



Creating a High-Performing Executive Team

Research results from Criticleye's 2016 CEO Retreat



Criticaleye – the peer to peer Board Community



“At Criticaleye we believe that great leadership leads to positive outcomes enabling powerful legacies. Whatever the strategic direction of your business, an effective, cohesive leadership team where there is complete trust and alignment is essential.”

Matthew Blagg
CEO
Criticaleye



We Inspire Leaders to Succeed

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

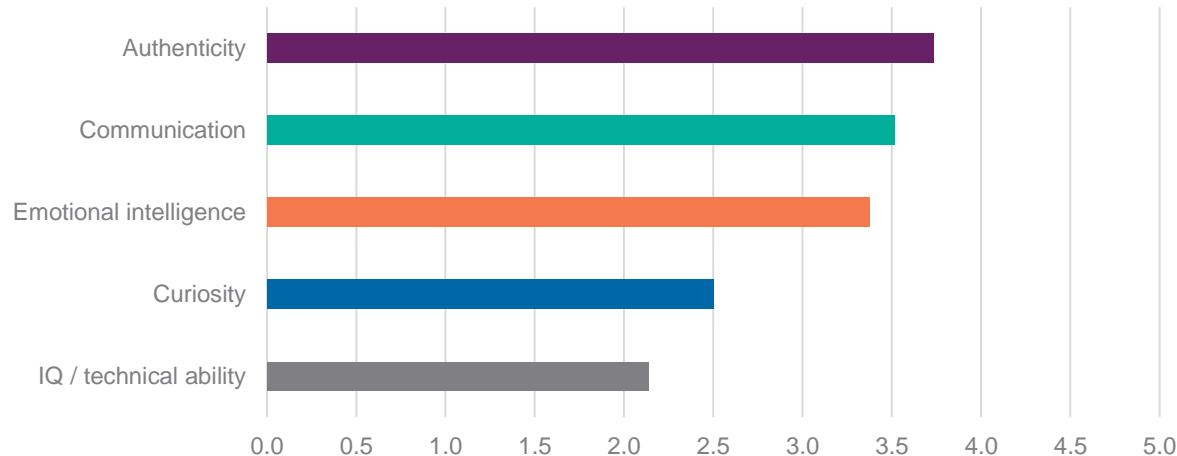


Our bespoke solution supports leaders with personal, strategic and team development



Authenticity is seen as the most important leadership skill, with IQ/technical ability regarded as the least relevant

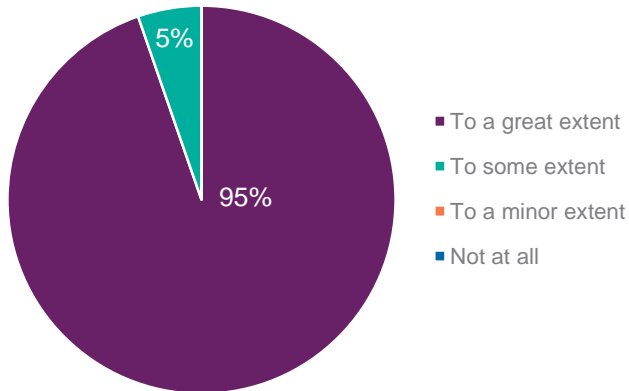
*What are the most important leadership skills for a senior leader to be effective in their role?
(scale of 1 to 5, 5 being highest)*



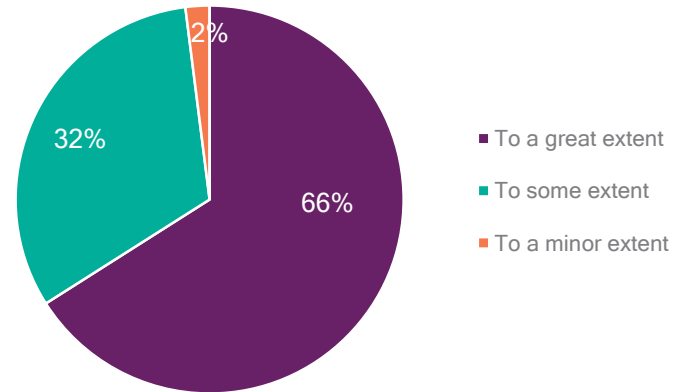


Trust and diversity are seen as absolutely essential when seeking to build a high-performing executive team

How important is trust when building a high-performing executive team?



