Leadership Bench: Government
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. Participative Management
5. Taking Initiative
6. Change Management

Today’s leaders are not prepared

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

- Building Collaborative Relationships: 76%
- Strategic Perspective: 79%
- Leading Employees: 73%
- Participative Management: 77%
- Taking Initiative: 81%
- Change Management: 72%

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 3,153 U.S. leaders in the Government (55% 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.