Leadership Bench: Russia

How prepared are leaders for success according to their bosses?

The 6 Most Important Leader Competencies

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

Today’s leaders are not prepared

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

- Leading Employees: 45%
- Change Management: 50%
- Strategic Perspective: 57%
- Taking Initiative: 65%
- Building Collaborative Relationships: 59%
- Participative Management: 55%

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 420 leaders in Russia (57% 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

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 420 leaders in Russia (57% 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.