

The Four Essentials of Executive Presence

Recast Leadership Cohort

Monday, September 16, 2024



RECAST SOFTWARE

 **BILL ZIPP**

Recast Leadership Cohort

Group Meetings *Monthly*

Focused on a critical leadership topic, like executive presence, one-on-ones, team member motivation. Each topic has field work flowing from the group 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.

Three ADDITIONAL Cohort Sessions: Monday, October 21; Monday, November 18; Monday, December 16 all at 1:00 PM Pacific

What is Executive Presence?

Executive Presence is *the way in which you show up* as a leader and the *impact you have* as a result.

A Passive Presence

An Aggressive Presence

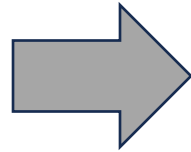


Disappear

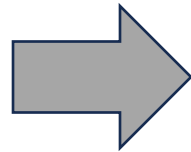
Drive Away

What Produces Executive Presence?

It starts within
ONESELF

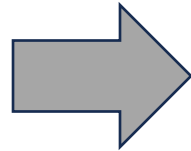


It grows around
OTHERS



What Produces Executive Presence?

It starts within
ONESELF



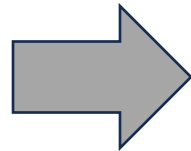
Credibility

*Being true to your values
and priorities*

Confidence

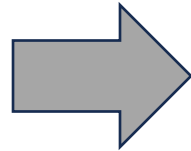
*Knowing and leveraging
your leadership voice*

It grows around
OTHERS

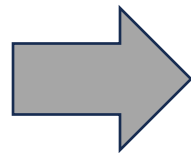


What Produces Executive Presence?

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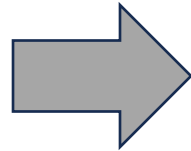
It grows around
OTHERS



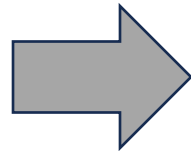
Connection <i>Actively listening to people and speaking into their lives</i>	Composure <i>Keeping your cool in conflict and finding resolution</i>

What Produces Executive Presence?

It starts within
ONESELF



It grows around
OTHERS



<p>Credibility</p> <p><i>Being true to your values and priorities</i></p>	<p>Confidence</p> <p><i>Knowing and leveraging your leadership voice</i></p>
<p>Connection</p> <p><i>Actively listening to people and speaking into their lives</i></p>	<p>Composure</p> <p><i>Keeping your cool in conflict and finding resolution</i></p>

C1

Credibility

VALUES

Identify → Define

Credibility is the **development of your character** over time and its effect on others putting their **trust in you** (or not).

C1

Credibility

VALUES

Identify → **Define**

Live → **Review**

Credibility is the **development of your character** over time and its effect on others putting their **trust in you** (or not).


Core Values Worksheet

Circle the Top 20 values that resonate the most with you from this list:

Abundance	Authenticity	Harmony	Happiness	From your Top 20, list your Top 10 values here: 1
Achievement	Balance	Well-Being	Acceptance	
Commitment	Success	Humor	Contentment	
Love	Order	Dependability	Competence	
Quality	Courage	Kindness	Effectiveness	
Creativity	Knowledge	Diversity	Empathy	
Loyalty	Fun	Honesty	Openness	
Innovation	Fairness	Passion	Fitness	
Perseverance	Gratitude	Respect	Family	
Faith	Simplicity	Freedom	Responsibility	
Winning	Friendship	Security	Generosity	
Serenity	Dedication	Competition	Peace	
Service	Wisdom	Independence	Spirituality	
Discipline	Joy	Cooperation	Patience	
Equality	Stability	Teamwork	Excellence	

From your Top 10, list your Top 5 Core Values here:

1	2	3
4	5	On the back of this worksheet write out a personal definition for each of your Top 5 Core Values.



We trust—and follow—people who are real, who are consistent, whose behavior, values, and beliefs are aligned. We trust people whom we do not constantly have to second-guess.

