

CEO Retreat 2017



RESEARCH RESULTS

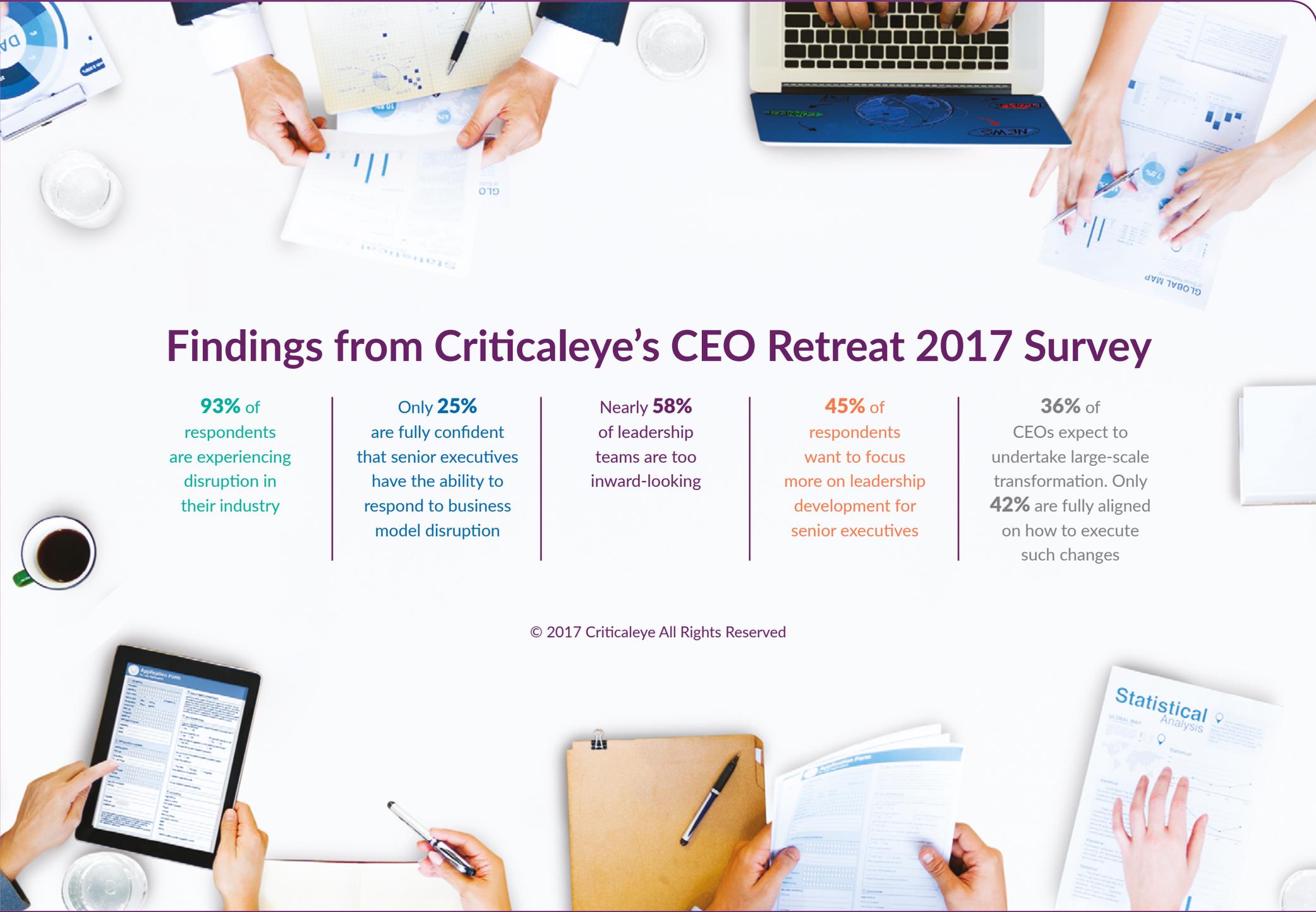
Creating Leadership Teams for Long-Term Success

“Conducted at our CEO Retreat 2017, this research shows that the majority of organisations are experiencing disruption. In response to this, leaders recognise the importance of strengthening their executive teams to drive innovation and execute large-scale organisational change.

