

# The Four Dynamics of Development

Recast Leadership Cohort

*Thursday, June 12, 2025*



RECAST SOFTWARE

 **BILL ZIPP**

# Recast Leadership Cohort

## Group Meetings *Monthly*

Focused on a critical leadership topic, like executive presence, cross-functional communication, team member development, with field work following each session.

## One-on-One Coaching *After Group Meetings*

Focused on applying the content of our group meetings to your specific context and individually working through the field work that is assigned in the group meeting.

**Group Meetings:** Thursday, May 8, June 12, July 10, September 11, October 9, and November 13 all at 7:00 AM Pacific







# The Four Dynamics of Development

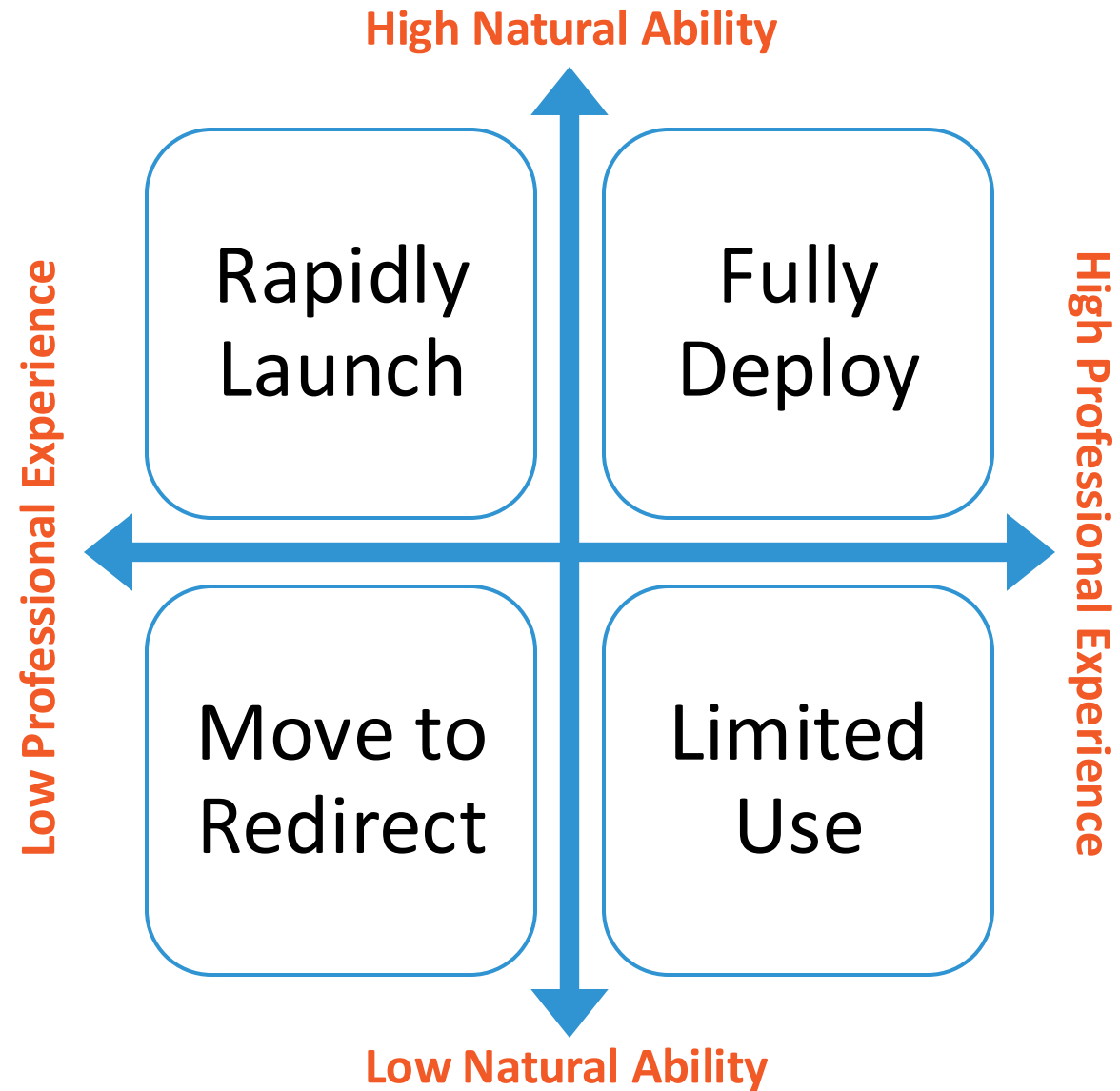
- 1 • **Development aligns talent to task.**
- 2 • Development is a process not an event.
- 3 • Development sets the right level of autonomy.
- 4 • Development follows through consistently.