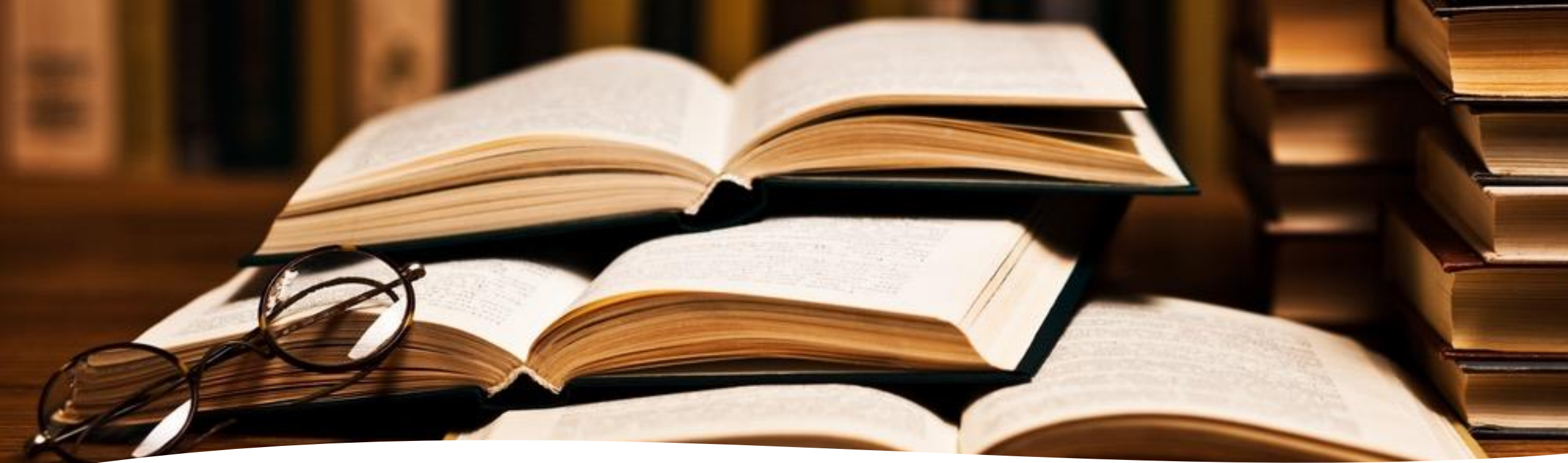
Richard Boyatzis and
Annie McKee
Resonant Leadership