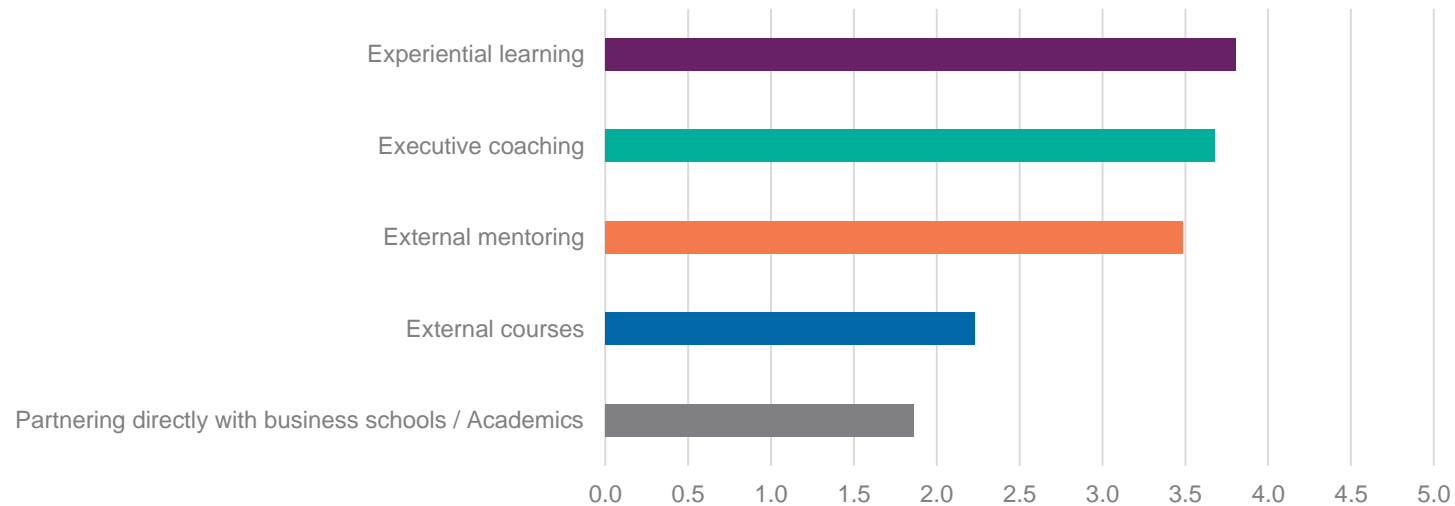
Is diversity a vital element in creating a high-performing executive team?





To improve leadership skills, CEOs and senior executives recognise the value in sharing experiences to gain practical advice and support

