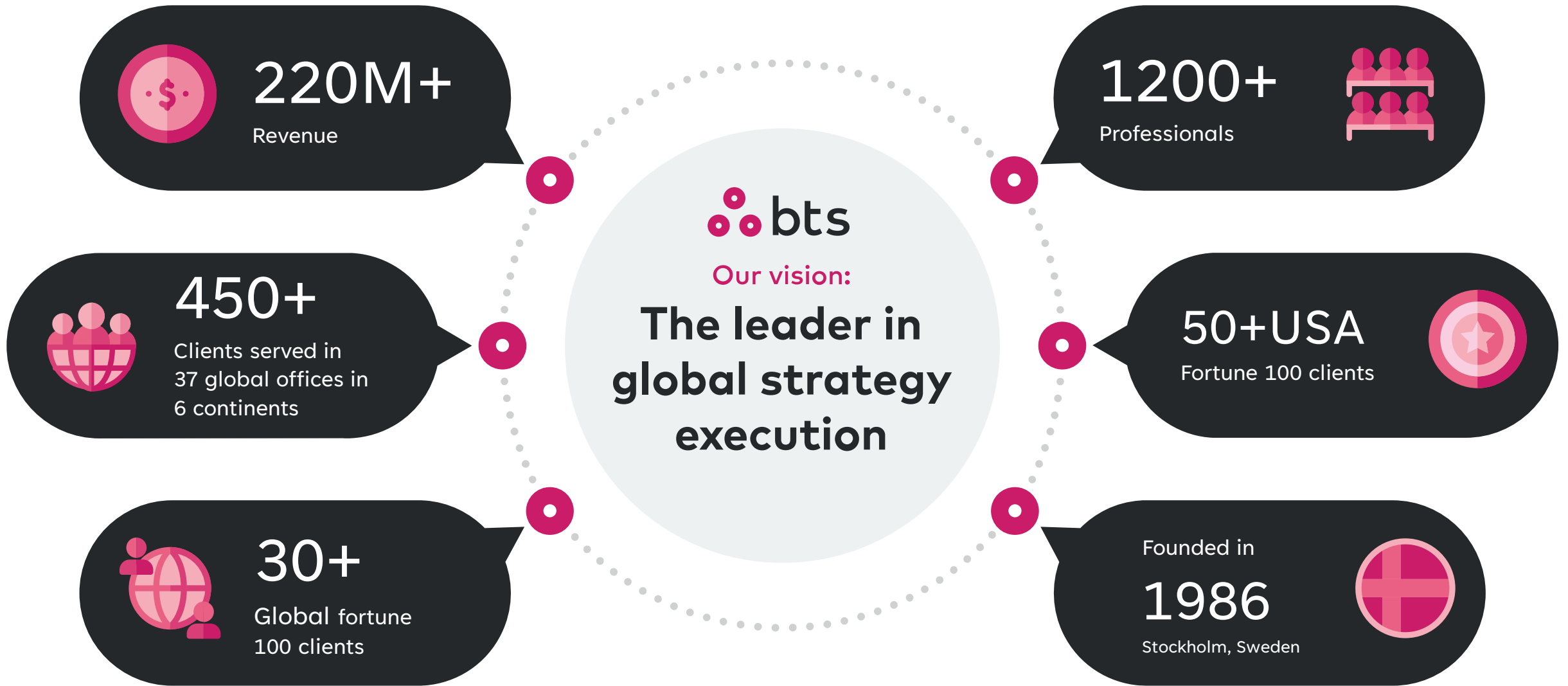


Unleashing the Power of Executive Presence

Event Summary Slides
June 2023





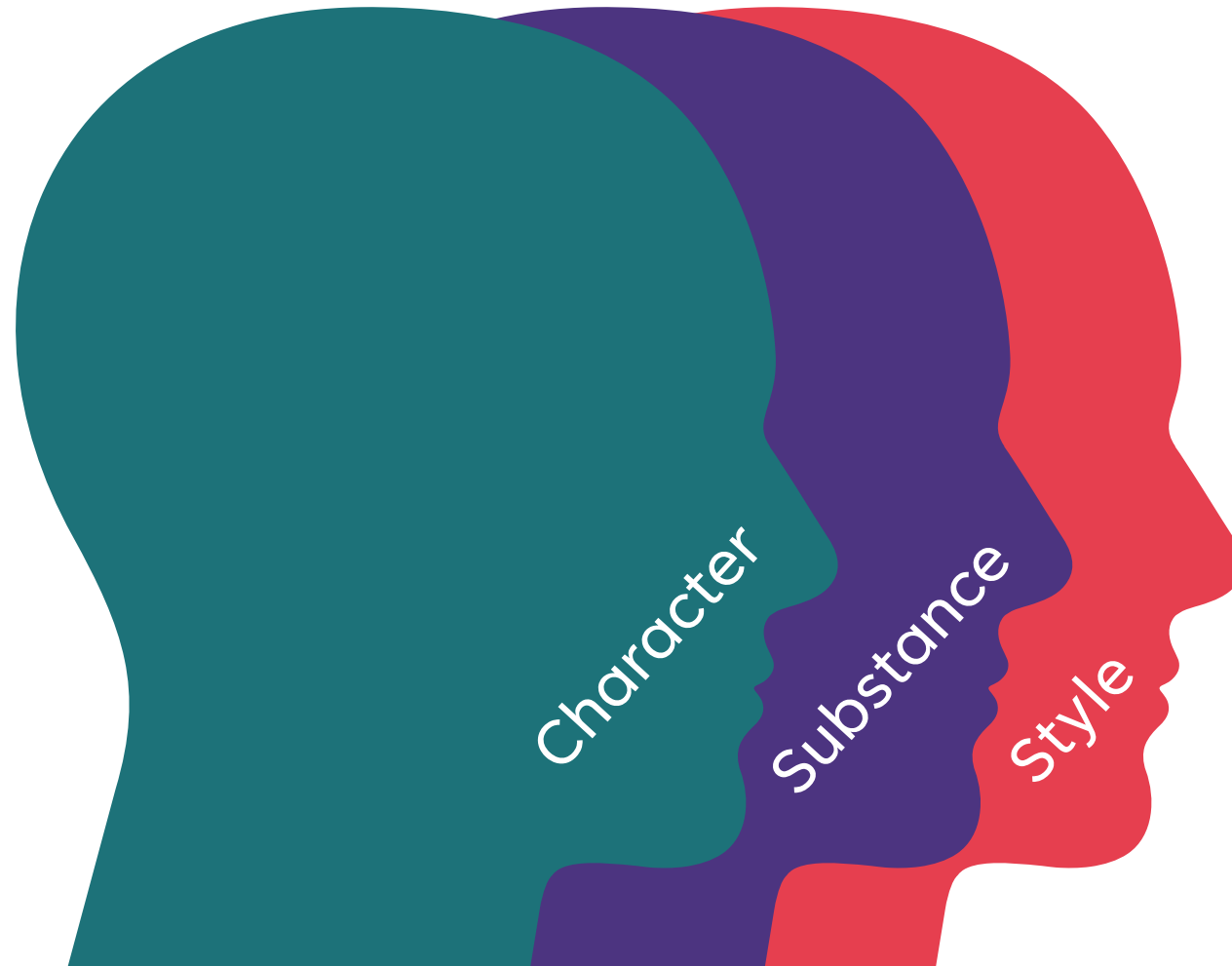
We make **strategy personal** and drive great execution. Our **unforgettable experiences** create levels of alignment, mind-set, and capability that **deliver better results, faster.**

Executive presence...

The qualities of a leader that engage, inspire, align, and move people to act.



The dimensions of Executive Presence





Style

Qualities reflecting how we use
two-way communication to create
alignment and drive **execution**