**Is this dolphin flying?**

# Talent-Task Alignment Filter





# Square Peg, Round Hole

Forcing a square peg to fit in a round hole not only damages the peg, the person being delegated to, but also damages the hole, the job being done and organizational results.



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# Stages of Development

**I do.**

***Identification***

**I do, you watch.**

***Observation***

**We do.**

***Collaboration***

**You do, I watch.**

***Evaluation***

**You do.**

***Culmination***

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Pilot

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Pilot and Copilot

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Copilot and Pilot

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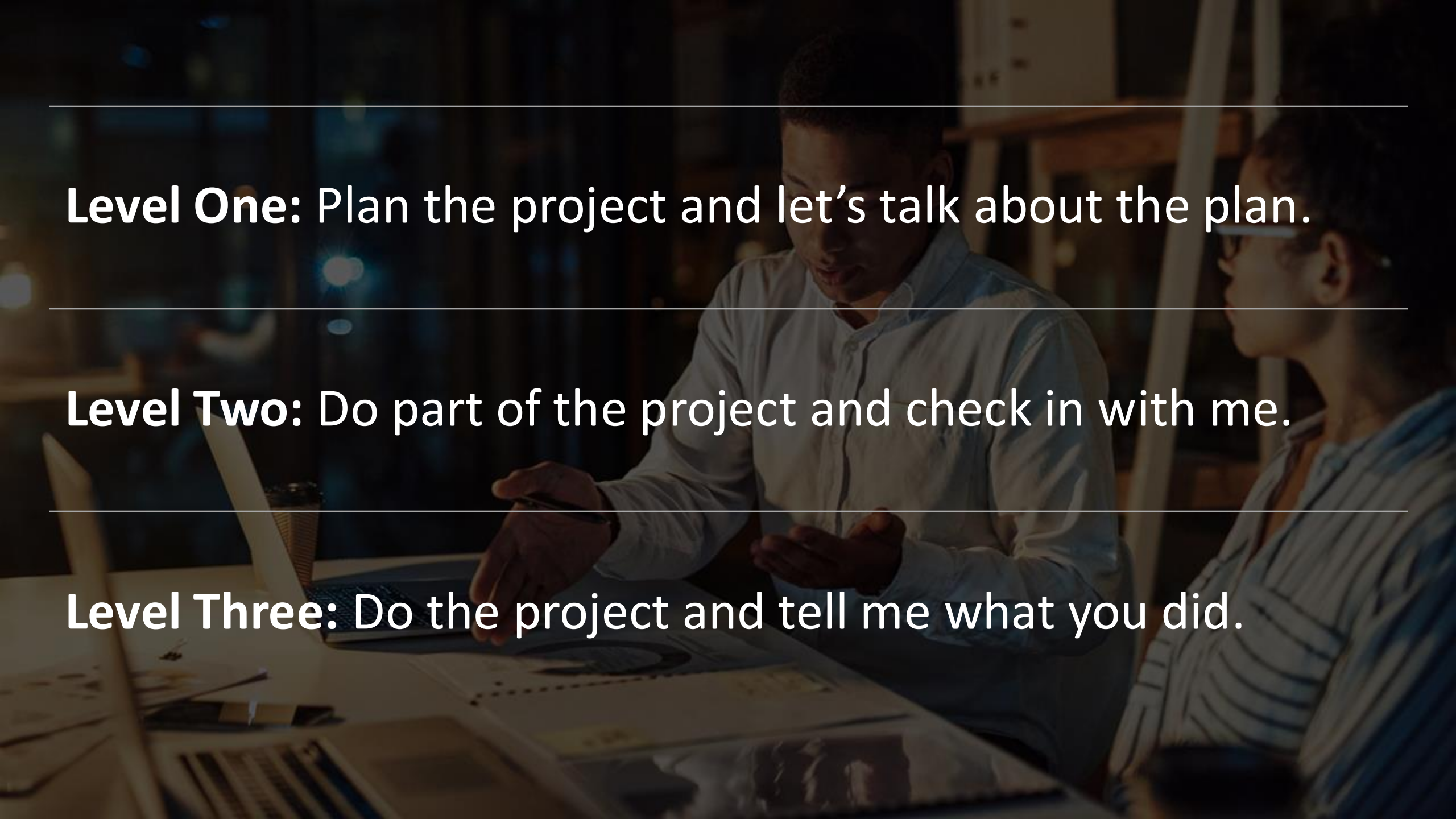
Copilot



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**Level One:** Plan the project and let's talk about the plan.

