Leadership Bench: U.S. Army

Center for Creative Leadership

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

The 6 Most Important Leader Competencies

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

Most Important → Less Importance

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

	U.S. Army	vs	Industry Leaders
Building Collaborative Relationships	78%	vs	69%
Leading Employees	78%	vs	62%
Strategic Perspective	80%	vs	72%
Taking Initiative	85%	vs	74%
Participative Management	76%	vs	71%
Change Management	75%	vs	66%

All of today's leaders can improve leadership skills

#DataDrivenLeadership

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.