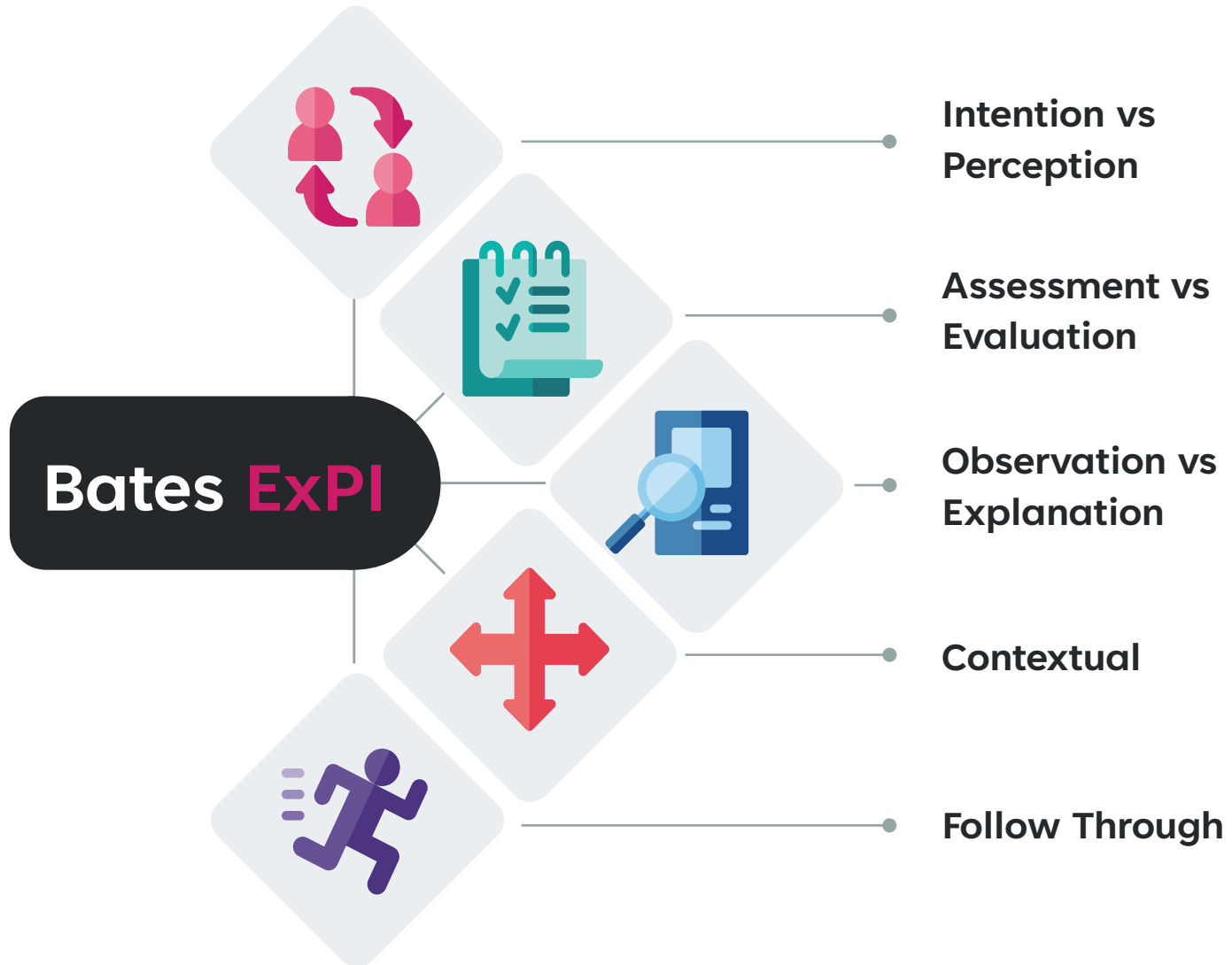
Substance

Cultivated qualities of adult development specific to a career in leadership, which help us earn **credibility**



Character

Qualities we learn early in life in our family, culture, and community, important to building **trust**



The first and only science-based model of Executive Presence

The Bates Model of Executive Presence is based on empirical studies and research in many disciplines, including leadership and management, communication theory, social action theory, psychology, and philosophy and ethics.

The Bates ExPI™ Model of Executive Presence

Character	Substance	Style
Authenticity Real, transparent	Practical Wisdom Insightful, relevant	Demeanor Engaging, tactful
Integrity Ethical, reliable	Confidence Decisive, open to dissent	Intentionality Tactical, focused
Concern Caring, development	Composure Steady in a crisis	Inclusiveness Involving, empowering
Restraint Deliberate, calm	Resonance Attuned to others	Interactivity Accessible, attentive
Humility Open, self-aware	Vision Strategic, inspiring	Assertiveness Vocal, constructive

What's the Winning Formula?