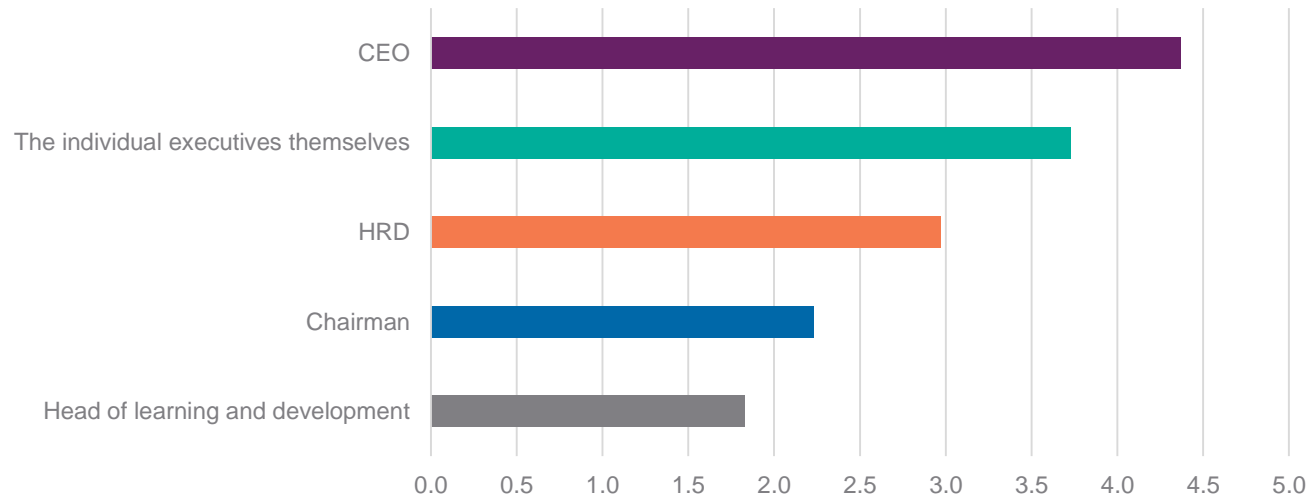
What do you find to be the most effective in terms of leadership development in the top team? (scale of 1 to 5, 5 being highest)





The CEO should be driving the leadership development of the top team

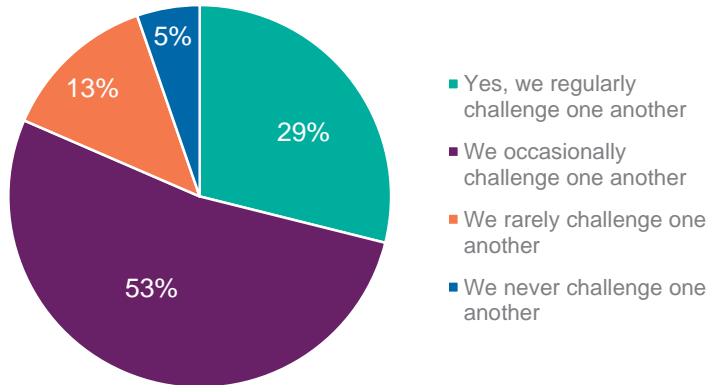
Who should be driving the leadership development of the top team? (scale of 1 to 5, 5 being highest)



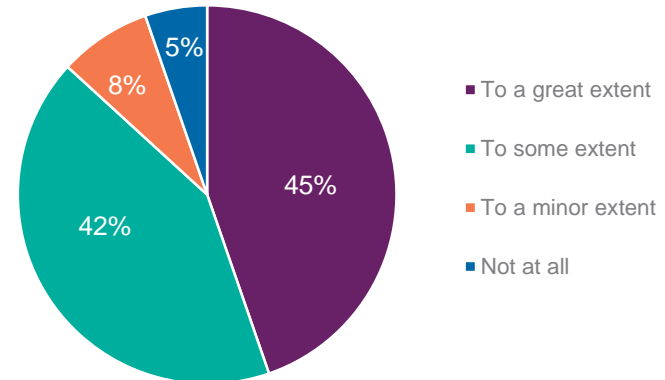


The hallmark of a high-performing executive team lies in getting the balance right between challenge and collaboration

Is there constructive challenge within the executive team?



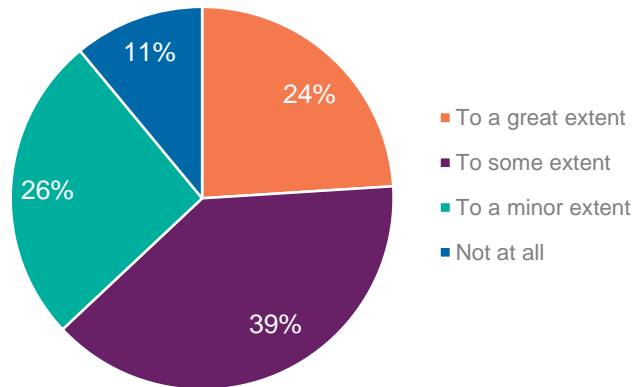
Is the executive team collaborative in its approach?





