

**Executive Presence:**

Confidence	Feel sure of yourself, emotional intelligence
Passion	There needs to be a congruency in their body, voice, and words when they express themselves, and also sound enthusiastic.
Demeanour	How you carry yourself, your grooming, general appearance and image.
Inter dependence	Accept what you get from the other person, make the other person look good, reciprocity, and avoid making the other person wrong.
Attention on others	Making eye contact, looking interested, listen attentively
Rapport	Able to build a connect, be sensitive to others need, being empathetic, respect others and their views.
Courage to state the point of view	Is able to put across his/her point of view with conviction, not worried how will others judge.
Clarity & precision in words	Has clarity in what is the aim/purpose of the communication, able to structure his/her thoughts well
Respect at work	How am I getting my work done, is it by only using hierarchy or do I collaborate, believe in team work

**Change:**

Communicating change	Is able to stand up and acknowledge the impact ; the change is causing to individuals, the organization and what is expected from people
Encourages environment that encourages change	Appreciate people who adapt to change, are proactive during the times of change, asks questions to clarify & act in line with what is required
Manages complexities	Able to deal with client deadlines /expectations, crunch in the resources, people issues and still being able to deliver on time.
Addresses change resistance	Sensing apprehensions, proactively builds a buy-in, pushing through resistance
Values different approaches	Patient listening to different suggestions / thoughts individuals have around how change can be dealt with effectively,
Resilience	Ability to bounce back from failure, remaining positive in the face of adversity, don't worry about what you can't control

Openness to change	Paying attention to what is going around, suggesting & trying out different ways
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### Decision making:

Balances intuition & analysis	Emotions and facts are equally paid attention to, before making any decision.
Updated on what's going on	Seeks input and information from people who are closest to the situation, is well informed
Takes decision in time	Makes timely decisions on problems/issues that need immediate attention
Communicates decision to others	Communicates decision and also explains the reasoning behind it
Is able to visualize the impact of the decision	Able to anticipate potential roadblocks/successes
Empowers the right people to make decisions	Gives freedom & space to the right individuals and empowers them to make decision appropriate to their levels
Has the courage to decide	Is convinced and courageous to take a stand on his/her decisions
Is also considerate of others while deciding on their behalf.	Is willing to modify the decision in the light of new information & events.