

The Power of Executive Presence

Recast Leadership Cohort

Thursday, May 8, 2025



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.

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

What is Executive Presence?

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

A Passive Presence

An Aggressive Presence

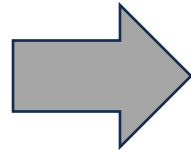


Disappear

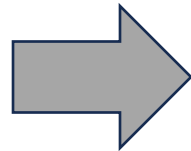
Drive Away

What Produces Executive Presence?

**It's then
expressed to
OTHERS**

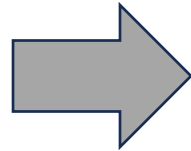


**It first exists
within ONESELF**

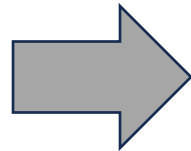


What Produces Executive Presence?

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Credibility <i>Being true to your values and priorities</i>	Confidence <i>Discovering and developing your leadership voice</i>

C1

Credibility

VALUES

Identify → Define

Live → Review

Credibility knows **what matters most** and stays true to those **values over time**, becoming a person of **character**.

Core Values Worksheet

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

Abundance	Authenticity	Harmony	Happiness
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	Famly
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 20, list your Top 10 values here:

1

2

3

4

5

6

7

8

9

10

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

A large orange circle with a white outline, partially visible on the left side of the slide.

C2

Confidence

Voice

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

Who is This Writer?

Do you like green eggs and ham?
I do not like them Sam-I-Am.
I do not like green eggs and ham.
Would you eat them in a box?
Would you eat them with a fox?

