Leadership Bench: Pharmaceuticals
How prepared are leaders for success according to their bosses?

The 6 Most Important Leader Competencies

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

Today’s leaders are not prepared

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

- Building Collaborative Relationships: 58%
- Taking Initiative: 68%
- Strategic Perspective: 56%
- Participative Management: 62%
- Leading Employees: 50%
- Change Management: 56%

Leaders must focus their energy on

- Right Issues
- Right People

Leaders must use Informal Influence Behaviors rather than Positional / Hierarchical Power

Research

Our findings are based on a 2013-2016 sample of 605 U.S. leaders in the Pharmaceutical industry (54% 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

CCL’s Leadership Insights and Analytics (analytics@ccl.org) gives you the right data and insights to accelerate the Return on Leadership.