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**Level Two:** Do part of the project and check in with me.

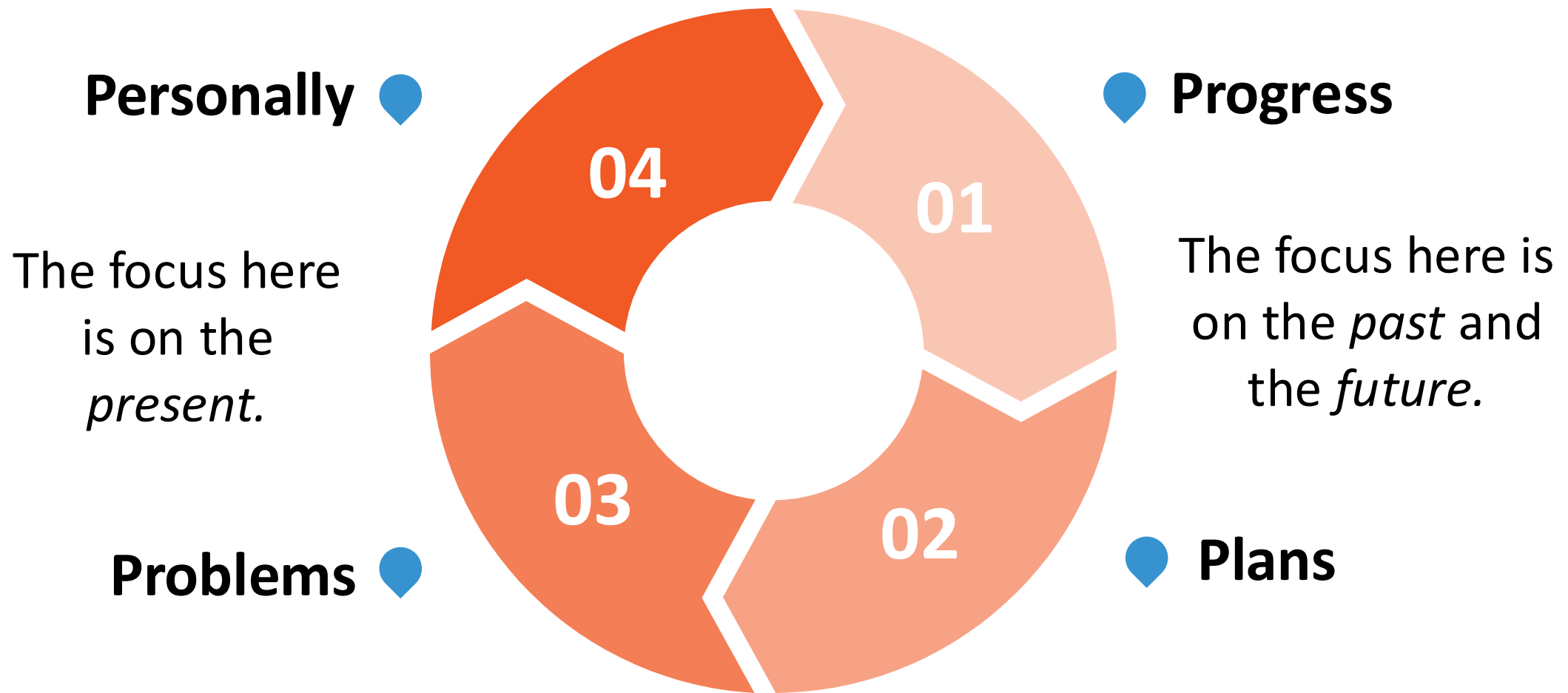
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**Level Three:** Do the project and tell me what you did.