Our data reveals that CEOs want individual executives and senior leadership teams to think more strategically. It is also clear that retaining and developing talent, combined with greater cross-team collaboration, will be essential for delivering long-term, sustainable success.”



Matthew Blagg
CEO, Criticaleye



Findings from Criticaleye's CEO Retreat 2017 Survey

93% of respondents are experiencing disruption in their industry

Only **25%** are fully confident that senior executives have the ability to respond to business model disruption

Nearly **58%** of leadership teams are too inward-looking

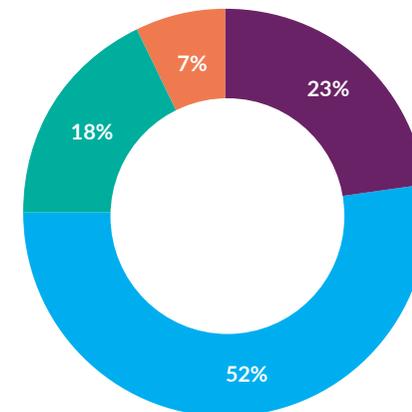
45% of respondents want to focus more on leadership development for senior executives

36% of CEOs expect to undertake large-scale transformation. Only **42%** are fully aligned on how to execute such changes

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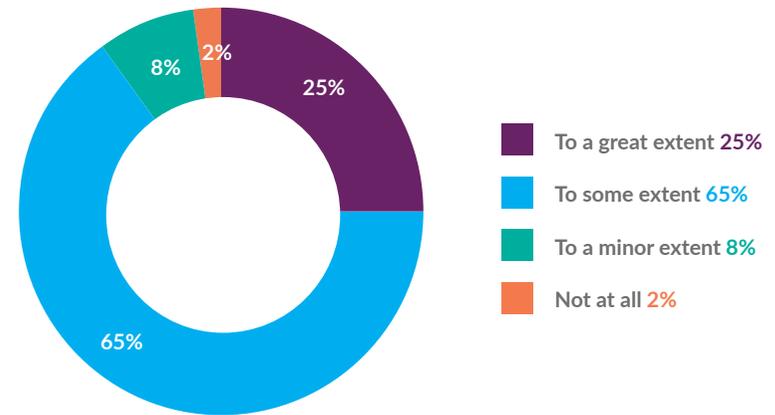
93% of CEOs
are grappling
with business
model disruption

Is your business model
being disrupted?

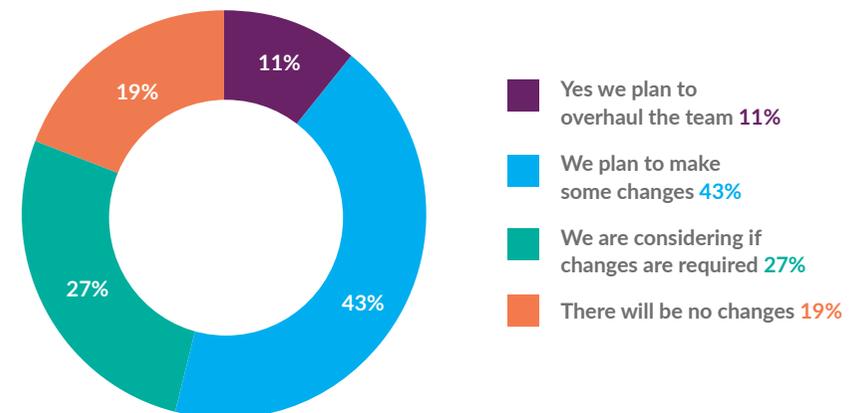


Only 25% of CEOs feel they have the right senior executives to respond to disruption. Over half (54%) will make changes in the top team

Do your senior executives have the ability to respond to business model disruption?