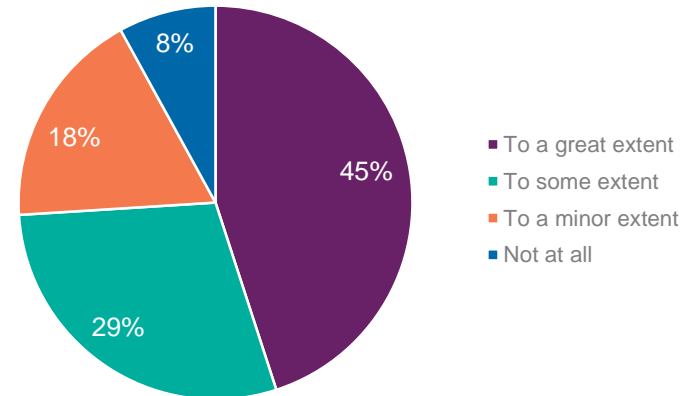
63% of respondents say that the behaviour of the executive team reinforces organisational silos

To what extent do the behaviours of the executive team reinforce silos within the business?



And 74% say that these silos slow down the execution of the business strategy

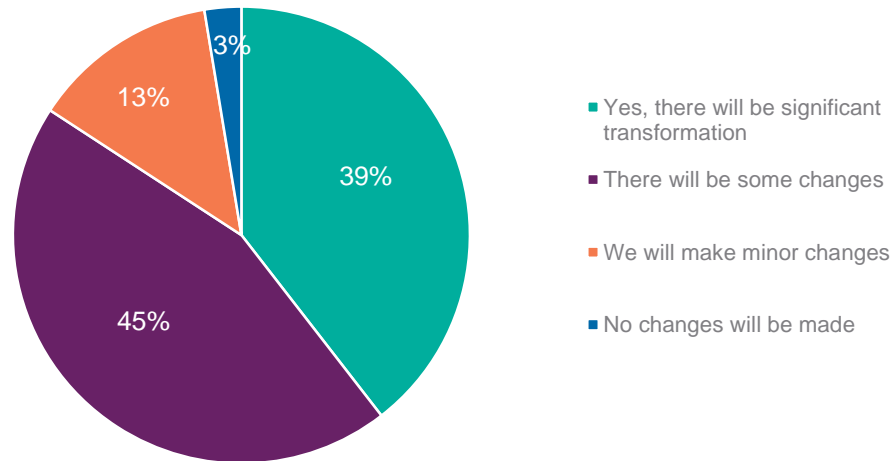
To what extent do silos slow down the execution of the business strategy?





85% will undertake organisational change in the next 12 to 18 months

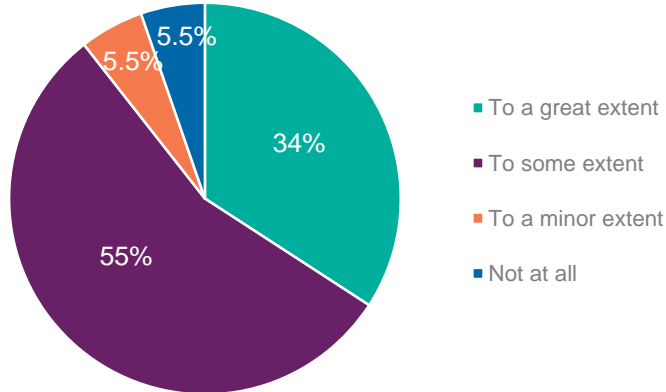
*Will you undertake organisational change in the
next 12 to 18 months?*



