Leadership Bench: Europe

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

Most Important

Less Importance

Today’s leaders are not prepared

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

- Building Collaborative Relationships: 56%
- Strategic Perspective: 60%
- Leading Employees: 45%
- Taking Initiative: 64%
- Participative Management: 57%
- Change Management: 51%

Leaders must focus their energy on

- Right Issues
- Right People

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

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.

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

Research

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