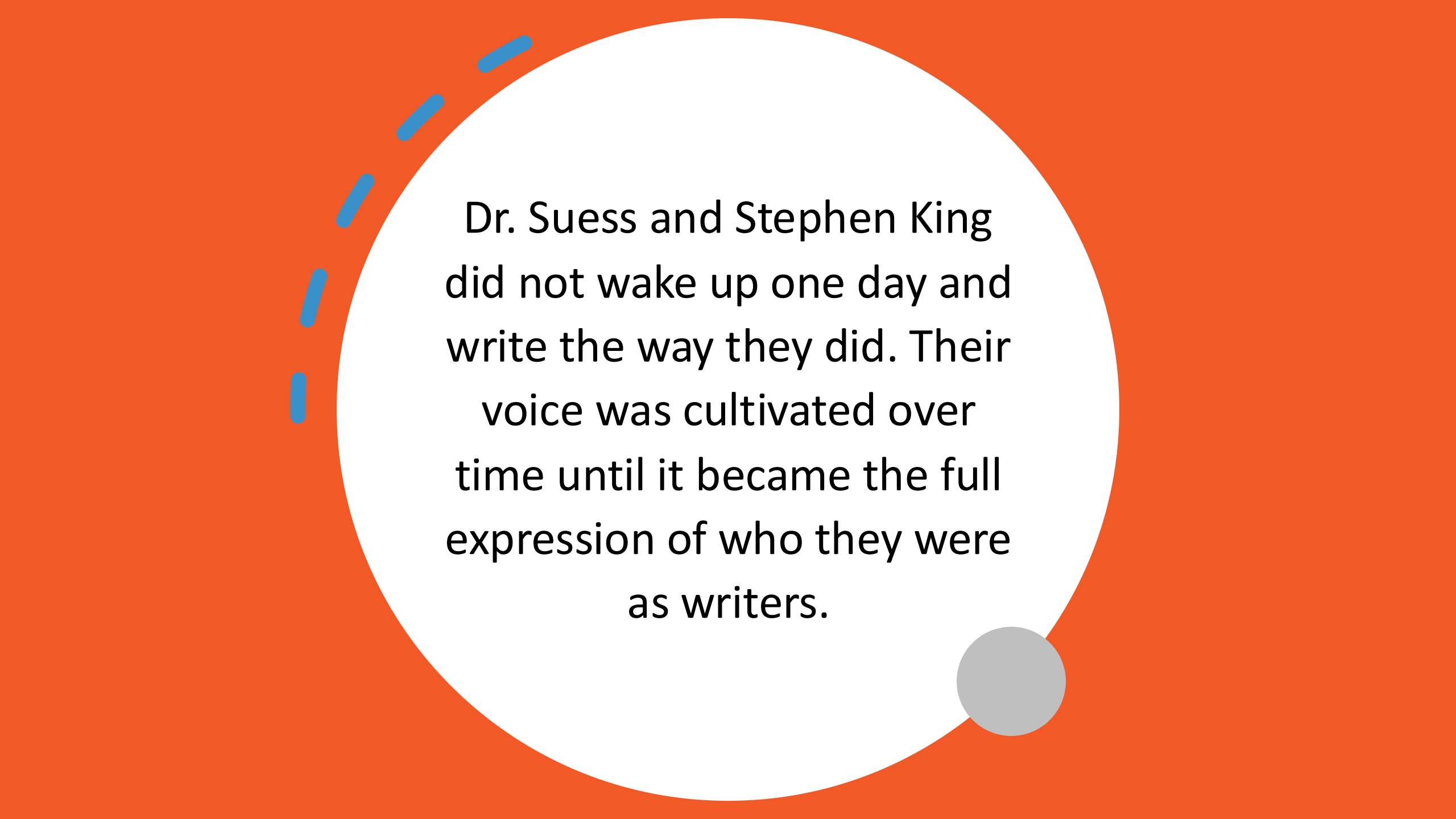
Dr. Suess
Green Eggs and Ham

All work and no play makes Jack a
dull boy.

All work and no play makes Jack a
dull boy.

All work and no play makes Jack a
dull boy.

Stephen King
The Shining



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.

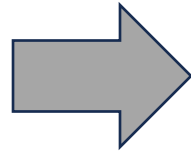


Voice in Leadership

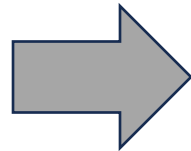
- Allows you to speak with authenticity and authority
- Enables you to stand out from the crowd and be heard
- Deepens the followership of your people
- Positions you for the right kind of promotion

What Produces Executive Presence?

It's then
expressed to
OTHERS



It first exists
within ONESELF



Connection	Composure
<i>Reading others' emotions and responding effectively</i>	<i>Keeping your cool in conflict and finding resolution</i>

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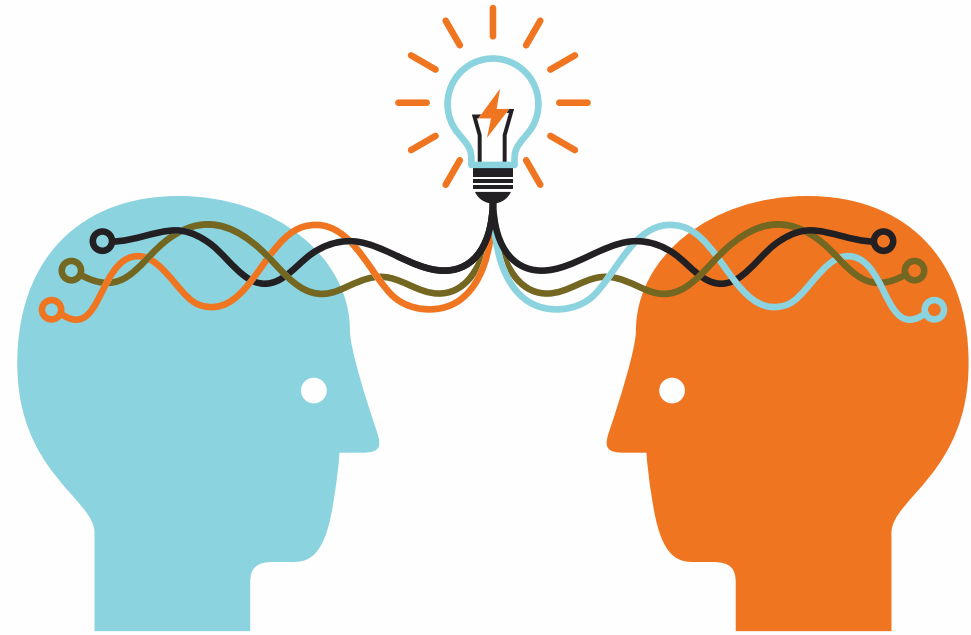
C3

Connection

Humanity

Connection is the ability to **skillfully sense** other people's emotions and **respond to them** effectively.

Supercommunicators aren't particularly talkative or clever. When they speak, it's usually to ask questions, ten to twenty times more questions than others in the group. They affirm people's ideas and are quick to admit their own confusion or make fun of themselves. They encourage participants with words like, "That's really smart! Tell me more about what you think." When the group gets stuck, they're quick to bring up a new topic or lighten the mood with a joke.



Neural Synchrony

Supercommunicators by Charles Duhigg



C3

Connection

Humanity

Be **Authentic**

Ask Questions

Affirm Answers

Match Emotions

Connection is the ability to **skillfully sense** other people's emotions and **respond effectively** to them.

C4

Composure

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

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?



