



HEALTHCARE CONSULTING GROUP

healthcare solutions elevated

Confidence is Contagious: How to Lead Before You Have the Title

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Learning Objectives

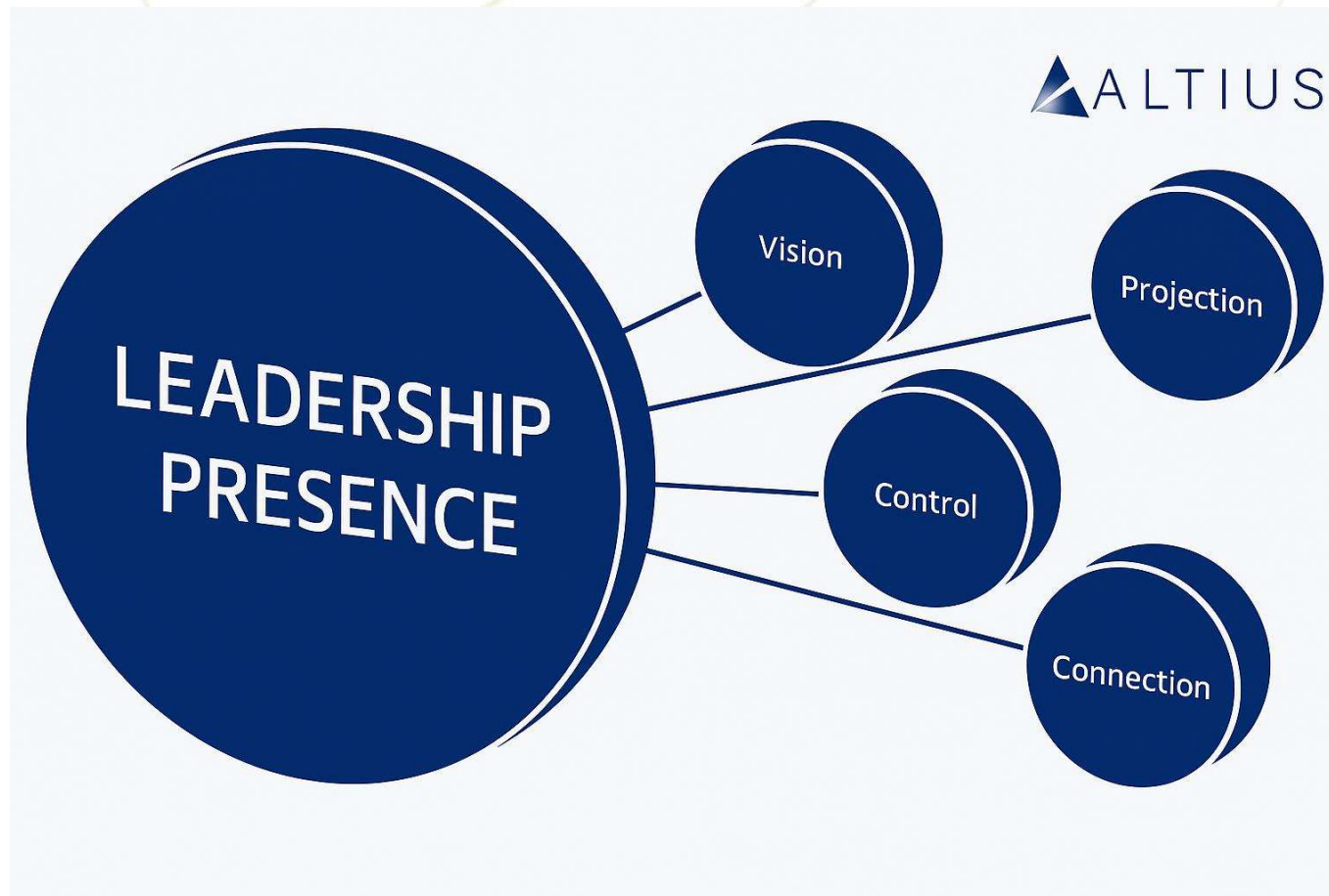
- ✓ **Discover how confidence, clarity, and connection create leadership presence**
- ✓ **Practice real-world exercises to overcome self-doubt and imposter syndrome**
- ✓ **Learn how to “own the room” with authenticity, even as an emerging leader**

Understanding Leadership Presence



What is Leadership Presence?

