

March 2017

Summary of Leadership Survey Results From Over 200 CEO's (2013-2017).

Question 1: What were the 3 biggest Leadership Lessons you learnt (&/or Leadership Observations you made):

	1.	2.	3.		
2013	The importance of leading by example.	Empower your people to succeed.	Create a clear Vision & Values structure.		
2014	Change is constant & both the opportunity & challenge.	Technology & the younger generation are making an impact.	What your client thinks & says about your company is critical to growth.		
2015	The importance of company culture & the difficulty in leading change & people.	Establishing the accountability with your people to get things done.	Being able to change fast enough & to keep things simple.		
2016	Change is constant & will become faster with tech disruption. Make fast decisions/changes, Continue to learn new ideas, Resistance to change can be because of ambiguity	Company culture is important, act fast to preserve it, Trust and fit are importance	Importance of clear communication: simplify things, confront issues, teaching & coaching		
2017	Disruption affects all businesses. Change is constant and getting faster.	Behaviors make a big impact. Define them, expect more and to demand more of the team.	I cannot be indispensable within the team. It is important to get out of the way so leaders develop.		

Question 2: What are the three biggest challenges you will face as a leader over the next calendar year?

	1.	2.	3.		
2014	Building a strong company culture.	Building our Brand.	Recruitment of key people (skills & fit).		
2015	Finding, recruiting & retaining top people.	Leading in uncertainty.	Focus & getting things done.		
2016	Remaining profitable through growth.	Developing future leaders & motivating good people.	Increased pace of change in the market place & adapting.		
2017	Leading in change & the tempo of change. Leading people change, culture change. The challenge of staying ahead/being proactive in change.	Staying profitable with uncertainty: globally, politically, global markets.	Understanding client needs, understanding the market, standing out.		

2018	Developing depth in my team i.e. talent bench strength (Succession, coaching, training)	Implementing good/effective governance, external mentors, advisors & specialists to cover blind spots.	Velocity of execution. Getting the important things done.	
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