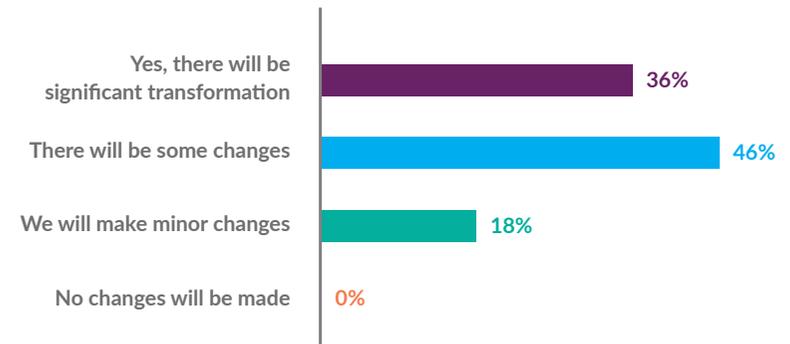


Do you expect to replace members of the executive team in the next 12-18 months?

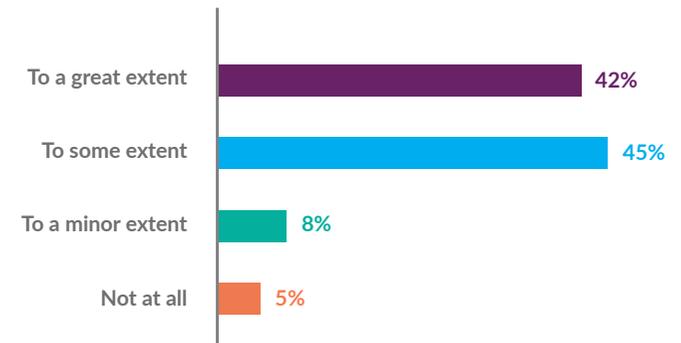


36% of CEOs expect to undertake large-scale transformation, but less than half (42%) say there is full alignment on how to execute such changes

Will you undertake large-scale organisational change in the next 12 - 18 months?

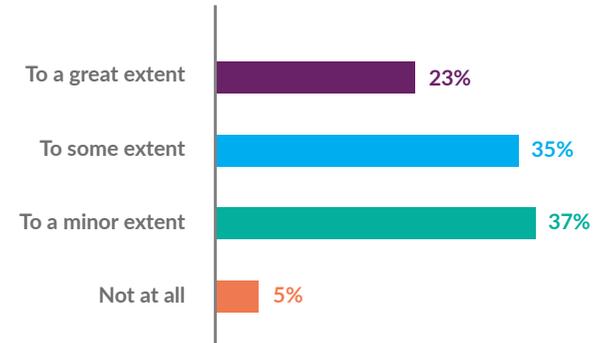


Are the Chairman, CEO, CFO & HRD aligned on the implementation of large-scale organisational change?

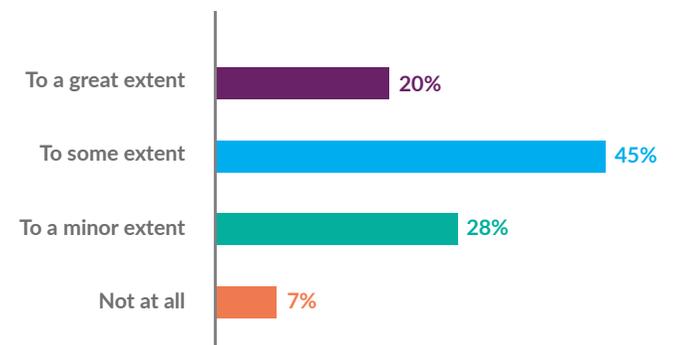


**23% of CEOs say
their senior teams
are too inward-looking
and one-fifth have
a siloed mentality**

Is your senior team too inward-looking
and focused on the day-to-day?