- The ability to connect authentically, build confidence in others, and inspire and motivate people into action



The 3 Cs of Leadership Presence

Confidence

Confidence in one's ability and also in the potential impact on other's is essential

Clarity

Clarity is critical when conveying the right message, to the right audience, in the right way

Conviction

You must believe in your own message for other people to believe in it

Source: <https://robinahenderson.medium.com/the-3-cs-of-leadership-presence-fbf9616068ff>

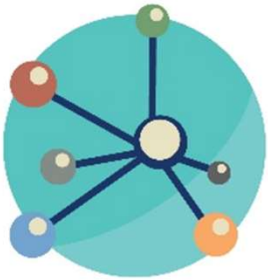
Deception Pass – Presence over Productivity

The Power of Being Present: What a Detour Taught Me About Leadership

- You are always modeling your values—even in small, spontaneous moments
- Leadership presence isn't about commanding the room. It's about choosing connection over convenience
- True influence is built when people see you prioritize shared experience, not just personal achievement
- When you lead with presence, you build trust, loyalty, and team cohesion



ALTIUS' Seven Competencies of a Leader



Promote Synergy



**Connect through
Visibility**



**Instill
Accountability**



Integrate Knowledge



Be Engaged



Adaptively Manage



Effect Change

Email me at sdorwart@altiushcg.com to receive the white paper

Contagious Theme

Smiles are Contagious

- Lead by example
- Lead with empathy



Yawns are Contagious

- Cannot be complacent
- Need to remain motivated

Real-World Practices



The Inner Critic and Imposter Syndrome

- Imposter syndrome is a fear of being exposed as a fraud, despite having evidence of success and capability
 - This can lead to self-doubt and anxiety
- The Inner Critic is the negative voice in your head that judges and critiques actions, thoughts, and abilities constantly
 - This amplifies the self-doubt and anxiety feelings



How Do You Combat Imposter Syndrome?

- Self-critical thoughts aren't a problem unless you let them take charge
- Disentangle from self-critical thoughts – separate yourself from them so you can make better choices
- Strategies to combat as a leader:

Encourage open conversations with others to recognize that these feelings are common

Offer constructive, data-driven feedback

Promote mentorship

Reframing Negative Self-Talk

Common Negative Self-Talk

- “I’m not good enough to be here”
- “I don’t know as much as everyone else”
- “If I speak up, they’ll see I don’t belong”
- “I always mess up when I present”

Reframed Self-Talk

- “I’ve earned my seat at this table”
- “I’m learning and growing, just like everyone else”
- “My voice and perspective add value”
- “Every presentation helps me improve”



Reframing Negative Self-Talk

Tip: Catch → Challenge → Change

1. Notice the thought
2. Question its truth
3. Replace with an empowering statement

Visualization Techniques



See it Clearly

- Mentally rehearse the scenario
- Imagine yourself succeeding and having confidence



Engage all Senses

- Visual: What do you see around you?
- Auditory: What do you hear?
- Kinesthetic: What does confidence feel like in your body?



Focus on Success

- Picture the outcome you want: engaged audience, clear message, positive connections

Practice Regularly

- Visualize for a few minutes every day or before key moments
- Build confidence and reduce nerves over time



More Practices to Overcome Self-Doubt

Name It

- Acknowledge when self-doubt or imposter thoughts arise
- Write them down to gain perspective

Reframe It

- Challenge limiting beliefs and replace with empowering truths

Track Your Wins

- Keep a “success journal” – log small and big wins
- This will build internal evidence of your capabilities

