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

The 6 Most Important Leader Competencies

1. Building Collaborative Relationships
2. Taking Initiative
3. Strategic Perspective
4. Leading Employees
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%
- Taking Initiative: 63%
- Strategic Perspective: 61%
- Leading Employees: 49%
- Participative Management: 57%
- Change Management: 54%

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

Our findings are based on a 2011-2015 sample of 646 leaders in India (88% 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.