Leadership Bench: **Healthcare**

How prepared are leaders for success according to their bosses?

### The 6 Most Important Leader Competencies

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

### Today’s leaders are not prepared

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

- **Building Collaborative Relationships**: 70%
- **Strategic Perspective**: 74%
- **Participative Management**: 72%
- **Change Management**: 69%
- **Leading Employees**: 63%
- **Taking Initiative**: 77%

### 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)

Our findings are based on a 2013-2016 sample of 2,177 U.S. leaders in the Healthcare industry (47% men). Leaders’ bosses provided the importance and proficiency ratings.

Researchers at the Center for Creative Leadership (CCL) provide leadership insights and analytics (analytics@ccl.org) that give you the right data and insights to accelerate the Return on Leadership.