



Full Collection of Global Trend Reports



Center for Creative Leadership®



Leadership Bench: **Africa**

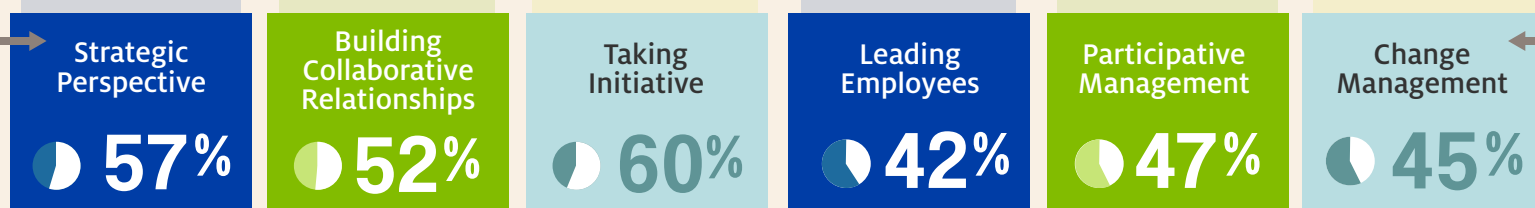
How prepared are **leaders** for success according to their bosses?

The 6 Most Important Leader Competencies



Today's leaders are **not prepared**

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



#DataDrivenLeadership

Leaders must focus their energy on



Leaders must use

Informal Influence Behaviors

rather than

Positional / Hierarchical Power

Research



Our findings are based on a 2011-2015 sample of 225 leaders across 26 countries in Africa (67% 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*



Leadership Bench: **Asia-Pacific**

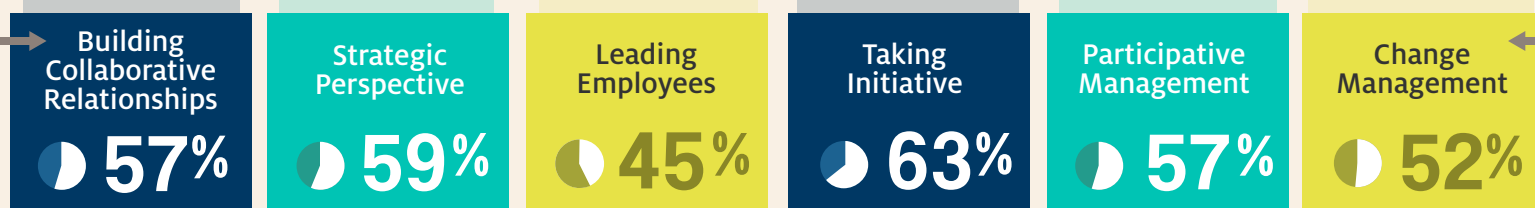
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Our findings are based on a 2011-2015 sample of 2,827 leaders across 20 countries in the Asia Pacific Region (69% men). Leaders' bosses provided the importance and proficiency ratings. Note that 83% of leaders in this sample are from Australia, India,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



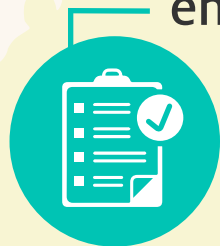
How prepared are **leaders for success** according to their bosses?

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

Today's leaders are **not prepared**

Dimension	Percentage
Building Collaborative Relationships	55%
Leading Employees	42%
Strategic Perspective	56%
Participative Management	55%
Taking Initiative	65%
Change Management	50%

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Right Issues



Right People



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Our findings are based on a 2011-2015 sample of 841 leaders in Australia (70% men). Leaders' bosses provided the importance and proficiency ratings.



