



Executive Presence: The Missing Link Between Merit and Success

By Sylvia Ann Hewlett

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Are you “leadership material?” More importantly, do others perceive you to be? Sylvia Ann Hewlett, a noted expert on workplace power and influence, shows you how to identify and embody the Executive Presence (EP) that you need to succeed.

You can have the experience and qualifications of a leader, but without executive presence, you won’t advance. EP is an amalgam of qualities that true leaders exude, a presence that telegraphs you’re in charge or deserve to be. Articulating those qualities isn’t easy, however.

Based on a nationwide survey of college graduates working across a range of sectors and occupations, Sylvia Hewlett and the Center for Talent Innovation discovered that EP is a dynamic, cohesive mix of appearance, communication, and gravitas. While these elements are not equal, to have true EP, you must know how to use all of them to your advantage.

Filled with eye-opening insights, analysis, and practical advice for both men and women, mixed with illustrative examples from executives learning to use the EP, *Executive Presence* will help you make the leap from working like an executive to feeling like an executive.

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Editorial Review

Review

“A solid guide for those looking to take their career to the next level” (-Publishers Weekly)

“Sylvia Ann Hewlett’s book is essential reading for anyone striving to minimize the gap between how others perceive you and how you want to be seen. Executive Presence will transforms careers and unleash a current of previously untapped potential on the world.” (Joanna Coles, Editor-in-Chief, Cosmopolitan)

“This is a powerful and urgent book for young professionals climbing the ladder. Credentials alone will not get you the next big opportunity, you also need Executive Presence - the ability to signal confidence and credibility.” (Sallie Krawcheck, Business Leader, 85 Broads)

“Sylvia Ann Hewlett has taken some of the mystery out of the claim that “you just don’t have what it takes” in this groundbreaking book on Executive Presence. This book provides a simple guide that will help you crack the code to career success.” (Katherine W. Phillips, Paul Calello Professor of Leadership and Ethics, Columbia Business School)

“Sylvia Ann Hewlett has put together the complete play book for high potential employees eager to develop the executive presence skills that will propel them to the top. In this book Hewlett explains what EP is, and how to get it. It’s real, pragmatic and brilliant!” ('Tiger' Tyagarajan, President and CEO, Genpact)

“In this significant book, Sylvia Ann Hewlett challenges the conventional wisdom that executive presence is an innate quality that can barely be defined, much less developed. Anyone seeking to close the gap between their merit and their success could benefit from her practical, engaging, and humane advice.” (Kenji Yoshino, Chief Justice Earl Warren Professor of Constitutional Law, NYU School of Law)

“Sylvia Ann Hewlett is once again leading the way by examining a critical component of business success, Executive Presence. She is a master at making a vague topic clear. She demystifies the meaning of Executive Presence and provides tangible, practical advice that readers can easily use to lift their game.” (Anré Williams, President, Global Merchant Services, American Express)

From the Back Cover

Do you exude confidence and credibility? Can you command a room? Sylvia Ann Hewlett, one of the world's most influential business thinkers, cracks the code of Executive Presence (EP) for men and women intent on winning the next plum assignment and doing something extraordinary with their lives.

You might have the qualifications to be considered for your dream job, but you won't get far unless you can signal that you're "leadership material" and that you "have what it takes." Professionals are judged on presence as well as on performance.

Using a wealth of hard data—including a new nationwide survey and dozens of focus groups—Hewlett reveals EP to be a dynamic mix of three things: how you act (gravitas), how you speak (communication), and how you look (appearance). She also draws on in-depth interviews with a wide selection of admired leaders to reveal how they embody and deploy key elements of EP.

This book is immensely practical. Hewlett teases out tactics that can help you raise your game and close the gap between merit and success. She offers the unvarnished advice you won't get from supportive friends and tackles head-on such touchy subjects as too-tight clothing and too-shrill voices. She shows how the standards for EP vary for men, women, multicultural, and LGBT employees, and she shares how to get meaningful feedback from politically correct bosses intent on avoiding the real issues.

The good news is that EP is eminently teachable. You can learn how to "show teeth" while remaining likable, and you can teach yourself how to dress appropriately while staying true to yourself. You don't have to be born with the voice of James Earl Jones or the looks of Angelina Jolie to hurdle the EP bar. With hard facts and vivid examples, Hewlett shows you how to ace EP and fully realize your unique potential—no matter who you are, no matter where you work.

About the Author

Sylvia Ann Hewlett is the founding president of the Center for Talent Innovation, a Manhattan-based think tank where she chairs a task force of eighty-two multinational companies focused on fully realizing the new streams of labor in the global marketplace. Her book *Forget a Mentor: Find a Sponsor* was named one of the ten best business books of 2013 and won the Axiom Book Award.

Users Review

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Kenneth Sisk:

Playing with family within a park, coming to see the coastal world or hanging out with friends is thing that usually you might have done when you have spare time, and then why you don't try factor that really opposite from that. One particular activity that make you not sensation tired but still relaxing, trilling like on roller coaster you are ride on and with addition details. Even you love Executive Presence: The Missing Link Between Merit and Success, you are able to enjoy both. It is very good combination right, you still wish to miss it? What kind of hang-out type is it? Oh occur its mind hangout guys. What? Still don't have it, oh come on its named reading friends.

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