What Happens When Organizations Get it RIGHT?

- 20% higher than average leadership quality and bench strength
- 26% more critical positions can be filled immediately
- 2.3 times more likely to outperform other companies on financial metrics

What Happens When Organizations Get it WRONG?

- 67% lower than average leadership quality and bench strength
- 21% fewer critical positions can be filled immediately

Leadership Development Methods Most Effective According to Leaders

- Developmental assignments: 70%
- Formal workshops, training courses, seminars: 60%
- Coaching you receive from your current manager: 52%
- Coaching you receive from internal coaches, mentors: 43%
- Coaching you receive from external coaches, mentors, other than your manager: 40%

Who Do Leaders Say is Not Involved Enough in Their Development?

- HR: 48%
- Senior Management: 46%
- Manager: 33%
- Employees: 22%

Top Obstacles to Growth as a Leader:

1. Not enough time or opportunity
2. Lack of support/autonomy
3. Lack of skill/knowledge

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What’s keeping CEOs up at night?

- Human Capital: 27%
- Operational Excellence: 33%
- Innovation: 26%
- Customer Relationships: 45%
- Leading across countries and cultures: 34%
- Intercultural communication within international business environments: 39%
- Integrating oneself into inter-cultural or foreign environments: 45%
- Leading across generations: 54%
- Fostering employee creativity and innovation: 56%

% of leaders considering themselves highly effective

- 92% of leaders are engaged with their role
- 97% feel accountable for being an effective leader
- 64% would nominate theirs as a top company for leaders
- 12% intend to leave their organization within the year
- 15% indicate intentions to leave have increased in the past year

Leadership Development

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Are leaders ready to deliver?

- Only 15% of organizations have a strong bench
- 25% of HR professionals view their organization’s leaders as high quality
- 40% of leaders say the overall quality of their organization’s leadership is high
- 46% of critical positions can be filled immediately by internal candidates