The Growth Formula

High growth leaders lead with character and strategic thinking

Character

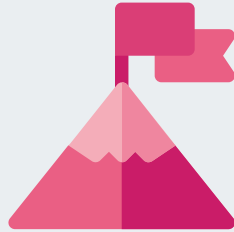
- ✓ Integrity
- ✓ Authenticity

Substance

- ✓ Composure
- ✓ Practical Wisdom
- ✓ Vision

Super 9: Behaviours where High Growth Leaders really excel

Character



Integrity

- Honesty and promise-keeping are huge for him/her
- Guided by a strong internal moral code
- Carefully considers the ethical consequences of his/her actions

Authenticity

- Sincere, I can take what he/she says at face value
- There is nothing fake or phony about him/her

Substance



Composure

- Prompts a thoughtful attitude and objective perspective

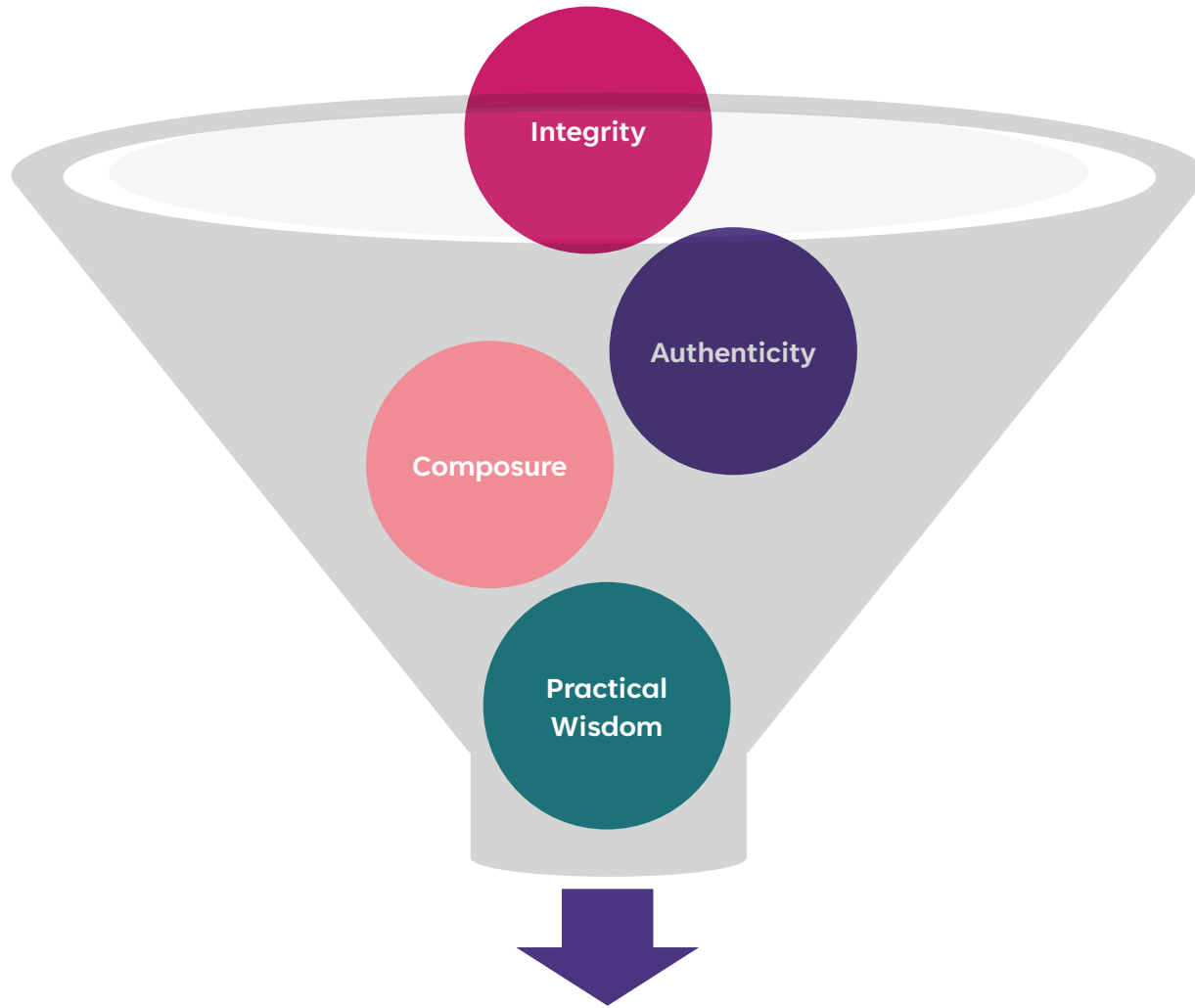
Practical Wisdom

- Keen insight, you can always count on him/her for sound advice
- Exercises sound judgement on business decision affecting stakeholders

Vision

- Creates an enterprise-wide view of challenges and opportunities

'High Power 4'



High Growth Company

Behaviours where High Growth Leaders Really **Excel** and Low Growth Leaders Really **Lag**

