

# 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+  
Midmarket IT Leaders



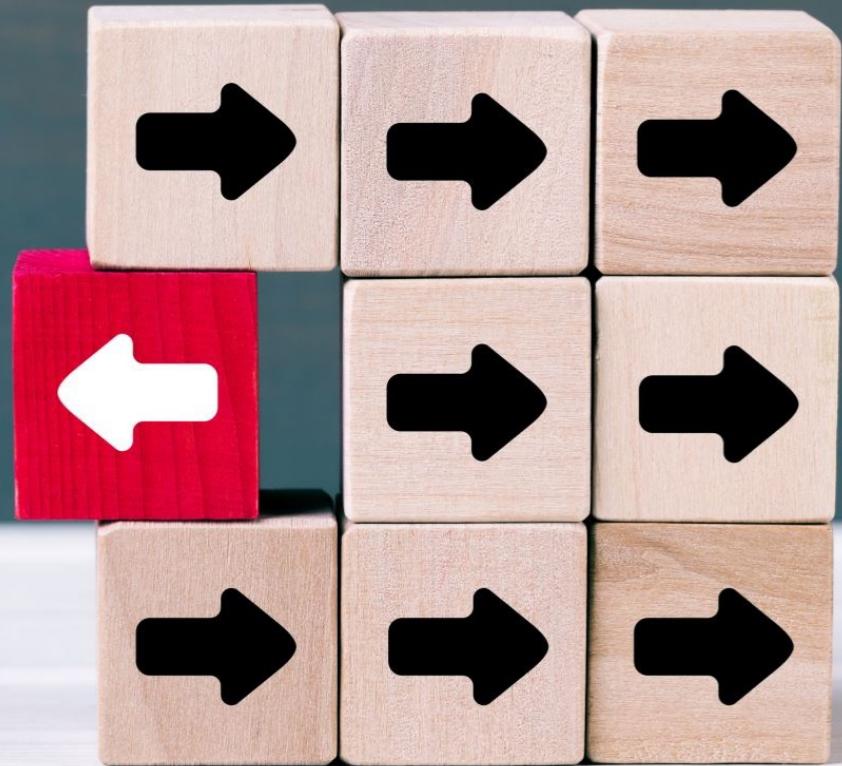
# **How to Gain More Respect, Influence & Appreciation**

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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,

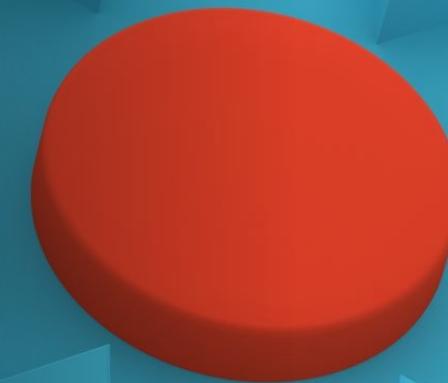


IT'S HOW YOU  
ARE SMART?



# Four Ways to Gain More Influence

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# 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

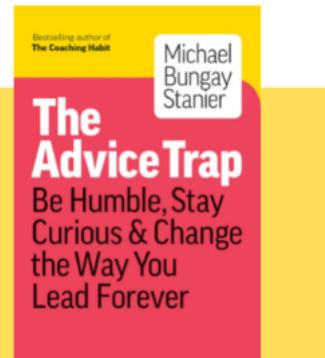
You don't get more influence by being smarter



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](http://TheAdviceTrap.com)



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

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Really,  
All  
People  
Prefer  
Others  
Reflecting  
Themselves



# Second Way: Learn the Business

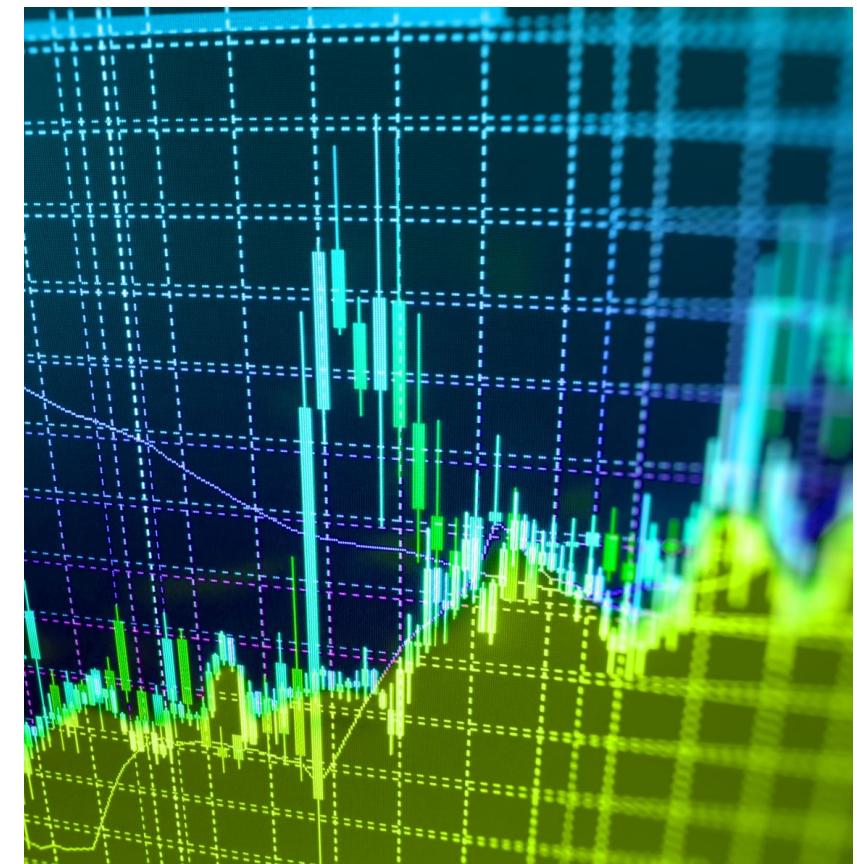
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Business impact is only about 2 things:

