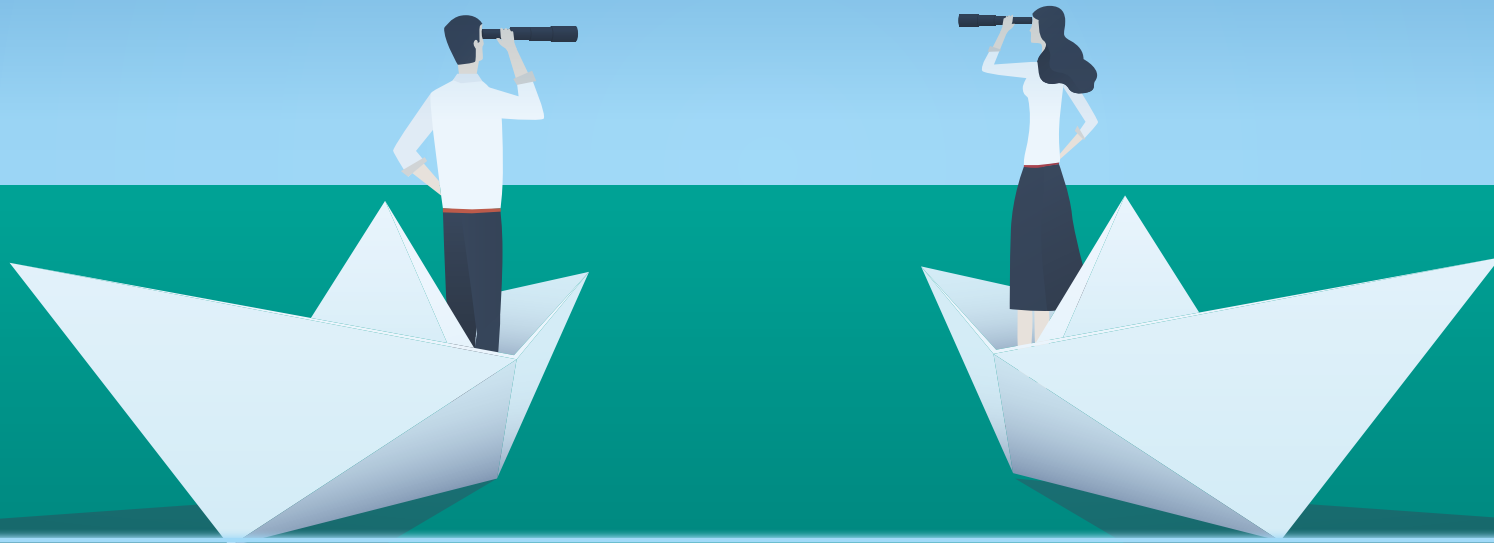




THE FUTURE OF LEADERSHIP



ASIA RETREAT 2018 RESEARCH RESULTS

“This research, conducted at our Asia Leadership Retreat 2018, provides a fascinating insight into the challenges executives are facing. With 77 percent of leaders in Asia finding their business model being disrupted, combined with massive opportunities for innovation, it’s a fascinating time to be operating in the region.

In this environment, the teams that leaders have in place to support them are crucial, indeed talent management and cross-team collaboration are cited among their top priorities for the next twelve months. However, just under four-fifths recognise that a shortage of skills and talent presents a significant threat to growth.

There are numerous internal challenges hindering progress too: 72 percent of leaders admit to being too involved in the day-to-day; 52% say they feel isolated in their role; and, in findings that echo our other Research documents, only 23% are confident in the ability of the leadership team to respond to business model disruption.

As well as the data collected at the Retreat, the following research includes comments from business leaders on how they are navigating these challenges.”



Jamie Wilson
Managing Director
Criticaleye

Findings from Criticaleye's Asia Retreat 2018 Research



53%

of leaders in Asia say they feel isolated in their role



72%

of regional leaders in Asia believe that being too focused on the day-to-day has a negative impact on business performance



77%

of leaders say they are facing business model disruption



77%

of leaders agree that a shortage of skills and talent is the biggest threat to growth in the region over the next 12 months



Innovation, talent management and cross-team collaboration are the top priorities for senior executives over the next 12 months