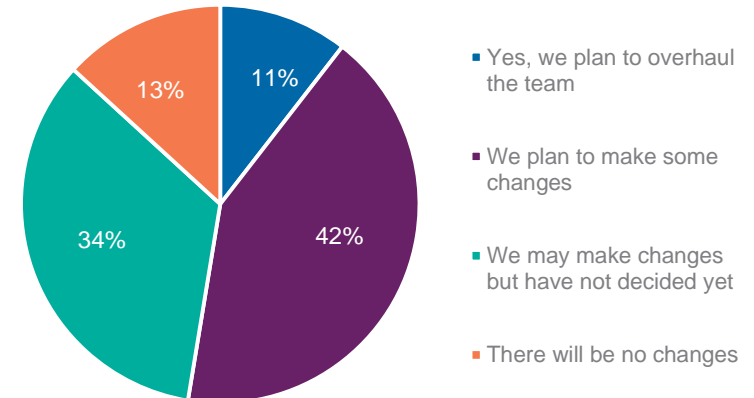


While there is a degree of confidence in the ability of senior executives to lead organisational change, over half of the respondents will bring in new, top-level talent over the next 12 to 18 months

Does the executive team have the right skills to lead this change?



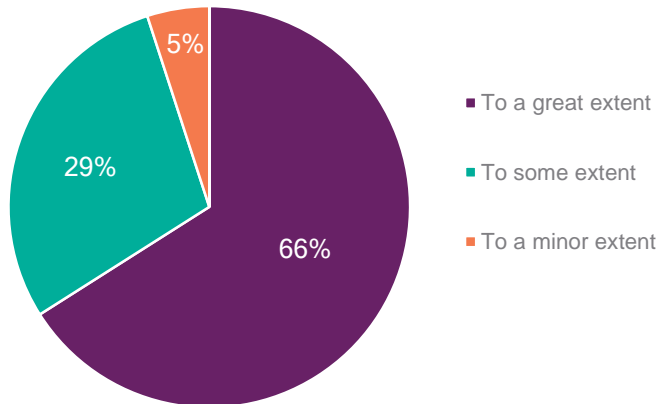
Do you expect to replace members of the executive team in the next 12 to 18 months?





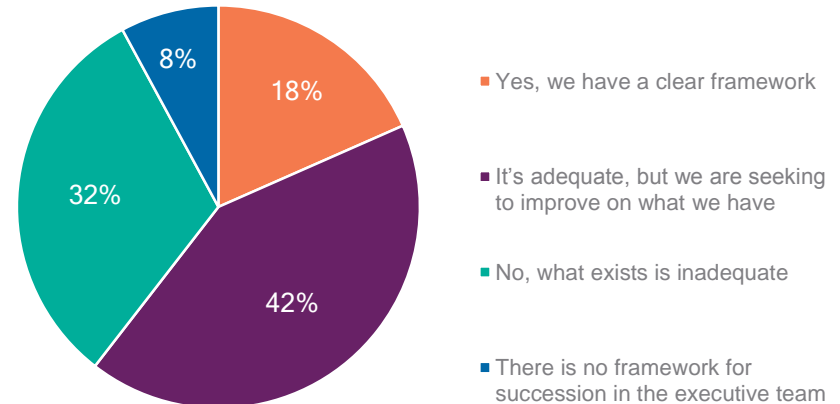
95% think that it is important to have a succession plan

Is it important to have a succession plan for the executive team?



But only 18% have a clear framework for succession in place

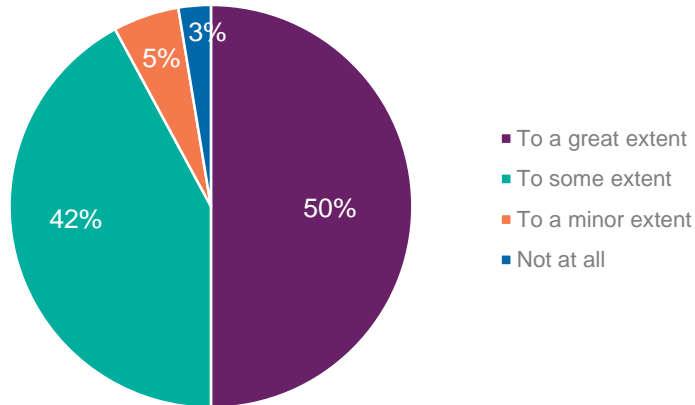
Is there a clear framework for succession in your executive team?