Leadership Bench: **Canada**

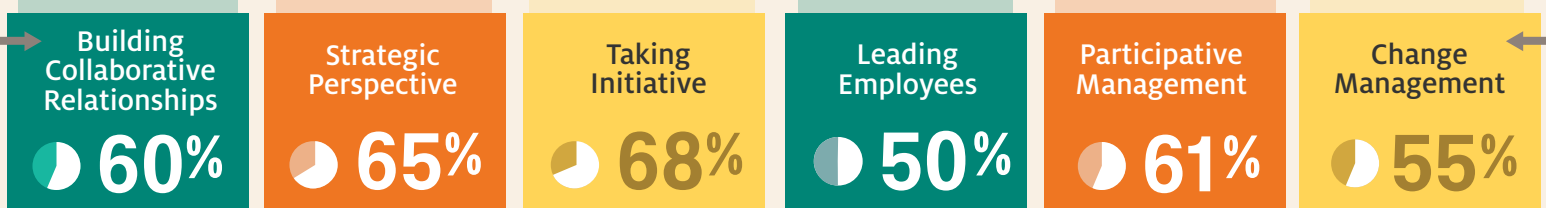
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Our findings are based on a 2011-2015 sample of 1,067 leaders in Canada (60% men). Leaders' bosses provided the importance and proficiency ratings.



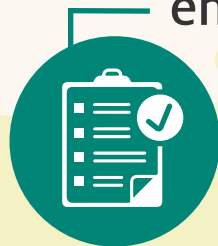
How prepared are **leaders** for success according to their bosses?

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Today's leaders are **not prepared**

Dimension	Percentage
Building Collaborative Relationships	58%
Strategic Perspective	58%
Leading Employees	44%
Taking Initiative	62%
Participative Management	58%
Change Management	52%

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Our findings are based on a 2011-2015 sample of 362 leaders in China (62% men). Leaders' bosses provided the importance and proficiency ratings.



How prepared are **leaders for success** according to their bosses?

Building Collaborative Relationships

Strategic Perspective

Leading Employees

Taking Initiative

Participative Management

Change Management

1

2

3

4

5

6

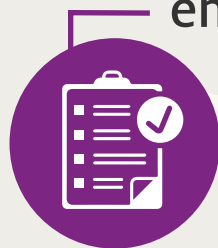
Most Important

Less Importance

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



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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.



Leadership Bench: **India**

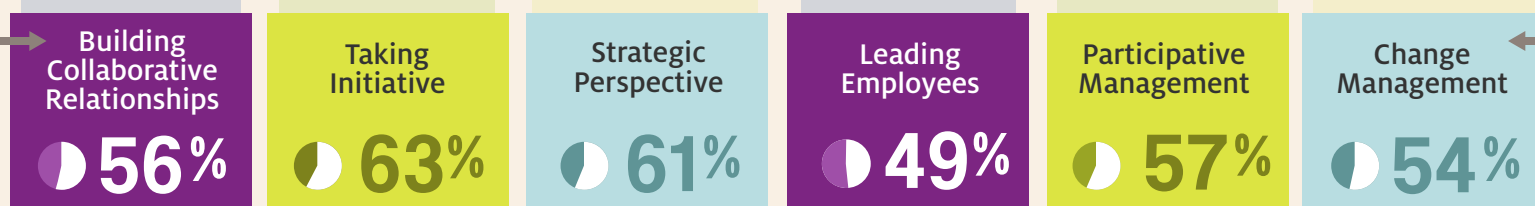
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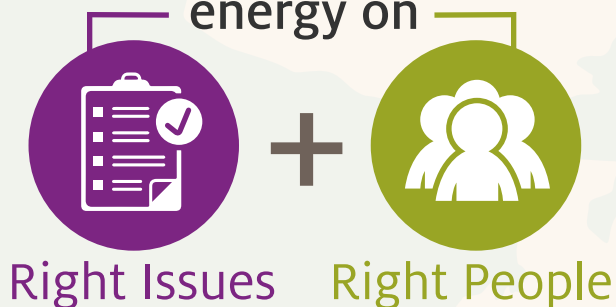
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Our findings are based on a 2011-2015 sample of 646 leaders in India (88% men). Leaders' bosses provided the importance and proficiency ratings.



