

Leadership Bench: Government

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

The 6 Most Important Leader Competencies





Strategic Perspective



Leading Employees



Participative Management



Taking Initiative



Change Management

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

→ 76%

Strategic Perspective

▶79%

Leading Employees

473%

Participative Management

177%

Taking Initiative

81%

Change Management

172%

#DataDrivenLeadership

Leaders must focus their energy on —



Right Issues

Right People



Leaders must use

Informal Influence Behaviors

rather than

Positional /Hierarchical Power





Our findings are based on a 2013-2016 sample of 3,153 U.S. leaders in the Government (55% 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.