Leadership Bench: High-Tech

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

The 6 Most Important Leader Competencies

1 Building Collaborative Relationships	2 Strategic Perspective	3 Taking Initiative	4 Participative Management	5 Leading Employees	6 Change Management

Most Important ➤➤➤➤➤➤➤➤ Less Importance

Today's leaders are **not prepared**

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

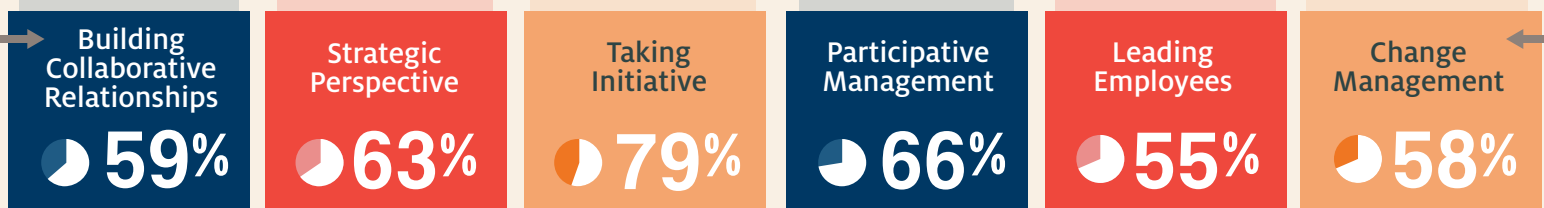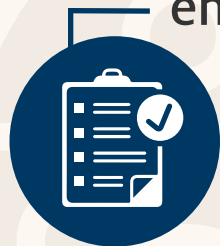| Building Collaborative Relationships	Strategic Perspective	Taking Initiative	Participative Management	Leading Employees	Change Management
59%	**63%**	**79%**	**66%**	**55%**	**58%**

#DataDrivenLeadership

Leaders must focus their energy on

Right Issues + **Right People**

Leaders must use

Informal Influence Behaviors

rather than

Positional /Hierarchical Power

Strong Professional Networks
(and personal too)

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

Research

Our findings are based on a 2013-2016 sample of 817 U.S. leaders in the High-Tech industry (59% men). Leaders' bosses provided the importance and proficiency ratings.