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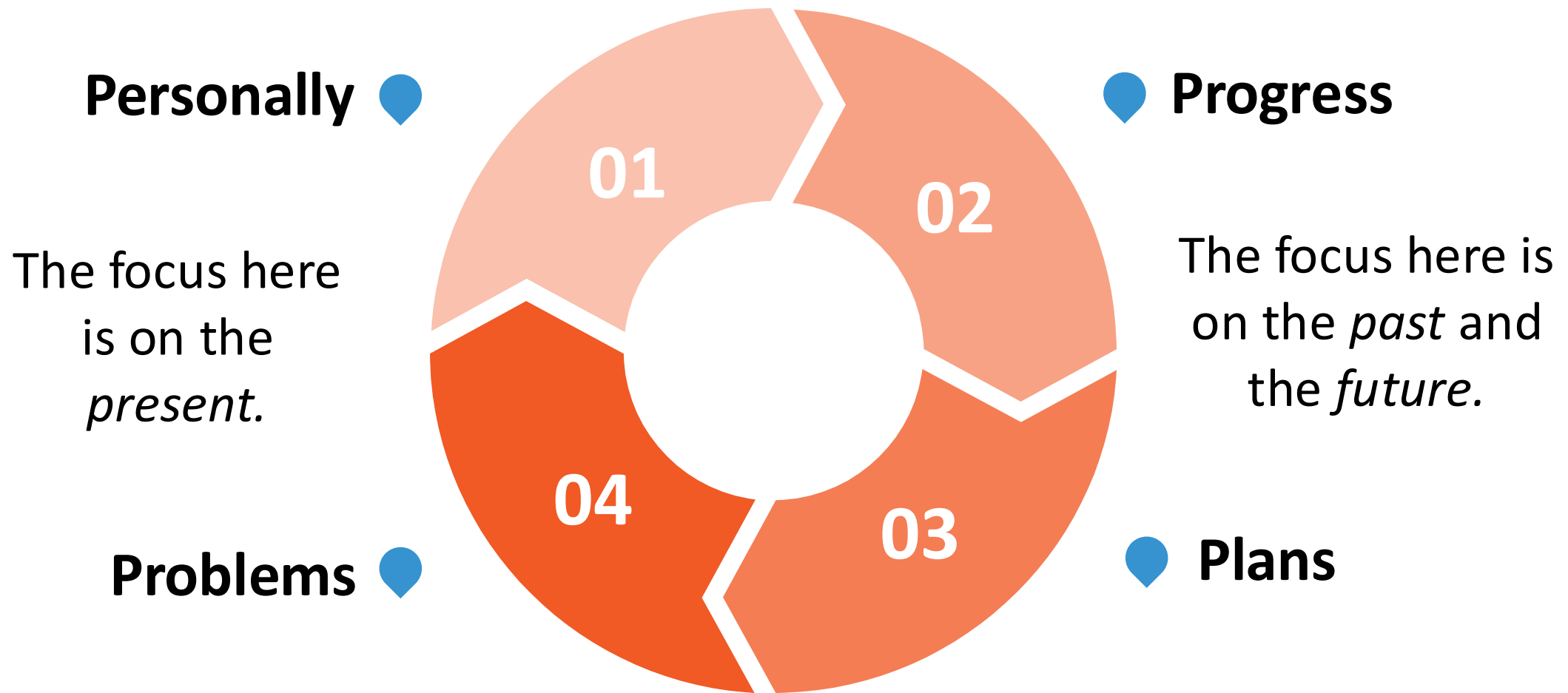
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# One-on-Ones that Follow Through





# One-on-Ones that Follow Through





Follow-through is the cornerstone of execution, and every leader who's good at executing follows through religiously. Following through ensures that people are doing the things they committed to do, according to the agreed upon timetable.

**Larry Bossidy and Ram Charam**

**Execution: The Discipline of  
Getting Things Done**



# Scenario One

Meagan has asked Thomas to complete a slide deck to onboard new Application Workspace customers. Thomas prepares the deck and sends it out to the client success team with the email, “Here’s your new onboarding deck!” The client success team is not happy about getting the information in this way.

**Which development dynamic was missed here?**

- ☐ Alignment of talent to task
- ☐ Process not an event
- ☐ Right level of autonomy set
- ☐ One-on-one follow-through



# Scenario Two

Derek has asked Amy to prepare a pipeline report for next month's QBR. Amy has never prepared a pipeline report and hasn't ever attended a QBR. She doesn't even know where to begin so puts off doing it until the last minute, and it doesn't get done very well. Derek is now super frustrated with Amy.

**Which development dynamic was missed here?**

- ☐ Alignment of talent to task
- ☐ Process not an event
- ☐ Right level of autonomy set
- ☐ One-on-one follow-through

# Scenario Three

Craig keeps missing his sales number month after month. Deals fall apart, push to the next month, or don't get going in the first place. Despite extensive training, he's not good at prospecting, securing first appointments, or closing business. He works really hard, but nothing comes of it.

