

Founder's Guide to Executive Skills

Jul 21, 2025 • spencerburleigh.com/founders-guide-executive-skills

Being a founder requires many skills. As your company grows these skills overlap with those of an executive. To this end I've really enjoyed and learned a lot from the following episodes of Tom Henschel's executive coaching podcast [The Look and Sound of Leadership](#) ^[a] among others.

Last updated January 2026



Relationship Building and Rapport

Must listen: [Your Goodwill Bank Account](#) — [The Look & Sound of Leadership](#) ^[b]

[Creating Devoted Followers](#) — [The Look & Sound of Leadership](#) ^[c]

[Personal Connections](#) — [The Look & Sound of Leadership](#) ^[d]

[Dynamic One-on-ones](#) — [The Look & Sound of Leadership](#) ^[e]

[Intimacy in Business: Setting Boundaries](#) — [The Look & Sound of Leadership](#) ^[f]

How to Balance Positive and Constructive Feedback ^[g]

Conflict Resolution and Difficult Conversations

Building Consensus – Savvy or Sin? – The Look & Sound of Leadership ^[h]

How to Disarm a Trigger – The Look & Sound of Leadership ^[i]

The Conflict Resolution Wheel – The Look & Sound of Leadership ^[j]

Taming the Defensiveness Dragon – The Look & Sound of Leadership ^[k]

Team Management & Development

How To Coach Your People – The Look & Sound of Leadership ^[l]

Psychological Safety – The Look & Sound of Leadership ^[m]

Your Team’s Best Interests - Part One – The Look & Sound of Leadership ^[n]

Your Team’s Best Interests - Part Two – The Look & Sound of Leadership ^[o]

How to Respond When You Don’t Have Resources – Coaching for Leaders ^[p]

If you’re struggling with a new hire: Managing Disruptive Executives – The Look & Sound of Leadership ^[q]

Meetings

Taming Meetings – The Look & Sound of Leadership ^[r]

How to Tackle Overtalking – The Look & Sound of Leadership ^[s]

Communication (tactical)

Very good structure: Sorting and Labeling – The Look & Sound of Leadership ^[t]

Communicating with Clarity – The Look & Sound of Leadership ^[u]

Inviting Dialogue – The Look & Sound of Leadership ^[v]

Communication (general)

Being Concise – The Look & Sound of Leadership ^[w]

Assertion Versus Aggression — The Look & Sound of Leadership ^[x]

Showing Teeth — The Look & Sound of Leadership ^[y]

Leading Teams — The Look & Sound of Leadership ^[z]

How to Fight Well - The Art of Accomplishment ^[aa]

Passive Aggression - The Art of Accomplishment ^[ab]

Leadership Styles & Approaches

The Flexible Leader — The Look & Sound of Leadership ^[ac]

The Generous Executive — The Look & Sound of Leadership ^[ad]

The Honorable Executive — The Look & Sound of Leadership ^[ae]

Personal Development and Well-being

The Well-Balanced Executive — The Look & Sound of Leadership ^[af]

Stop Giving Away Your Secrets — The Look & Sound of Leadership ^[ag]

Self-Awareness & Self-Management — The Look & Sound of Leadership ^[ah]

Unlocking Executive Presence through Emotional Intelligence — The Look & Sound of Leadership ^[ai]

Mastering Anxiety — The Look & Sound of Leadership ^[aj]

Failure - The Art of Accomplishment ^[ak]

(If you have imposter syndrome) Managing Former Peers — The Look & Sound of Leadership ^[al]

Executive Presence and Influence

Usually useful for founders, useful for your team

Influence — The Look & Sound of Leadership ^[am]

Status — The Look & Sound of Leadership ^[an]

Gravitas — The Look & Sound of Leadership ^[ao]

Smiling—The Look of Leadership — The Look & Sound of Leadership ^[ap]

Have been told this one is very useful!

Let me know if you other materials worth sharing!

Links

- a. essentialcomm.com/podcast
- b. overcast.fm/+AAbfs_Glu5k
- c. overcast.fm/+AAbfs-dL_cM
- d. overcast.fm/+AAbfs9B_g9Y
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