Seek Trusted Feedback

- Ask mentors and peers for honest input on strengths



Consistency builds confidence – small daily actions matter

Owning the Room Authentically



Introducing Authentic Leadership

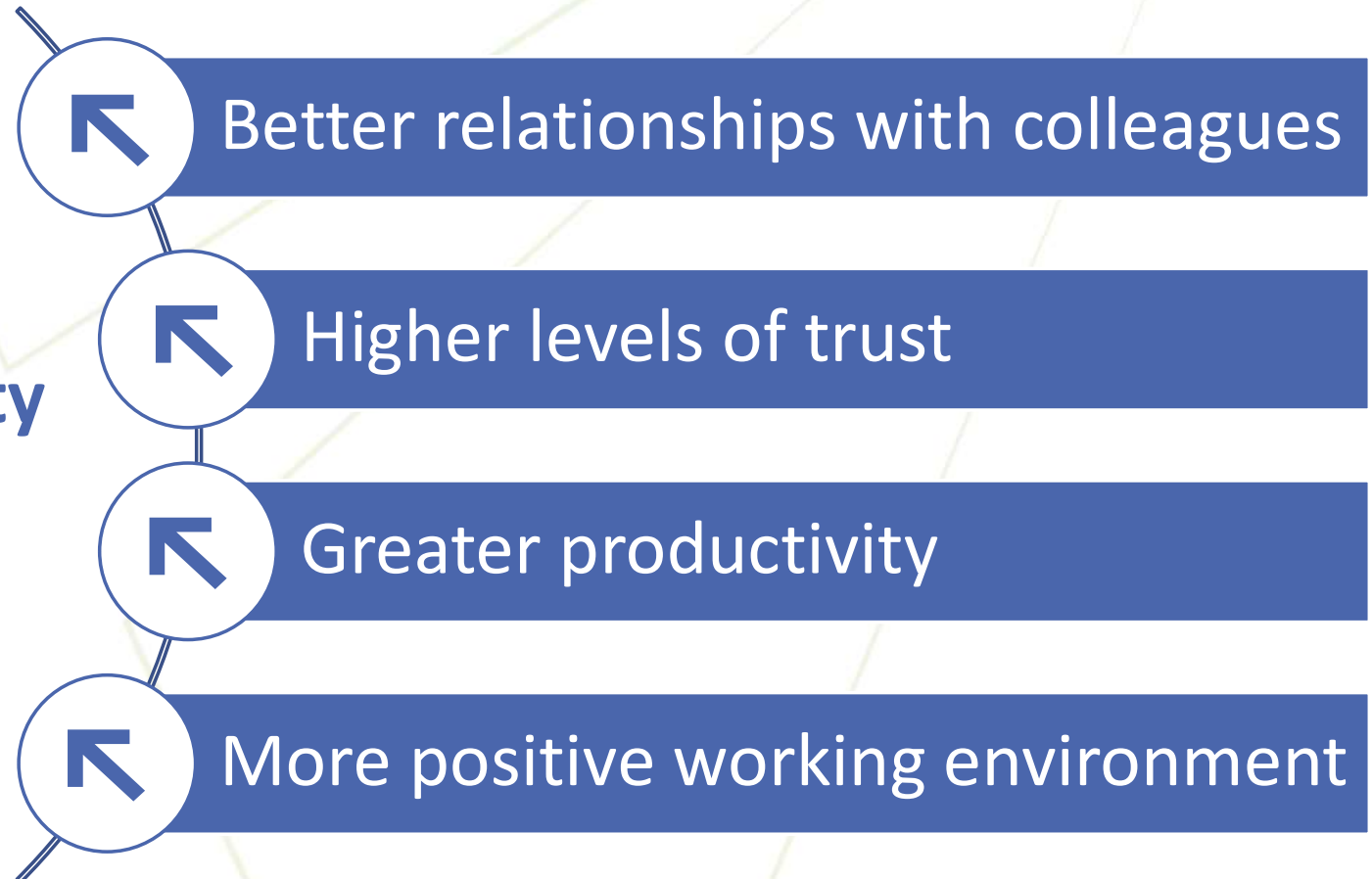
While being a strong leader involves all the previously mentioned practices, a very important aspect of leadership is authentic leadership

- Authentic Leadership – a leadership style exhibited by individuals who have high standards of integrity, take responsibility for their actions, and make decisions based on principle rather than short-term success
 - Use their “inner compass” to guide actions and make decisions
 - Leaders are genuine and real and find that being themselves is their key to success

<https://online.hbs.edu/blog/post/authentic-leadership>

Authentic Leadership

Benefits of Authenticity in the Workplace



Metallica & Tomorrowland: Leading Through Generosity

Leadership Without Recognition: When No One's Looking, Who Are You?

- Integrity is revealed in what you do when there's nothing in it for you
- Leaders make things better—not for attention, but because they can
- Influence and generosity are not mutually exclusive—true power is shared
- You don't need a title to lead. You just need to say, "How can I help?"



Authentic Leadership

Why is authentic leadership important?

- If a leader is not authentic, this could be observed by others and become a disruptive, negative force that increases uncertainty, distrust, and a lack of passion for employees



<https://www.ccl.org/articles/leading-effectively-articles/authenticity-1-idea-3-facts-5-tips/>

Leadership Brand



Introducing Leadership Brand

What's your brand statement?

- Everyone has a leadership brand, whether they have worked to create it or not, and this is due to:
 - Perception and Reputation
 - Social Media and Online Presence (if appropriate and applicable)
 - Consistent Behavior and Values
 - First Impressions
 - Communication Style
 - How you Show Up in Stress or Conflict
 - How you Celebrate Others and Share Credit
 - Presence in Meetings
 - What Others Say About You When You're Not in the Room

My Leadership Brand

- I ignite the power within healthcare leaders and C-Suite executives by being a catalyst for transformation
- I elevate their leadership skills, unlock their hidden potential, shatter negativity and empower them to soar
- By boosting productivity and optimizing strategies, I help leaders revolutionize their organizations and create a reality of peak operational and financial performance



Developing your Leadership Brand

A leadership brand encompasses how others perceive your actions, behaviors, and presence in the workplace

- Consider your core values, target audience, strengths, skills, and credibility
 - What do you value and focus on? Who are you hoping to impress with your actions? What strengths and skills help you to accomplish what you have done? What prior accomplishments give you your overall credibility?
- Other examples:
 - My peers come to me when _____
 - My team comes to me when _____
 - I'm known for _____
 - People trust me because _____
 - I lead best when I _____
 - I make an impact by _____



BREAKOUT SESSION

What's your leadership brand?