- 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

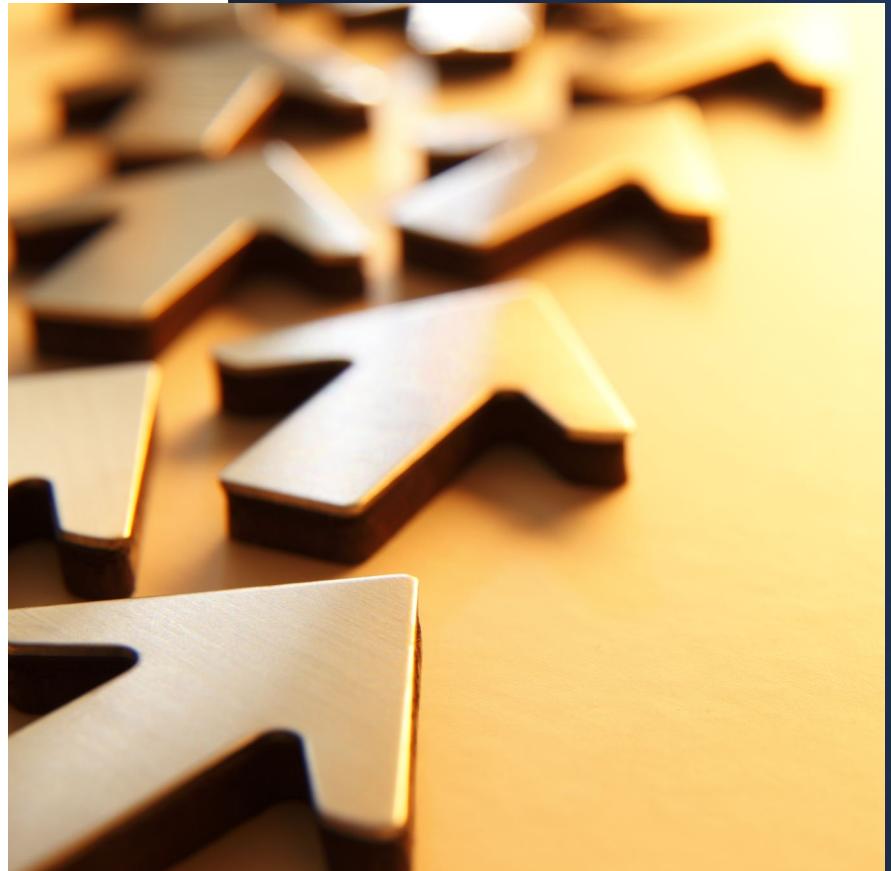


# Become a Translator

## 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



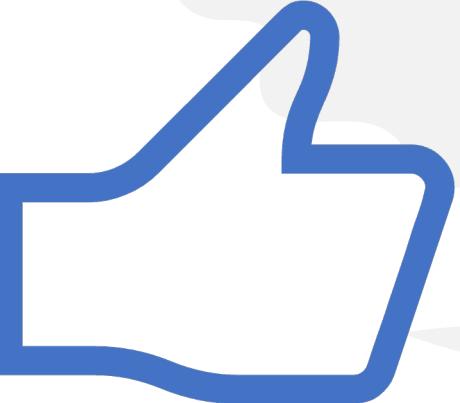
# Fourth way: Your Personal Brand

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

*If you don't others will!*





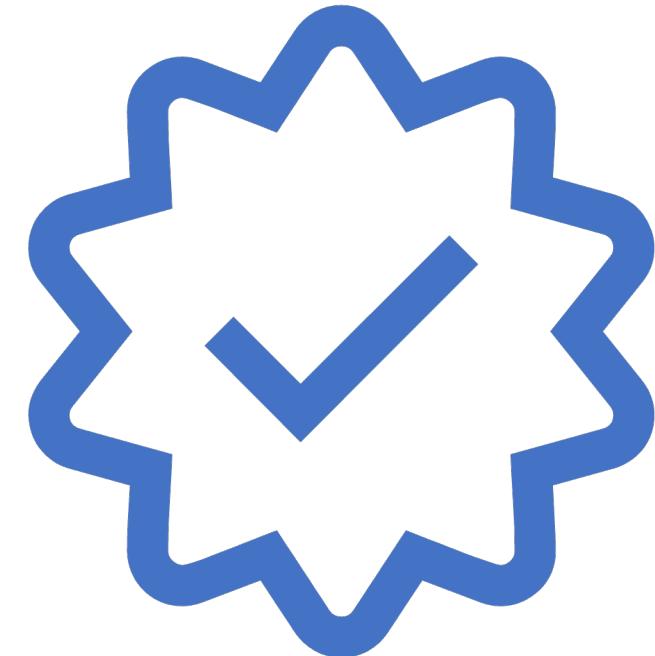
# Tips

- 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

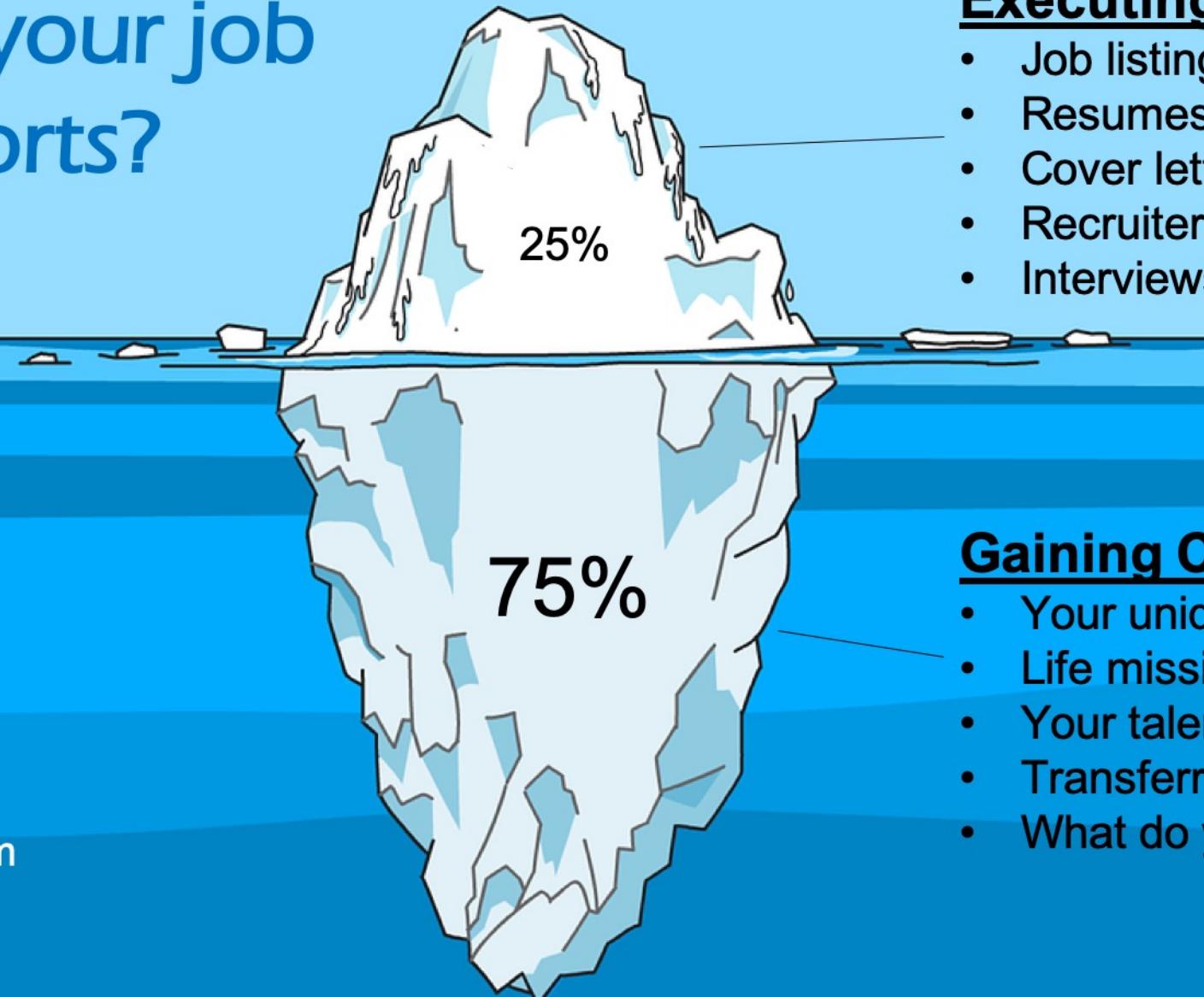




What if they still won't  
listen?

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

## Gaining Clarity

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



Coach **Pete**

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



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based on your  
**performance** you'll  
**Strive**

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*Thrive*

# Michael Pompey

**Chief Information and  
Transformation Officer,  
Girl Scouts of Southeastern PA**





## Contact:

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973-932-3022



## 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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# 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!