

Why TRADITIONAL LEADERSHIP MODELS have failed

Predicting, Developing and Measuring Leadership Effectiveness in the Human Age

THE TRUTH IS, THE WORLD IS AWASH IN LEADERSHIP MODELS AND THE RESULTS CONTINUE TO DISAPPOINT:



In **40%** of companies, leaders are unprepared to meet the business issues they will face over the next three to five years

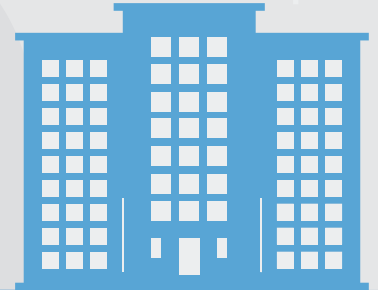


Only **20%** of managers identified as high performers successfully advance to higher levels of leadership



Only **13%** of senior executives and human capital managers believe their organisations have ample leadership pipelines

87%
of organisations do not believe they have future leaders identified to fill critical roles



ARE YOUR ORGANISATION'S LEADERS PREPARED TO ADDRESS THE CHALLENGES AHEAD?

42% believe

DIGITALISATION



is the most important global trend affecting their industry and, therefore, their leadership.

OTHERS INCLUDE:



18.75%
Aging population



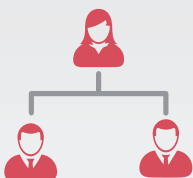
12.5%
Multigenerational workforce



11.75%
Economic factors

Evolving global workforce trends are also putting stress on the c-suite.

We polled 400 top business executives for their take. These are the top issues impacting their organisations today:



32%
Changing relationships between employers and employees



29%
Technological innovations: increasing the pace of change and decreasing the lifecycle of skills



25%
Employees changing careers more frequently and lack of future leaders identified for critical roles



14%
Changes in attitudes to careers and a younger, tech-savvy workforce



46% of organisations identify lack of future leaders as a top concern
It's time for new thinking about what constitutes effective leadership in the Human Age