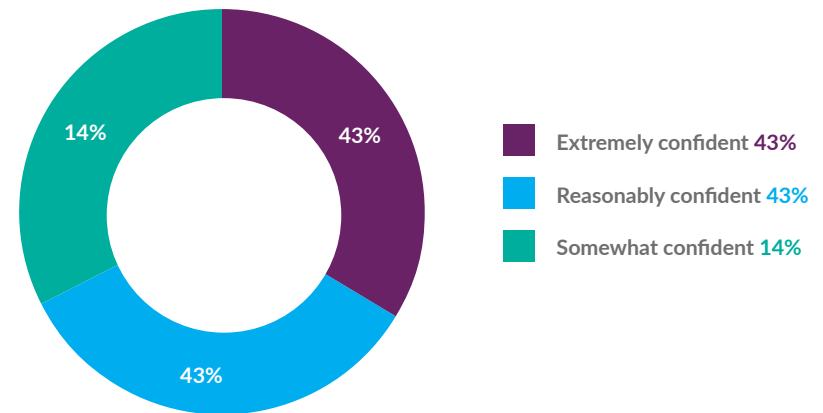


20%

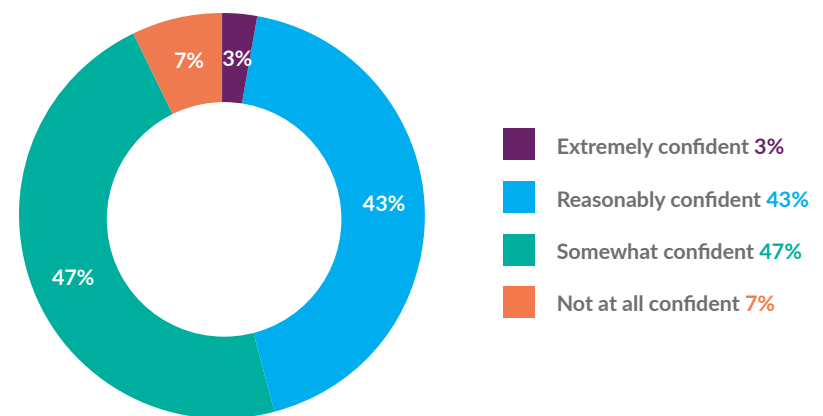
of senior executives say their organisation does not have a clear and effective regional strategy for growth

Senior executives are extremely confident about economic growth in Asia increasing over the next 12 months, whereas globally there is far greater uncertainty

How confident are you that the rate of growth in the Asian economic region will increase over the next 12 months?

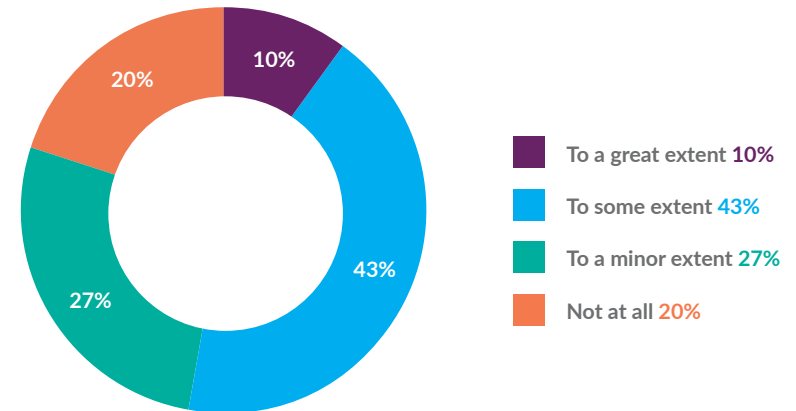


How confident are you that rate of growth in the global economy will increase over the next 12 months?

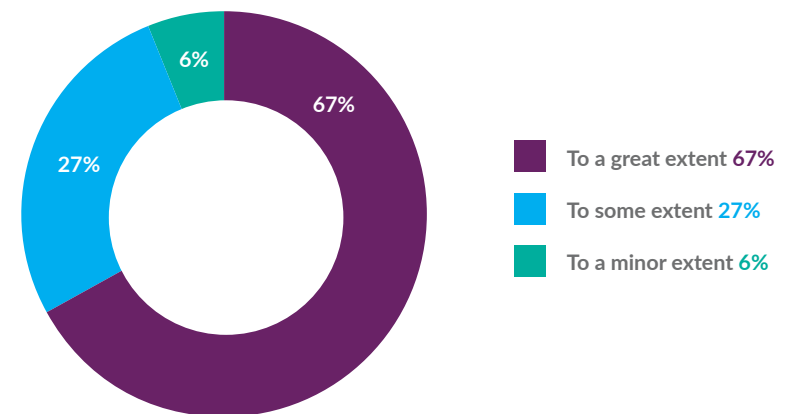


Over half of leaders say they feel isolated in their role and many would benefit from external reference points

As a leader, do you feel isolated in your role?

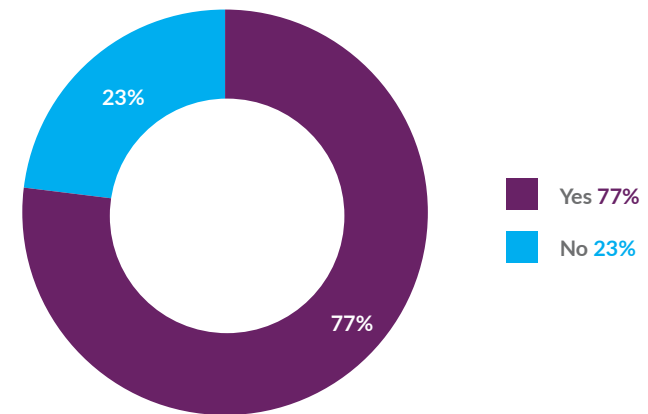


Is business performance enhanced if executives have access to reference points outside of their organisation / sector?

