

THE LEADERSHIP DEFICIT

THE PROBLEM, ITS CAUSES, AND THE SOLUTION

THE PROBLEM

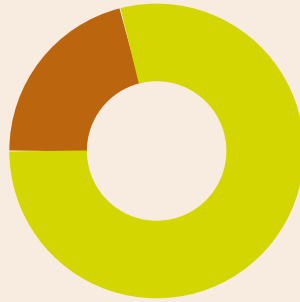
Leadership deficiencies are **BIG** and **MANY**



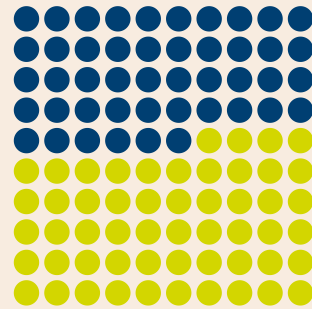
TOP LEADERSHIP SKILL DEFICIENCIES

1. Strategic planning
2. Change management
3. Knowledge sharing
4. Listening
5. Emotional intelligence

Only 21% said their organization's leadership practices are very effective



Very effective (21%) Other (79%)



46% report their organization places little or no priority on leadership development

ITS CAUSES

Leadership is **underfunded**, **outdated**, and **resisted**

Organizations are underinvesting in leadership development



Current business challenges require a different leadership style



Selection, development, and reward practices encourage an outdated leadership style



Leaders are resistant to changing their leadership styles

THE SOLUTION

Developing leadership capabilities in all employees



Only 8% of participants report doing this quite a bit