- Draft one to three sentences that define your leadership brand
- Aim for clarity, authenticity, and a tone that sounds like you
- Reflect on your values
- Identify your strengths and superpowers
- Think about your impact
- Capture your confidence and credibility



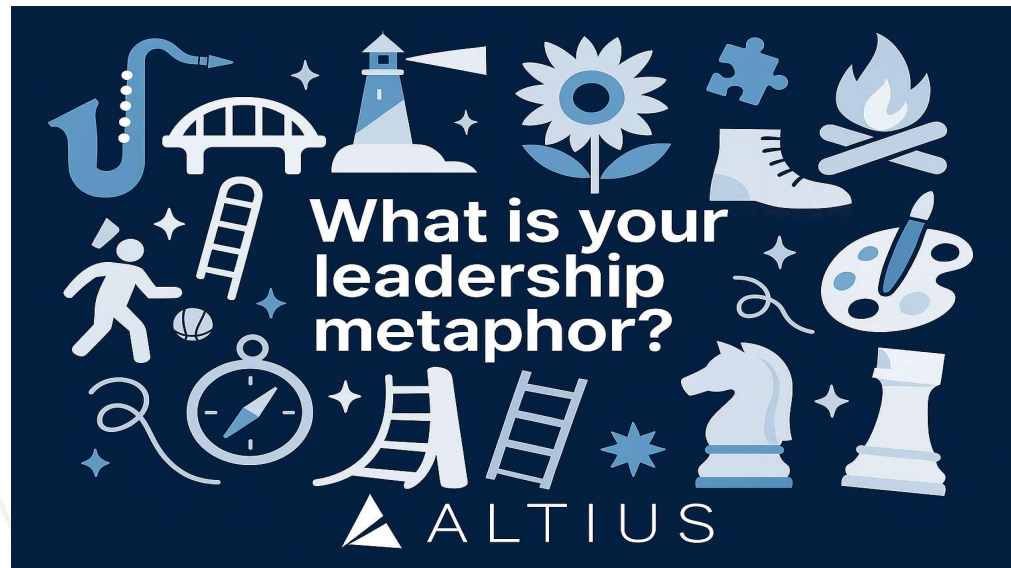
Leadership Metaphor



What's Your Leadership Metaphor?

Helps you define your own unique leadership identity using a powerful metaphor that captures how you show up, lead, and inspire others

- Orchestra Conductor
 - Bring the best out in every team member, keeping harmony even under pressure
- Lighthouse Keeper
 - Lead through visibility and consistency, offering guidance in moments of uncertainty
- Campfire Lighter
 - Gather people, create warmth, and inspire connection
- Long Distance Runner
 - Pace yourself, play the long game and model endurance



- Backstage Leader
- Rhythm Keeper
- Energy Amplifier
- Steady Oaktree
- River Navigator
- Optimistic Sunflower
- True North Compass
- Puzzle Solver
- Curious Cheerleader
- Resourceful Multitool
- Intentional Chisel
- Bridge Builder
- Heart-First Coach
- Quiet Sage
- Reflective Mirror
- Creative Canvas
- Steady Anchor
- Joyful Commander
- Jazz Improviser
- Room-Reading DJ
- Visionary Architect
- Path-Finding Flashlight
- Cadence Caller
- Path-Clearing Trailblazer
- Culture Setter
- Decisive Signaler
- Stretchy Superhero

BREAKOUT SESSION

What's your leadership metaphor?

- Reflect on your values, behaviors, and strengths as a leader
- Choose a metaphor from music, movies, pop culture, nature, or life that best represents your leadership style
- Write a short description of how this metaphor applies to you
- Be prepared to share your metaphor in pairs or with the group



Owning the Room Authentically

Your Presence is Your Power

- You don't need a title to make an impact
- People follow clarity, courage, and consistency – not credentials

Lead with Your Inner Compass

- Your daily decisions define your leadership
- Choose presence over perfection and experience over ego

Act Without Expectation

- The most powerful leadership moments happen quietly
- Respond to a need without waiting to be asked

Reframe the Opportunity

- True leaders grow teams
- Help others see the possibility and you will become the leader others follow



THANK YOU!

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