Leadership Bench: **Asia-Pacific**

How prepared are leaders for success according to their bosses?

### The 6 Most Important Leader Competencies

1. Building Collaborative Relationships
2. Strategic Perspective
3. Leading Employees
4. Taking Initiative
5. Participative Management
6. Change Management

### Today's leaders are not prepared

Percentage of leaders who were rated ‘at least proficient’ by their bosses:

- Building Collaborative Relationships: 57%
- Strategic Perspective: 59%
- Leading Employees: 45%
- Taking Initiative: 63%
- Participative Management: 57%
- Change Management: 52%

### Leaders must focus their energy on

- Right Issues
- Right People

### Leaders must use Informal Influence Behaviors rather than Positional/Hierarchical Power

Strong Professional Networks (and personal too) which can *critically improve* a leader’s ability to *build collaborative relationships*

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Research

Our findings are based on a 2011-2015 sample of 2,827 leaders across 20 countries in the Asia Pacific Region (69% men). Leaders’ bosses provided the importance and proficiency ratings. Note that 83% of leaders in this sample are from Australia, India, Singapore, and China.

CCL's Leadership Insights and Analytics (analytics@ccl.org) gives you the right data and insights to accelerate the Return on Leadership.