

Why Global Leaders Succeed and Fail

Research Highlights

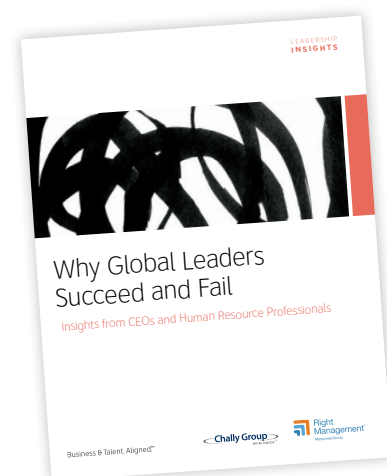
INSIGHTS FROM CEOs AND HUMAN RESOURCE PROFESSIONALS

Business results depend on bringing leaders of all levels to the peak of their potential in accelerated time frames and with maximum efficiency. New challenges are confronting leaders at a quickening pace. No organization can afford to overlook leader development.

Right Management, in partnership with Chally Group, conducted this first of its kind global study to examine the skills, competencies and development initiatives that help global leaders to best succeed, while also uncovering those that most likely deem their failure.

Drawing from input from over 1,400 chief executives and human resource professionals, the study provides:

- The most important factors that influence effective leadership development.
- The competencies and experience needed to be a top-performing CEO, COO, CFO, CIO or CLO.
- Guidelines for recognizing and grooming internal candidates best suited for leadership succession.
- Implications for business leaders and human resource professionals.



“To ensure growth and competitiveness, it is necessary for companies to make an investment in leadership talent.”

INTERESTED TO LEARN MORE?

We invite you to learn more about current practices for developing global leaders and the converging and differing points of view of chief executives and human resource professionals in the elements required for leadership success.

Download a complimentary copy of the white paper at <http://www.right.com/globalleadershipstudy>

DO YOUR FUTURE C-SUITE LEADERS HAVE THE REQUIRED COMPETENCIES TO BE SUCCESSFUL?

Compare and be sure! Here's what Right Management's research found:

Competency	Importance Rating (%)				
	CEO	CFO	CIO	CLO	COO
Creating a Strategic Vision	91.7	16.8	22.0	23.2	24.1
Developing an Accurate & Comprehensive Overview of the Business	56.9	56.1	31.2	9.7	56.1
Politically Astute	31.9	10.3	10.7	27.4	16.3
Selecting & Developing Successors and Key Reports	40.4	21.1	19.9	41.1	27.5
Inspiring Others & Maintaining Leadership Responsibility	62.3	15.6	15.8	35.8	33.4
Decision Making	54.5	42.7	31.8	30.5	51.8
Initiative to Produce Appropriate Change	29.9	18.2	29.8	37.9	36.0
Identifying and Focusing on Critical Priorities	34.4	51.6	44.6	37.5	50.5
Technical & Business Competence/Expertise	18.1	61.4	70.5	40.7	49.7
Directing, Delegating and Establishing Monitoring Systems	13.4	53.0	43.8	26.7	33.2
Objective Self-Assessment of Own Limitations	19.6	15.1	16.4	20.0	18.4
Timely/Effective Execution	17.0	41.0	56.5	35.8	54.7
Collaborative	18.5	29.5	44.6	48.8	30.3

INTERESTED TO LEARN MORE?

Download a complimentary copy of the white paper at <http://www.right.com/globalleadershipstudy>

ABOUT RIGHT MANAGEMENT

Right Management is the global leader in talent and career management workforce solutions. As the workforce consulting experts within ManpowerGroup, the firm designs and delivers solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes—including more than 80% of the Fortune 500—to help grow and engage their talent, increase productivity and optimize business performance.



Right Management Inc., 1818 Market Street, 33rd Floor, Philadelphia, PA 19103-3614 www.right.com
Product # 6201-3US A MANPOWERGROUP® COMPANY

©2011 Right Management. All Rights Reserved.