C2

Confidence

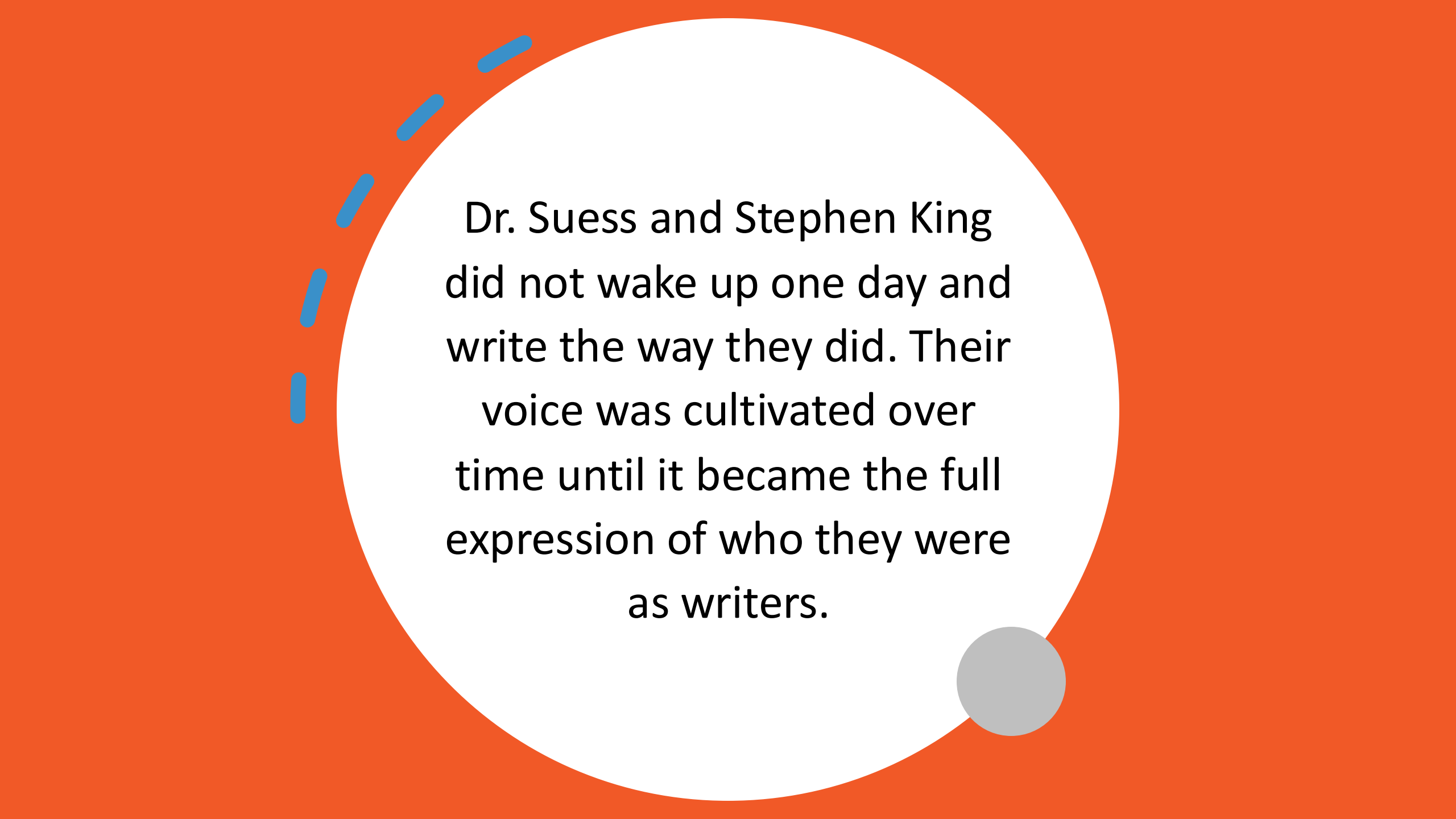
Voice

Confidence is the **personal expression of leadership** based on your **unique approach** to people, projects, and problems.



Voice in Literature

Writing voice is the way an author's emotions, personality, and point of view comes through on the page through the artful use of words, structure, tone, pacing, and punctuation.



Dr. Suess and Stephen King did not wake up one day and write the way they did. Their voice was cultivated over time until it became the full expression of who they were as writers.

C2

Confidence

Voice

Temperament

plus

Talent

over

Time

Confidence is the **personal expression of leadership** based on your **unique approach** to people, projects, and problems.



Voice in Leadership


- Allows you to speak with authenticity and authority
- Enables you to stand out from the crowd and be heard
- Deepens the followership of your people
- Positions you for the right kind of promotion

C3

Connection

Humanity

Connection is the ability to **genuinely relate to people** and inspire them to **believe the best** in you and themselves.



I've learned that people will
forget what you said, people will
forget what you did, but people
will never forget how you made
them feel.

Maya Angelou

C3

Connection

Humanity

Being Curious

Being Generous

Being Real

Connection is the ability to **genuinely relate to people** and cause them to **believe the best** in you and themselves.

C4

Composure

*Action–Reaction–Action–
Reaction–Action–Reaction*

Emotional

Hijacking vs

Action–Stop–Think–Respond

Composure is the **emotional self-regulation** and **restraint** you bring to tense situations and difficult circumstances.



Emotional Chain Reaction

- Something **happens** we don't understand.
- We tell ourselves a **story** to help understand it.
- That story sparks **intense emotions** inside us.
- We **act** upon those emotions.

A Quick Quiz

What's 7 times zero?

What's 70 times zero?

What's 700 times zero?

What's 7,000 times zero?