**Which development dynamic was missed here?**

- ☐ Alignment of talent to task
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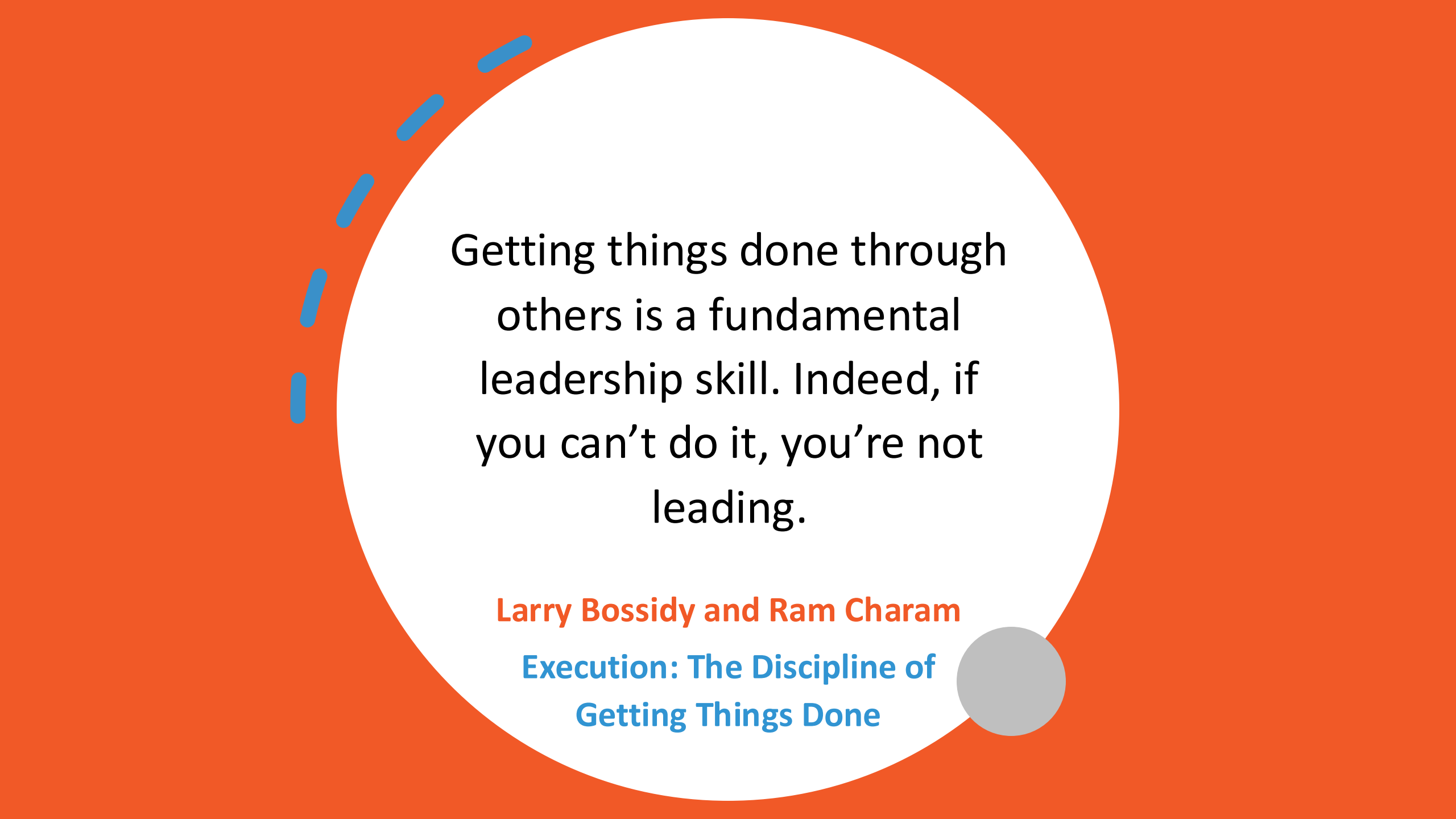
# Scenario Four

Susan has asked Angela to work on a new system to populate MQLs in Sales Force so reps can begin working on them immediately. Angela did this at her previous company, and it turned out well. After giving the assignment, Susan has not talked with Angela about it again. She's wondering if it's still a priority.

