Kill tech jargon and acronyms



# Attitude Check

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- Know what you're good at  
Know where you need some help
- People hate "tech arrogance"
- Do you need to always be right?

# Ask and Listen

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- CFO repeatedly nixed moving to the cloud
- Calvin sat down with him to listen
- **Key** - datacenter investment needed to depreciate properly. Cloud migration would screw their books.

***No one asked about this before!***

- They figured out a way to trade off OpEx and CapEx, and the projects went through





# Fourth way: Your Personal Brand

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- Not “bragging”
- People get to know you faster
- Attracts resources

*If you don't others will!*



# Tips



- Log your contributions
- Articulate your unique value
  - Develop a phrase and use it often
- Examples:
  - “Taking action on our ideas we can change lives.”
  - “I align the right people, processes, and tools for long-term success”

# Summary

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1. Develop Your EQ
  - Self-awareness
  - Others-awareness
2. Learn the Business
3. Clear Communication
4. Your Personal Brand





What if they still won't  
listen?

Go where you're *celebrated*  
Not where you're *tolerated*

# Where are you spending your job search efforts?

## Executing

- Job listings
- Resumes
- Cover letters
- Recruiters
- Interviews

25%

## Gaining Clarity

- Your unique value
- Life mission
- Your talent zone
- Transferrable skills
- What do you want?

75%



Coach Pete

[www.petecoaching.com](http://www.petecoaching.com)





If your **identity** is  
based on your  
**performance** you'll  
**Strive**



If your  
**performance**  
is based on  
your **identity** you'll

*Thrive*



Michael Pompey

Chief Information and  
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## Contact:

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## Resources

- Book:  
Emotional Intelligence 2.0,  
Bradberry & Greaves
- Book:  
What Color is Your Parachute,  
Bolles
- Podcast: Transform Your Life w/  
Steve and Pete (on all platforms)
- Free self-awareness exercise:  
[www.petecoaching.com/blindspot](http://www.petecoaching.com/blindspot)
- Decoding Your Destiny - eCourse:  
[petecoaching.com/online-course](http://petecoaching.com/online-course)



# Q&A





# Reflection

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1. What one point was most valuable for you? (your MVP)
2. How can you explore that more?
3. What specific action will you take to move forward?

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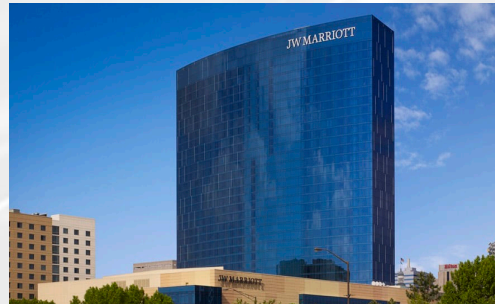
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# Next Webcast



**Topic:** Turning Strategy Into Reality for the Midsize Enterprise

**Speaker:** Whynde Kuehn

**Date:** Thursday, August 17th

**Time:** 1:00 PM - 2:00 PM ET / 10:00 AM - 11:00 AM PT

**Register today via the link in the webcast chat or the MES IT Leadership Network.**





# Thank You!