

# Leadership Bench: Europe



How prepared are leaders for success according to their bosses?

### The 6 Most Important Leader Competencies

Building Collaborative Relationships



**Most Important** 

Strategic Perspective



Leading **Employees** 



**Taking** Initiative



**Participative** Management



Change Management



Less Importance

## Today's leaders are not prepared

Percentage of leaders who were rated 'at least proficient' by their bosses

**Building** Collaborative Relationships

Strategic Perspective Perspective

Leading **Employees** 

Taking **Initiative** 

64%

**Participative** Management

Change Management

#DataDrivenLeadership

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

#### Research



Our findings are based on a 2011-2015 sample of 1,967 leaders across 34 countries in Europe (69% men). Leaders' bosses provided the importance and proficiency ratings.



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