The Leadership Development Road Map: Key Questions on the Path to Organisational Success

What’s keeping CEOs up at night?

- Innovation 31%
- Human Capital 31%
- Operational Excellence 41%
- Customer Experience 56%

41% of leaders say the overall quality of their organization’s leadership is high.

Only 17% of organizations have a strong bench.

42% of critical positions can be filled immediately by internal candidates.

What & who is holding them back?

- Least Effective Leadership Skills
  - Leading across countries and cultures... 37%
  - Inter-cultural communications in international business settings... 37%
  - Integrating oneself into inter-cultural or foreign environments... 41%
  - Facilitating employee creativity and innovation... 49%
  - Leading across generations... 60%

94% of leaders say they are well engaged with their role.

97% of leaders feel accountable for being an effective leader.

61% would nominate themselves as a top company for leaders.

18% intend to leave their organization within the next year.

26% indicate intentions to leave have increased in the last year.

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

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

- Subordinates 65%
- Superiors 53%
- Manager 42%
- sponsor 18%

Top Obstacles to Growth as a Leader:

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

Australia | New Zealand highlights

347 leaders
111 HR professionals

Leader Experience

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What Happens When Organizations Get it WRONG?

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

67% lower than average leadership quality and bench strength

21% fewer critical positions can be filled immediately