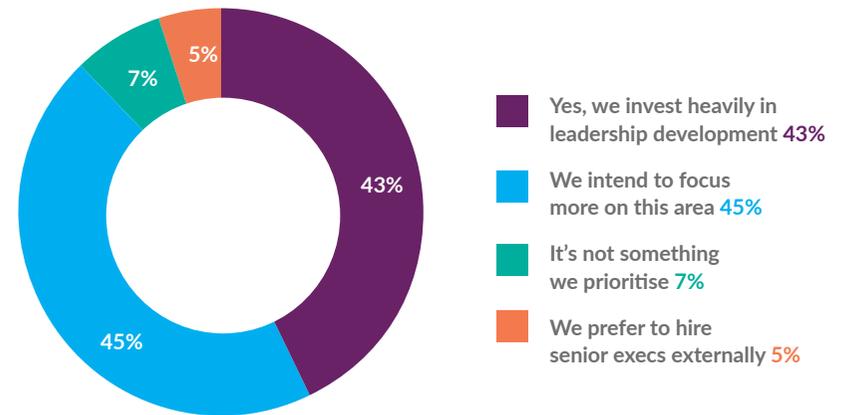


Does the behaviour of the executive
team reinforce organisational silos?

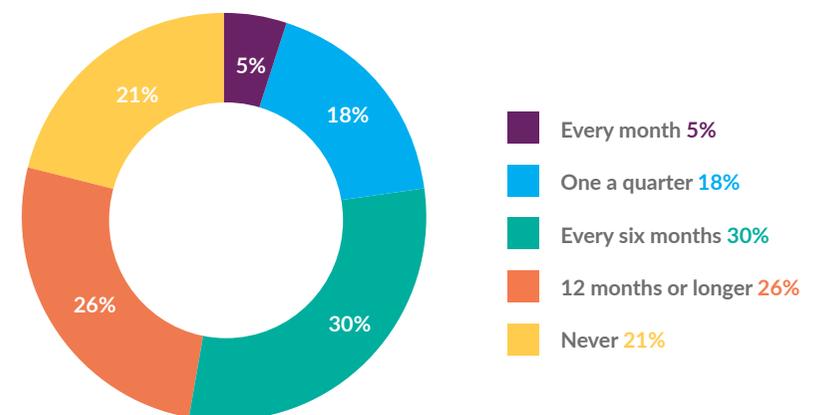


45% of CEOs recognise they need to focus more on leadership development. However, 21% admit the Board never discusses this with their HRD

Is leadership development for senior executives a priority?

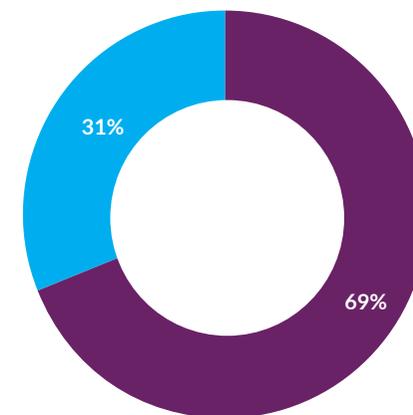


How often does your HRD discuss leadership development with the board?



**Over two-thirds
of CEOs (69%) say
that more is spent on
external recruitment
than leadership
development for
senior executives**

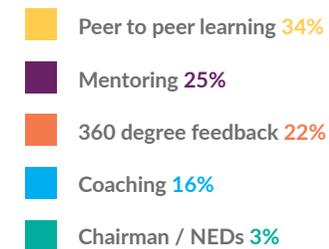
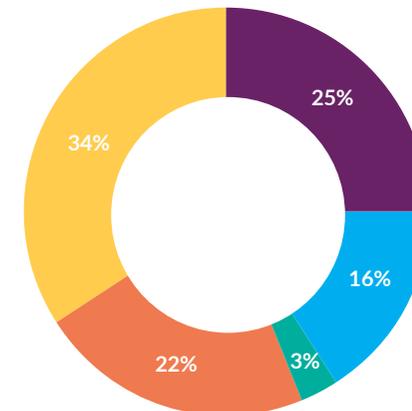
In your experience, on which of the following do organisations spend more?