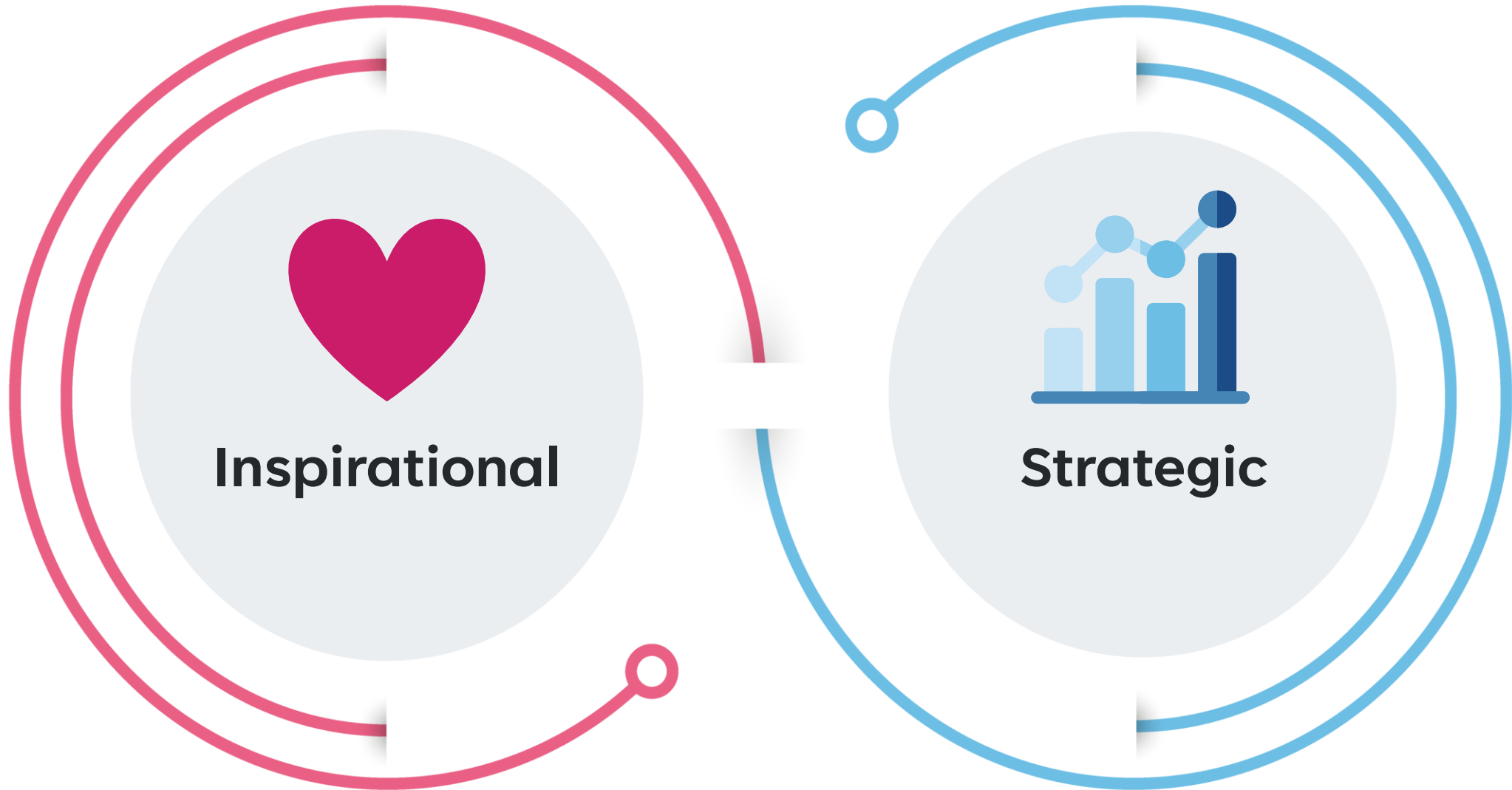
Guided by strong internal moral code

Sincere, I can take what he/she says on face value

Prompts a thoughtful attitude and objective perspective

Exercises sound judgments on business decisions affecting stakeholders

Why Vision is critical?



Executive Presence Mastery Program

Open enrolment Registration

<https://bts.com/offerings/executive-presence-mastery-apac/>



I am a Leader, Executive,
Business Leader, HR or
Talent Leader
“This Program is
for me!”

Thank you.

Strategy made

personal

