Leadership Bench: Financial
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: 66%
Strategic Perspective: 68%
Leading Employees: 59%
Taking Initiative: 72%
Participative Management: 70%
Change Management: 70%

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

Research
Our findings are based on a 2013-2016 sample of 2,032 U.S. leaders in the Financial industry (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.