GROOMING GLOBAL ASIAN LEADERS TO BREAK THROUGH THE BAMBOO CEILING

To help Asian leaders prepare for global roles, we must first understand the "why", "what" and "how" to tackle this challenge.

WHY IS ASIA IMPORTANT?

WHEN ASIA MATTERS

- Internet users, Q1 - 2017
  - Africa: 9%
  - Latin America/Caribbean: 5%
  - North America: 15%
  - Europe: 22%
  - Asia: 50%
- 9% of the world youth (aged 15 to 24) live in Asia and Pacific region
- 60% of the young people today live in South Asia
- 25% of the population is aged 15 to 19 in Southeast Asia

WHY IS ASIA CRUCIAL?

- Emerging and developing Asia
  - Advanced economies: 2%
  - European Union: 2%
  - ASEAN-5: 9%
- 67% of the share of the world youth (aged 15 to 24) live in Asia and Pacific region
- 88% of the young people today live in South Asia
- 20% of the population is aged 15 to 19 in Southeast Asia

WHAT ATTRIBUTES DO GLOBAL LEADERS NEED?

EXPERIENCES

- Cross-border Experience
- Diverse Experience (Leadership) or "Crucible" Experience

CURRENT STATE

- Global Asian Leader Pipeline
- Stunted

DESIRABLE STATE

- Asian "Stars" stepping into Global CXO Roles
- "Groomed" for senior executive leadership

DESIRED STATE

- Asian 'Stars' stepping into Global CXO Roles

EXPERIENCES

- "Crucible" Experience (Leadership) or "Crucible" Experience
- Cross-border Experience

ATTRIBUTES

- Courage
- Curiosity
- Trust
- Influence
- Strategic Thinking
- Leadership

COUNTRY CONTEXT

- Competitive Talent
- Adequate Availability
- Affordable Talent

ORGANIZATION STANCE

- Aligned to develop local leaders
- Willing to take risks on Asian leaders
- Enabling Talent Management/Development

NEXT STEPS: LOCAL STARS TO GLOBAL CXOs

TALENT DEVELOPMENT INTERVENTIONS

- 2-3 year entry level program in Asia
- Global leadership development journey deep-rooted in local context

3 TO 5 YEAR PLAN WITH CLEAR ACCOUNTABILITY

- Craft a 3-5 year Asian leadership development strategy
- Ensure KPIs with clear accountability

1 TO 5 YEAR PLAN WITH CLEAR ACCOUNTABILITY

- Ensure a global sponsor in the senior executive leadership team
- "Engineer" right messaging (through the sponsor) on diversity and Asian leader development

STRATEGIC BUY-IN FROM EXECUTIVE LEADERSHIP TEAM

Reach us to know more about the Global Asian Leader Offering: Center for Creative Leadership | www.ccl.org/apac | +65 6854 6000

1. Internet World Stats 2017