- Headhunters / recruitment for senior executive roles
- Leadership development & support for senior executives

Peer to peer learning (34%) and mentoring (25%) are seen as the most effective leadership development tools

What do you regard as the most effective management tool for senior executives?





An overwhelming 95% recognise the business benefits of peer to peer learning and 85% see adaptability as a core leadership skill

95% of CEOs believe peer to peer learning for senior executives results in improved business performance

85% regard adaptability as a core leadership skill in a volatile business environment

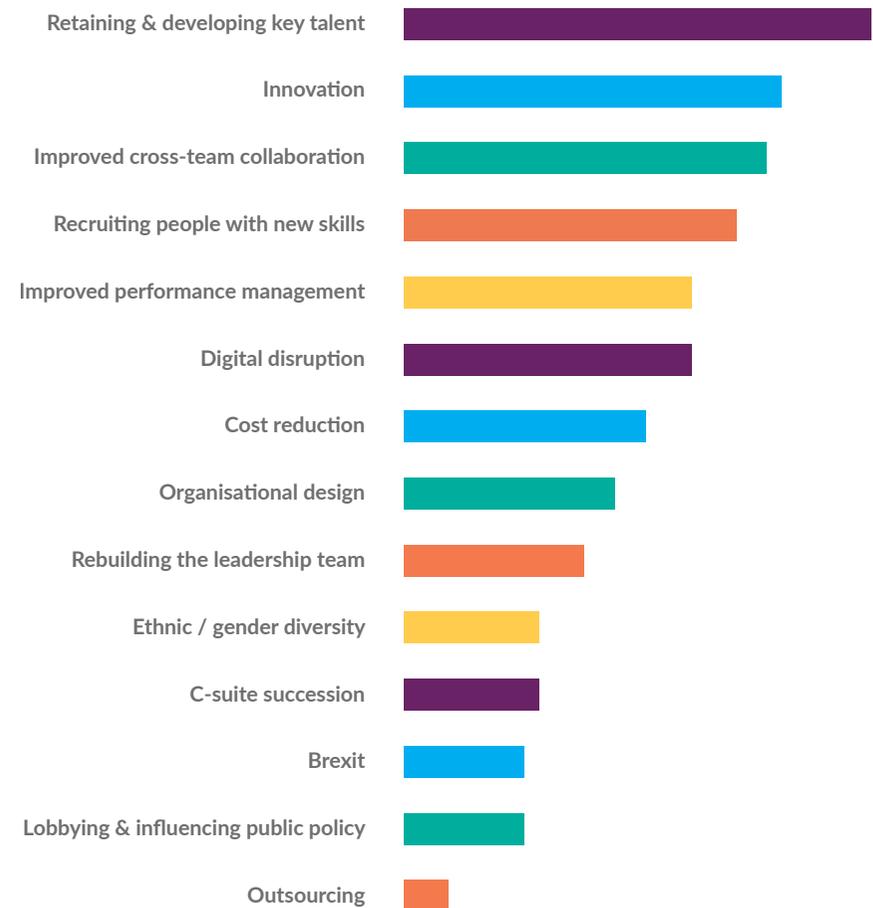
57% of CEOs feel isolated in their role "to some extent"

40% admit to falling behind their business strategy

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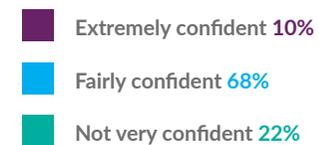
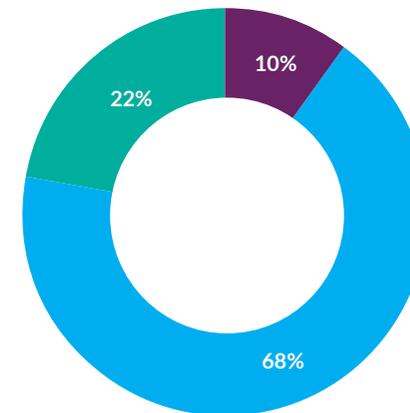
Retaining and developing key talent is seen as the top priority for CEOs

What do you regard as priorities in your organisation over the next 12-18 months?



