

Getting Your Voice Heard

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Has this ever happened?

- **You want to bring up your ideas in a meeting and your male colleague keeps interrupting you? Or you can't break into the conversation?**
 - **You cannot manage to make your point while others get attention?**
 - **You have the best idea since 'sliced bread' but can't get anyone to listen?**
 - **You make a pitch but it gets put down, pulled apart?**
 - **You give up on pitching an idea, only to have a male colleague make the same pitch and get noticed?**
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What Could Be Going On?

You are waiting to contribute to the conversation until you are asked a direct question.

The person or persons whose attention you are trying to get are not hearing the WIFM. You haven't used the right words.

Because of a woman's particular pitch, tone, and volume, you may simply not be heard over the guys when several people are speaking during a meeting.

Agenda

Gender Differences

- Biology
- Sociology

Importance of Positive Political Behaviour

7, 38, 55 Rule







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« When, as a mentor, I told you 'Blow your trumpet' ... I meant virtually my dear ... »





MEN...

Talk more in mixed company

Report Talk

Appear more certain and boast more

Use opposition and debate more

Use direct speech

Interrupt in a way that's seen as dominating

WOMEN...

Talk more with other women

Rapport Talk

Down play their authority and apologise more

Ask more questions and seek opinion

Use indirect speech and soften criticism

Allow themselves to be interrupted more

The former Secretary of State Madeleine Albright, who, when asked what advice she had for up-and-coming professional women, replied, "Learn to interrupt."

Importance of Positive Political Behaviour

Organizational Politics: A Value-Free Definition

“Informal, unofficial, and sometimes behind the scenes influence efforts to sell ideas, win support, increase power, impact the organization, or achieve your targeted ends.”

Dr. Rick Brandon, Survival of the Savvy

Using the right words/tone of voice for impact

Albert Mehrabian, Professor Emeritus of Psychology at UCLA, has become known best by his publications on the relative importance of verbal and nonverbal messages.

His findings on inconsistent messages of feelings and attitudes are often quoted in presentation and communications courses

The believability of a 'message' depends less on the words you speak and more on how you deliver the message.

7%-38%-55% rule

7% depends on the Words

“Okay, I’m willing to die for my country.”

“I regret that I have but one life to give for my country.”

“Don’t be afraid.”

“We have nothing to fear but fear itself.”

“Do good things for your country.”

“Ask not what your country can do for you, but what you can do for your country!”

Power and Impact of Words

WEAK

FIRM

HARSH

Apologetic

Discounting

Ambivalent

Tentative

Vague

Autocratic

Opinionated

Critical

Abusive

Exaggerated

Firmly Presenting Ideas

F I R M

Invitation

What if...
Would it be possible...
One alternative...
I'd like your thoughts on an idea
I'm considering...
experience...
We're leaning towards...

Conviction

My point of view...
I recommend...
I suggest...
If it were my decision...
Based on our
My advice is...

38% depends on Pitch, Tone, and Volume



55% depends on Visual



Sometimes men don't hear us....



So in order to get your voice heard....

Don't let your biology and sociology limit you

Interrupt!

Make sure you are positively political and use the right language

Deliver your message with confidence

Lower your pitch and volume

Thank You!
