



# Transportation Services

Industry Snapshot Global Leadership Forecast 2014 | 2015

## Weaker than other industries in:

- Senior-level and mid-level leadership quality
- These leader capabilities:
  - Leveraging technology to improve workforce effectiveness
  - Acting decisively without always having clear direction and certainty
  - Avoiding excessive business risks
- Generation Y/Millennial representation in the leadership ranks
- Identifying high potentials
- The success rate for leaders who have been formally identified as high potentials (45% vs 56% across all other industries)



**Leader readiness to meet the CEO Challenge of “innovation” is weaker than in other industries**

#2 Challenge in 2015  
The Conference Board

- Placing a heavy, current development focus on:
  - Leading across generations
  - Coaching and developing others
  - Managing and successfully introducing change
  - Leading across countries and cultures
- Frequently using these leadership development methods:
  - Developmental assignments
  - Instructor-led online learning

## Stronger than other industries in:

- HR evaluations of their organization’s leaders’ capability to navigate through complexity, chaos, and confusion

Stronger in recognizing these leadership skills as the most critical in three years



- 1 Identifying and developing future talent
- 2 Leading across multiple generations
- 3 Managing and successfully introducing change

- The success rate at filling leadership positions externally
- These talent management practices:
  - Evaluating high-potential leaders’ performance in developmental assignments
  - Having high-quality, effective development plans for leaders
  - Clearly defining the competencies required for success in key leadership positions
  - Using a systemic process to identify the quantity and quality of leadership to drive future business success



Leaders’ confidence to...

- Anticipate and react to the nature and speed of change
- Manage within tighter constraints
- Leverage technology to improve workforce effectiveness
- Use data to guide business decisions

...is stronger than in other industries

**Transportation Services Industry Includes: 32 HR Professionals/Organizations, 329 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)