The majority of CEOs (78%) are confident the global economy will grow over the next 12 months

How confident are you that the global economy will grow over the next 12 months?



“At Criticaleye we believe that great leadership creates positive outcomes and enables powerful legacies. Whatever the strategic direction of your business, it’s essential to have an effective, cohesive leadership team in which there is complete trust and alignment.”

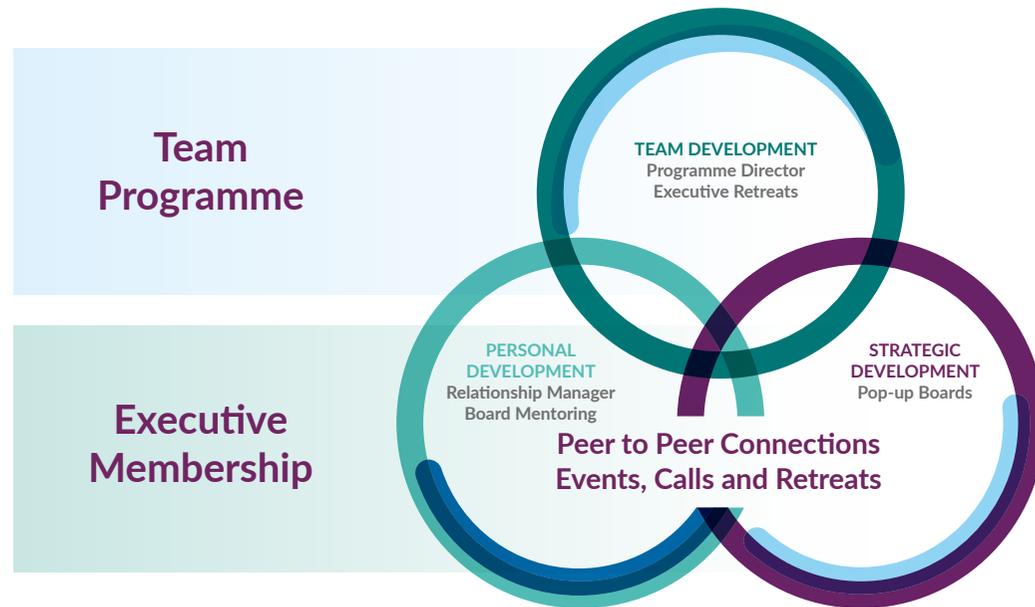


Charlie Wagstaff

Managing Director, Criticaleye

We Inspire Leaders to Succeed

Our bespoke solution supports leaders with personal, strategic and team development



Our unique strength lies in our ability to bring together a wide range of leadership and industry experience.

We invite them into a trusted environment, where executives and their teams get access to the insight they need to enhance their performance.

We enable them to achieve alignment, remove silos and build trust at the senior level.



Achieve
Better
Performance

Inspiring Leaders to Succeed

Our Values

Respect: an appreciation for diverse and varied views and experiences is crucial to high-performance leadership

Collaboration: working together to share knowledge and expertise is a defining characteristic of effective executive teams

Challenge: strategies and ideas need to be constructively challenged to reach the best outcome

Trust: leaders need to trust their colleagues and peers in order to work effectively and drive results

Integrity: we inspire leaders to succeed by providing a closed and confidential environment where Members can share openly

To discuss in more detail, please contact:

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