Leadership Bench: United States
How prepared are leaders for success according to their bosses?

The 6 Most Important Leader Competencies

- Building Collaborative Relationships
- Strategic Perspective
- Taking Initiative
- Participative Management
- Leading Employees
- Change Management

Most Important

Building Collaborative Relationships - 65%
Strategic Perspective - 68%
Taking Initiative - 72%
Participative Management - 66%
Leading Employees - 57%
Change Management - 61%

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

Leaders must focus their energy on Right Issues and 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

Our findings are based on a 2011-2015 sample of 16,735 leaders in the United States (57% men). Leaders’ bosses provided the importance and proficiency ratings.

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.