



innergem

Own Your Voice

Unlocking the Leader Within

Facilitated by Priya Sodha, Founder & CEO, Innergem



Your Personal Promotion

What is something you are proud of PERSONALLY
accomplishing?



Leadership *does not begin* with a promotion.

It begins the moment you choose to
show up as one.



“I Am a Leader.”

How does saying this, give you permission to show up?



THE LEADERSHIP MINDSET

What Goes Into a Leadership Mindset





Using our voice can look like...

Sharing an idea

Advocating for others

Asking for an opportunity

Naming what you need

Advocating for yourself

Giving someone visibility



Share with a partner or at your table:

“I usually speak up, even when I'm not fully sure.”

“I usually stay quiet unless I'm certain.”



Share with a partner or at your table:

STAND LEFT

"I talk openly about what I've accomplished."

STAND RIGHT

"I'd rather let my work speak for itself."



6 in 10

employees say they often stay quiet even when they see something worth speaking up about.

Radical Candor / CNBC survey, 2026

#1 factor

senior leaders named for their own advancement was visibility and voice, ahead of expertise or results.

Forbes, on a Silicon Valley leadership study

73%

of managers say they fear how they'll be seen when they advocate for themselves.

Indeed research, via Forbes



**You don't need a title or
permission to *use your voice.***



Communicating Value



Who is a leader YOU aspire to be?

For Myself

For Others

For My Team

For the Mission



Value's / Accomplishments / Skills...

don't speak for themselves.

What value do you need to communicate about yourself?
Elevate it into your leadership mindset.



Communicating YOUR Value

WHO I AM: *I am a leader who* _____

THE SKILL: *I bring* _____

HOW I DO IT: *I (power word)* _____

THE IMPACT: *Because of this,* _____

- State the facts & the work that it took to get there.
- Keep the “we” but don’t forget the “I” (at least twice)
- Use at least 1 leadership power word after “I”
- Consider tying the impact to a why / purpose or bottom line



“I am a leader who cares deeply about making an impact on other leaders.

I listen to understand challenges & concerns that organizations are facing & with the help of my team,

I lead and facilitate trainings tied directly to solving for these challenges.

As a result, in 2026 alone, we will double the number of new managers served across California then any other year we started.”



“I am a leader who brings new ideas and a strong sense of ownership to my work.

I create programs and experiences that are valuable to the people our organization serves.

When I see an opportunity to improve something, **I initiate conversations**, connect the right people, and help turn ideas into action. I contribute my perspective while collaborating with my team so we can make stronger decisions and move our work forward together.

The impact I bring is helping our team turn ideas into meaningful action that strengthens how we serve our organization and community.”



What are your POWER words?

Strategically

Courageous

Lead

Initiate

Problem Solve

Empower

Empathize

Create

Decide

Delegate

Ground

Communicate

Adapt

Develop

Intend

Collaborate



How Can You Apply This to Your Work and Leadership?

- 1 Speak up at least once in every meeting, even if it is just one sentence – Model it to see it
- 2 Use your check ins and one on one meetings to highlight your work and IMPACT.
- 3 Use the tool to advocate for a team or a colleague
- 4 Practice “communicating value” for all aspects of your work and role.
- 5 Replace “I’m just” or “I guess” with a clear, direct “I” statement this week.



Three Takeaways to Carry Forward

Don't Wait for the Invitation

Walk into meetings prepared to contribute. Ask the question, share the idea, or add the perspective others may be missing that align with is valued.

Practice “I” Alongside “We”

Practice articulating: “I contributed...” “I learned...” “I can...” and “I would like...”

Advocate in Every Direction

Use your voice for yourself, for other people, for your team, and for the mission. Consider the value and the impact.

UNLOCKING THE LEADER WITHIN

“The leader you were looking for
...was already in the room.”



Scan to connect on LinkedIn &
get direct feedback on your statement!

Priya Sodha

Priya@innergemworks.com