



# Technology and Telecommunications

Industry Snapshot Global Leadership Forecast 2014 | 2015

## Weaker than other industries in:

- Active involvement in leader development by managers, senior managers, and employees
- Leader satisfaction, engagement, and accountability for being an effective leader
- Being viewed as a top company for leaders
- Confidence in using data to guide decisions
- Preparedness for the CEO Challenges of “corporate brand,” “customer relationships,” “government regulations,” “sustainability,” “trust,” “operational excellence,” and “human capital”
- Placing a heavy current focus on the leadership skill “managing change”



The percentage of...

- leadership roles held by women
- high-potential leaders that are women

...is weaker than in other industries

- Leaders viewing coaching from their manager as one of their most effective learning methods
- Percentage of learning leaders who have successfully applied back to their jobs (50% vs 54% for others)
- Leaders having a written and up-to-date development plan, frequent opportunities to provide open feedback to senior leaders about strategy and culture, regularly seeking out opportunities to develop their leadership skills, and looking for opportunities every day to develop their employees

## Stronger than other industries in:



- Leader readiness for the CEO Challenges of “Innovation” and “Customer Relationships”

- Supporting employee innovation programs
- Leader capability at “leveraging technology to improve workforce effectiveness”
- Leaders viewing self-study online learning as one of their most effective learning methods
- Using validated tests and simulations for making leadership promotion and selection decisions

Using social, mobile, and instructor-led online learning methods



**Technology and Telecommunications Industry Includes: 206 HR Professionals/Organizations and 1,783 Leaders**



The Global Leadership Forecast 2014|2015 report—a joint effort of DDI and The Conference Board—includes survey responses from 13,124 leaders; 1,528 global human resource executives; and 2,031 participating organizations.

The record-breaking size of the participant pool gave us sufficient sample sizes so that we could look at our findings from many points of view. We were able to dissect findings based on diverse perspectives spanning leaders and HR professionals, four leader levels, gender, 48 countries across all regions, 32 major industry categories, and multinationals versus local corporations. Explore the various reports at [www.ddiworld.com/glf](http://www.ddiworld.com/glf)

