

Leadership Bench: Energy

How prepared are **leaders for success** according to their bosses?

The 6 Most Important Leader Competencies





Leading Employees



Strategic Perspective



Taking Initiative



Participative Management



Change Management

Center for Creative Leadership



Less Importance

Today's leaders are not prepared

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

Building Collaborative Relationships

● 61 %

Leading Employees

49%

Strategic Perspective

66%

Taking Initiative

→ 71%

Participative Management

J62%

Change Management

956%

#DataDrivenLeadership

Leaders must focus their energy on —



Right Issues

+ 3

Right People

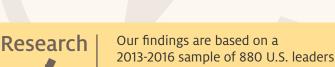


Leaders must use

Informal Influence Behaviors

rather than

Positional /Hierarchical Power





Our findings are based on a 2013-2016 sample of 880 U.S. leaders in the Energy industry (74% men). Leaders' bosses provided the importance and proficiency ratings.



Strong Professional Networks
(and personal too)

which can *critically improve* a leader's ability to *build collaborative relationships*



CCL's Leadership Insights and Analytics (analytics@ccl.org) gives you the right data and insights to accelerate the Return on Leadership.