C4

Composure

Emotional Maturity

*Action–**STOP**–Reframe–Respond*

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

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

Suspending Our Stories

In the absence of information,
we tell ourselves a story to try
to understand the situation.

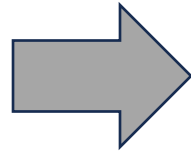
And it's never a good story!

Assuming Positive Intent
suspends these negative
interpretations and tells a
better story until all the facts
are in.

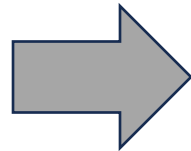


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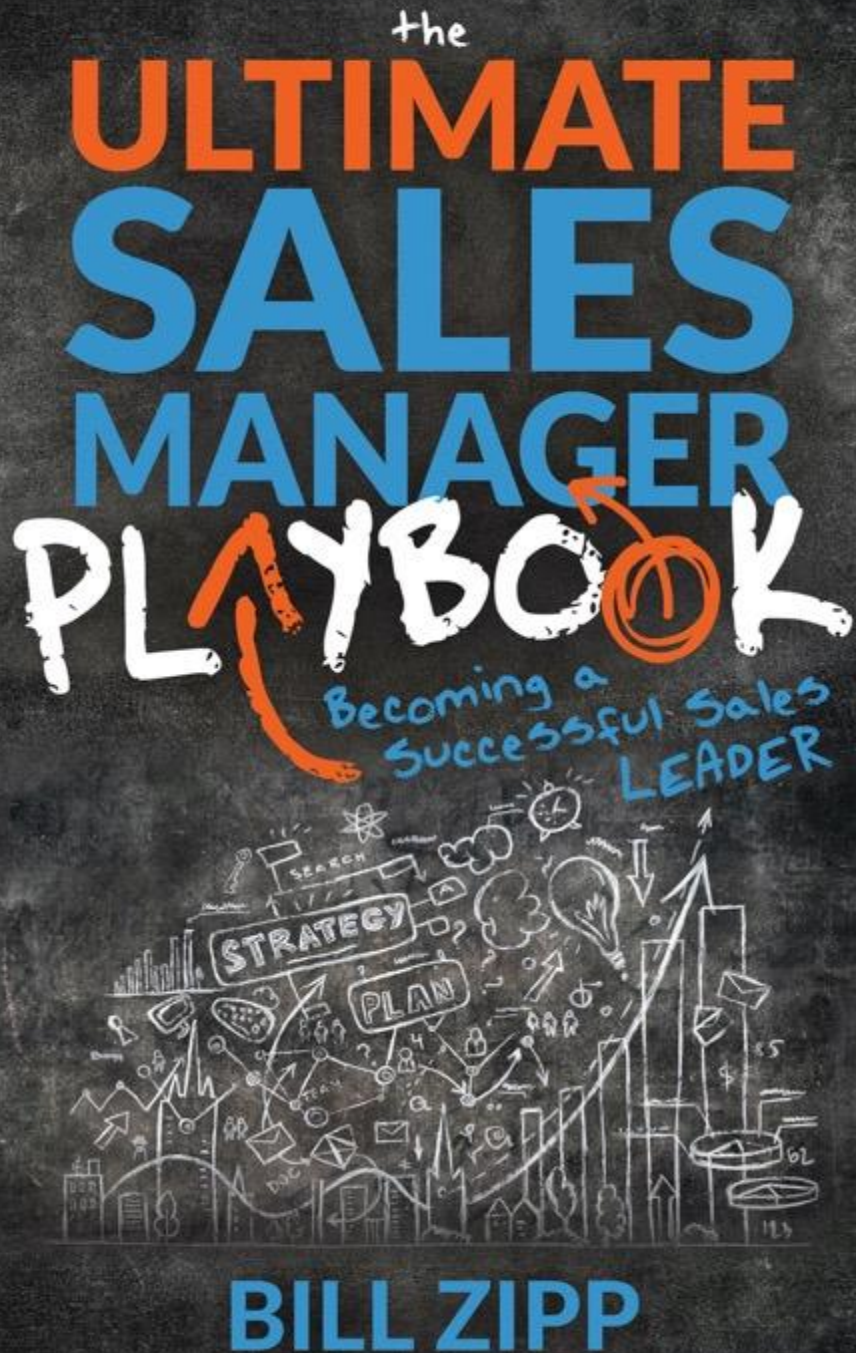
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Do these three things:

1. Complete the field work at the Google Form link sent to you by email.
2. Schedule your coaching session with your mentor or Bill.
3. Read the eBook, *The Leadership Stack: Essentials for Executive Effectiveness*.

Your Dedicated Web Resource Page:

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



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