Leadership Bench: **Latin America**

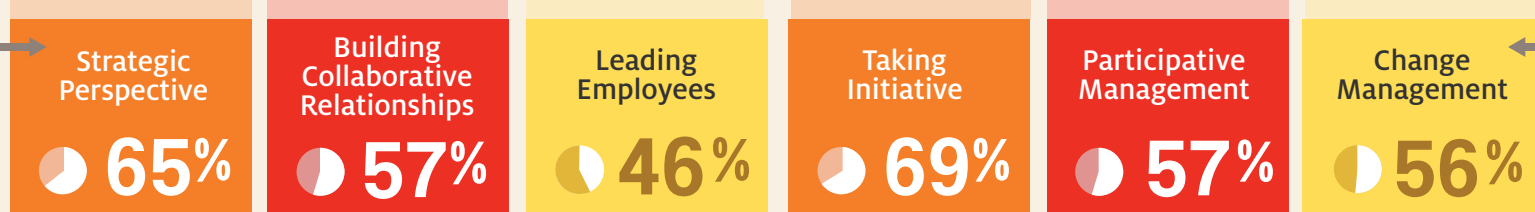
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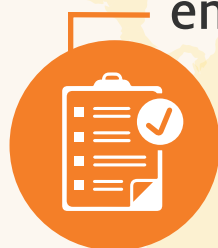
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Our findings are based on a 2011-2015 sample of 545 leaders across 16 countries in Latin America (74% men). Leaders' bosses provided the importance and proficiency ratings.



How prepared are **leaders for success** according to their bosses?

Leading Employees

Change Management

Strategic Perspective

Taking Initiative

Building Collaborative Relationships

Participative Management

1 2 3 4 5 6

Most Important Less Importance

Today's leaders are **not prepared**

Leadership Trait	Percentage
Leading Employees	45%
Change Management	50%
Strategic Perspective	57%
Taking Initiative	65%
Building Collaborative Relationships	59%
Participative Management	55%

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rather than

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Our findings are based on a 2011-2015 sample of 420 leaders in Russia (57% men). Leaders' bosses provided the importance and proficiency ratings.



Leadership Bench: **Singapore**

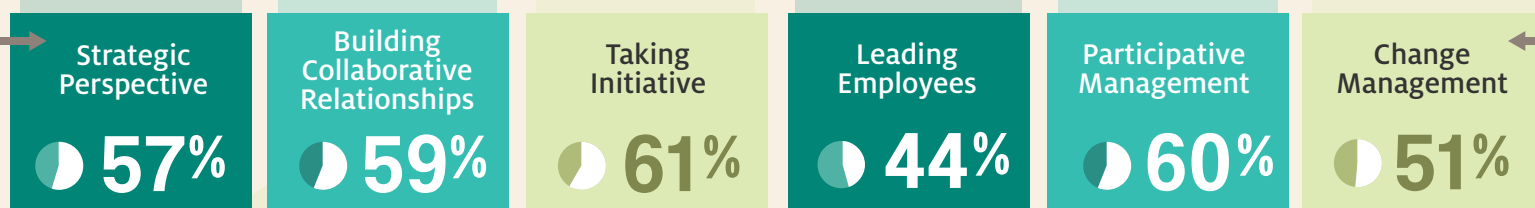
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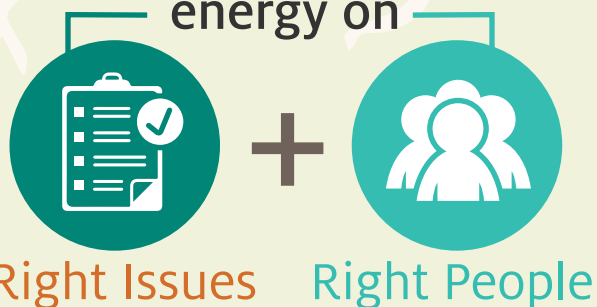
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Our findings are based on a 2011-2015 sample of 472 leaders in Singapore (54% men). Leaders' bosses provided the importance and proficiency ratings.



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Building Collaborative Relationships

Strategic Perspective

Taking Initiative

Participative Management

Leading Employees

Change Management

1 2 3 4 5 6

Most Important Less Importance

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Right Issues Right People



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Research



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.