



making my voice heard

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What you came in with

YOUR INITIAL FRAMING

"I'm getting fed up because I am having difficulty getting my voice heard when talking to my boss or in team meetings . Help me position my contributions better"

FIRST CLARIFICATION

Q: When you say "getting your voice heard" — is the problem that people talk over you, that your ideas get acknowledged but don't gain traction, or something else?

A: *"mainly that they talk over me. my ideas often don't get acknowledged"*

YOUR OBJECTIVE: HOW TO GET THERE

You came in wanting to build and deliver a case for an AI-assisted enquiry process that's detailed enough to get the room to engage — rather than dismiss it before you've finished.

What this session revealed is that you already have the capabilities to move this room — but you've been preparing to make the case before you've finished listening. The gap isn't confidence or evidence; it's sequence: your most powerful pitches have always started with understanding whose pain is loudest, and you haven't yet done that work here.

Before you make the case again, speak to each person in the room individually and find out what bothers them most about the current process. Map those frustrations before you build anything. That conversation is the foundation the pitch is missing.

Speaking gives you the ability to frame the case in terms the room already cares about; Planning gives you the sequencing discipline to get consensus on the destination before you introduce the solution; Leadership — the blind spot you don't yet reach for instinctively — gives you the half-time tool: anchoring the group to a shared frustration rather than asserting your own position as a junior. And Listening, the other blind spot, is the safeguard that makes all of it land — because when you've genuinely mapped what each person finds broken, you're not pitching an idea, you're offering a resolution to something they've already told you they want fixed.

YOUR STRENGTH SIGNATURE

You go into high-stakes situations armed — reading the room before you speak, leading with what the audience already cares about, and building consensus before you make your case. Your most distinctive quality is the discipline of understanding first and acting second, applied consistently whether you're facing resistant directors, a fractured team, or a sceptical seminar.

YOUR STRENGTHS

Speaking

You shift resistant rooms by entering them prepared — leading with the outcome the audience wants, not your analysis, and building a visual, evidence-backed case that makes the decision easy.

Selected by 5 of 6 peers, including Maya Patel and James Vance. When presenting a social media budget case to senior directors with no appetite for it, you researched probable ROI before the room opened. In your own words: "I knew that the money would be the most important factor so I had researched the probable ROI and was well armed with information before I got in there." The directors approved a budget increase on the spot. You don't persuade by asserting — you persuade by removing the room's objections before they surface.

Planning

You think in sequences rather than solutions — establishing what the destination is before deciding how to get there, and working the constraints that are actually in front of you rather than the ones you'd prefer.

Selected by 2 of 6 peers, including Peter Chen. When two drivers pulled out before a run of away games, you rebuilt the entire logistics schedule in two hours — starting not with a plan but with a contact list. In your own words: "I needed to appeal to their better nature and convince them that their help was essential. Not easy because there wasn't a lot in it for them other than helping friends." Every fixture was made on time and the team felt no stress. Your planning operates through people, not around them.

Leadership

You lead by anchoring a group to what they already believe is possible — rebuilding confidence rather than assigning blame, and moving people toward a shared position without needing authority to do it.

This strength came from your peers — it didn't make your own list.

Selected by 2 of 6 peers, including Marcus Wright — not on your own list. At half-time in a losing game with the team arguing, you chose quiet and specific over loud and directive. In your own words: "Instead of just yelling and assigning blame, I reminded them of how we'd succeeded in earlier games and rebuilt their confidence that we could pull the fat out of the fire." The team finished the half in unity. The influence worked because it came from shared history, not hierarchy.

Listening

You treat critical feedback as a diagnostic rather than a verdict — returning to the source to fully understand what's wrong before making any move to fix it.

This strength came from your peers — it didn't make your own list.

Selected by 3 of 6 peers, including Dr. Sarah Miller — not on your own list. When dense critical feedback arrived on your thesis proposal in a seminar, you didn't revise immediately. In your own words: "First job was to make sure I really understood the feedback and how the thesis would need to be changed. I discussed that with Sarah and then had a much better picture of where I'd gone wrong." The final paper earned a First. You don't react to feedback — you interrogate it until you know what it actually requires.

BLIND SPOT AWARENESS

Strengths others have recognised in you that you haven't seen yourself.

Leadership

I didn't initially see this as something I do — leading feels like a role for someone with authority, and I'm the junior in the room. But I recognise now that what I did at half-time wasn't about rank: it was about anchoring people to what they already believed was possible and moving them from there.

Listening

I wouldn't have called this a strength before Sarah named it. But looking at what I actually did — going back to the source before acting, making sure I'd understood the problem fully before I tried to fix it — I can see that discipline is real and consistent across more than one situation.

YOUR PERSONAL OPERATING PRINCIPLES

- I lead with what the audience cares about most — not my analysis cold — because if I understand what will grab their attention and relieve a pain point, that's what I lead with.
- I get consensus on the destination before I introduce the route, because a room that's agreed the current situation is broken is a room that's already halfway toward a solution.
- I go back to the source before I act — whether it's feedback, frustration, or failure — because a much better picture of where things went wrong is the only reliable basis for fixing them.
- When I can't lead by authority, I lead by reminding people of what they've already shown they can do — rebuilding confidence in what's possible rather than assigning blame for what went wrong.

STEP 3 — DEVELOP

Step 3 — Develop is coming soon. This will be your ongoing coaching space, building on everything we've established together.