Leadership Bench: U.S. Army

U.S. Army Leaders Score Higher than U.S. Industry Benchmark on Top Leadership Competencies

The 6 Most Important Leader Competencies

- Building Collaborative Relationships
- Leading Employees
- Strategic Perspective
- Taking Initiative
- Participative Management
- Change Management

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

<table>
<thead>
<tr>
<th>Competency</th>
<th>U.S. Army</th>
<th>Industry Leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Collaborative Relationships</td>
<td>78%</td>
<td>69%</td>
</tr>
<tr>
<td>Leading Employees</td>
<td>78%</td>
<td>62%</td>
</tr>
<tr>
<td>Strategic Perspective</td>
<td>80%</td>
<td>72%</td>
</tr>
<tr>
<td>Taking Initiative</td>
<td>85%</td>
<td>74%</td>
</tr>
<tr>
<td>Participative Management</td>
<td>76%</td>
<td>71%</td>
</tr>
<tr>
<td>Change Management</td>
<td>75%</td>
<td>66%</td>
</tr>
</tbody>
</table>

All of today’s leaders can improve leadership skills

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 268 U.S. leaders in the Army (77% men). Statistical analyses revealed that U.S. Army leaders showed significantly higher proficiency ratings on these competencies compared to average U.S. industry leader (civilian) ratings. These data suggest that U.S. private sector may enhance leader bench strength by hiring veterans.