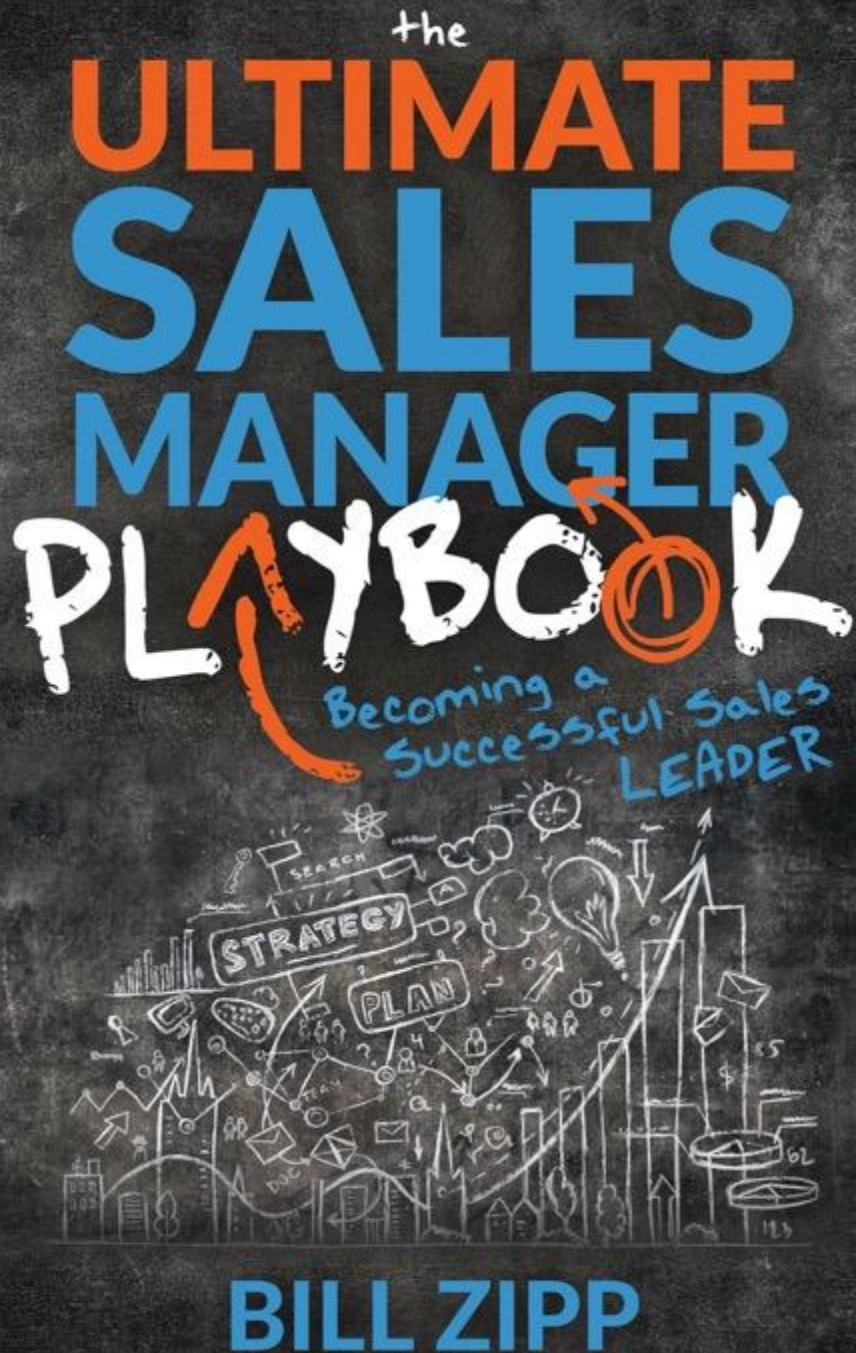
What's 7,000,000 times zero?



How to Process Reactive Emotions

1. What happened?
2. What do I *really* feel about what happened and why?
3. What's the story I'm telling myself about this person or circumstance?
4. What's a better story?
5. What nonreactive steps of action can I take to address this person or circumstance?





Recast Leadership Cohort

July 15, August 19, 20, and September 16

Do these three things:

1. Complete your Core Values Worksheet, sent as an attachment to you by email.
2. Schedule your coaching session with Bill via Calendly.
3. Share the results of your Core Values Worksheet with someone you trust.

Your Dedicated Web Resource Page:

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



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