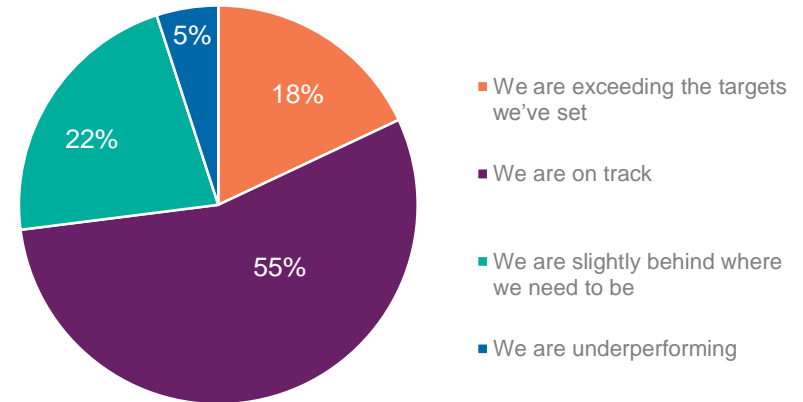


Respondents demonstrated a link between an aligned executive team and business performance

To what extent is the executive team aligned with the overall strategy?



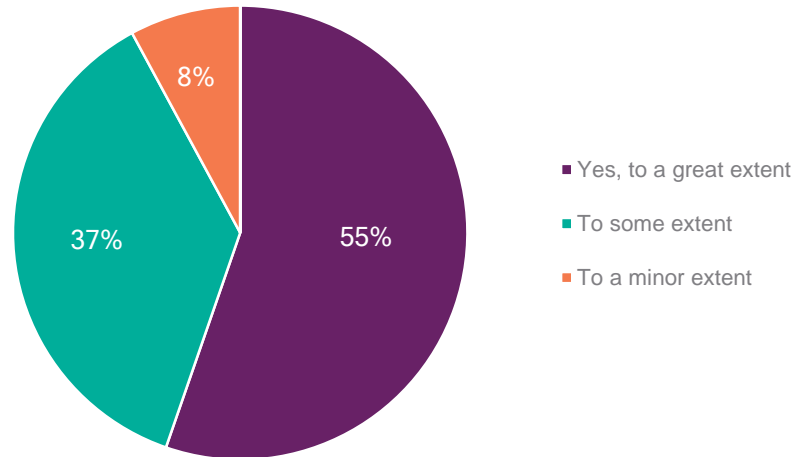
How are you currently performing against your business strategy?





An overwhelming 92% recognise the importance of developing the leadership skills of the executive team

Should more be done to help develop the leadership skills of the executive team?





CEOs recognise a number of key challenges ahead:

- In a world driven by social media and open, transparent networks, authenticity is now essential for successful leadership
- The ability to embrace new technologies and ways of working at pace will determine success or failure
- Trust and diversity are vital components of a high-performing leadership team, along with open communication and constructive challenge
- Change is on the horizon, both in terms of organisational structure and recruiting new leadership talent
- CEOs need to understand the changing needs of the business and adjust their teams accordingly and quickly
- CEOs recognise the importance of strengthening the leadership skills of the top team



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This Criticaleye survey on a High-Performing Executive Team was conducted to identify the business-critical issues faced by CEOs operating in today's environment. We asked attendees at our CEO Retreat 2016 to provide information on the challenges of building a high-performing executive team, how external changes were impacting on their businesses and what was needed for the future.