**Which development dynamic was missed here?**

- ☐ Alignment of talent to task
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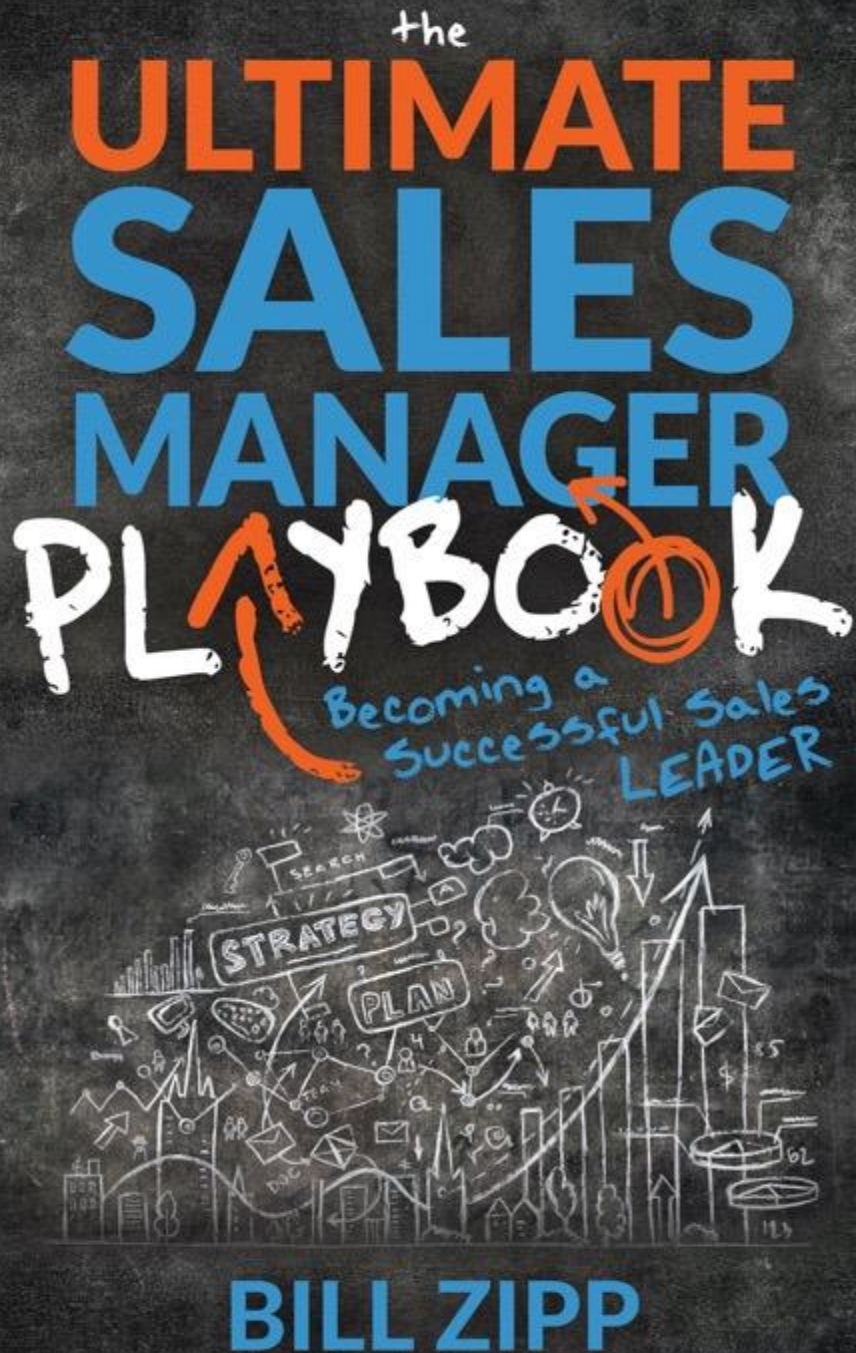




Getting things done through  
others is a fundamental  
leadership skill. Indeed, if  
you can't do it, you're not  
leading.

**Larry Bossidy and Ram Charam**

**Execution: The Discipline of  
Getting Things Done**



# Recast Leadership Cohort

July 10, Sep 11, Oct 9, Nov 13

## Do these three things:

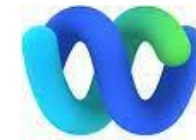
1. Complete the field work at the link sent to you by email.
2. Schedule your coaching session with Bill or you mentor.
3. Read the eBook, *Five Essentials Steps to an Effective One-on-One*.

**Your Dedicated Web Resource Page:**

<https://billzipp.com/recastleadershipcohort/>



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