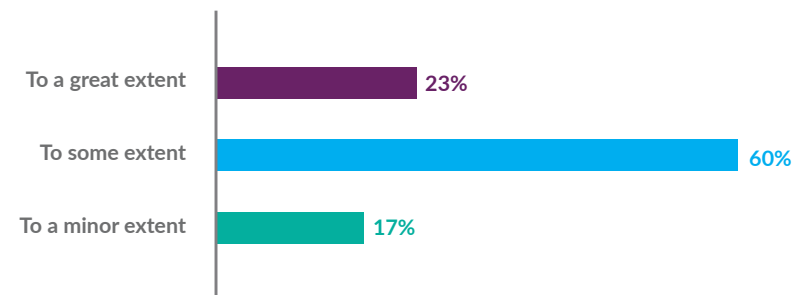


Nearly four-fifths of senior executives say they are facing business model disruption and only 23% feel they are equipped to respond to these changes

Is your business model being disrupted?

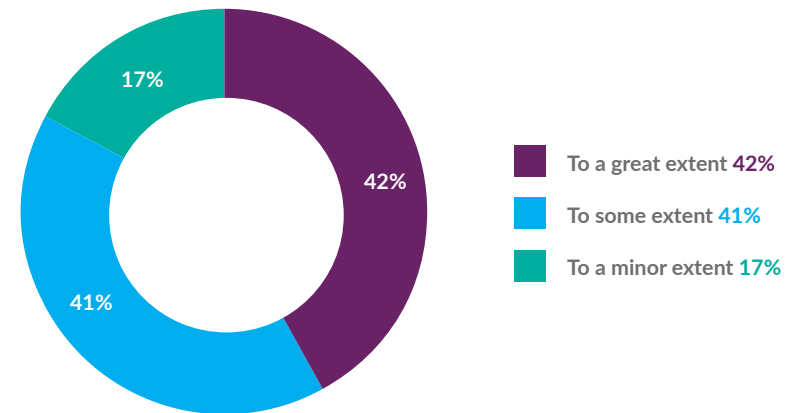


Does your senior leadership team have the ability to respond to business model disruption?

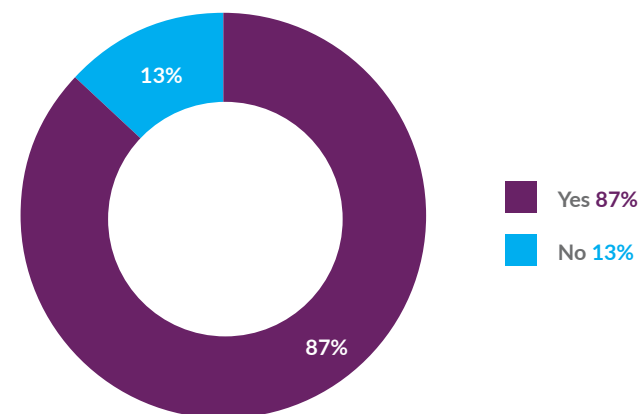


The attitudes and behaviours of senior executives need to change if organisational silos are to be removed

Do the behaviours of the senior executive team reinforce silos within the business?

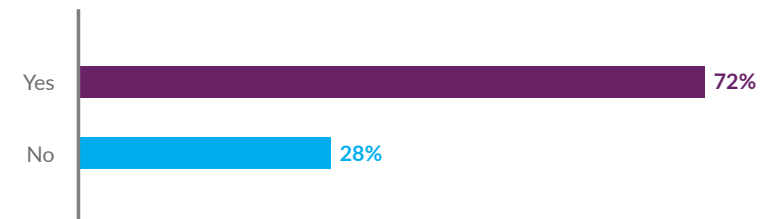


Do silos within your organisation have a negative impact on business performance?



Business performance suffers when leadership teams are fixated on short-term results

Does being too focused on the day-to-day have a detrimental impact on business performance?



Why do senior leadership teams become too focused on short-term goals?



Regional leadership comes with its own unique challenges and opportunities

Top five areas where business leaders feel they must improve

1. Building alignment in the senior leadership team
2. Strategic thinking
3. People skills and communication
4. Recognising the need for external reference points
5. Ability to influence others in a matrix structure

Top five biggest challenges of leading a regional team

1. Communication & collaboration
2. Managing multiple reporting lines
3. Lack of empowerment from HQ
4. The 24-7 nature of leadership
5. Establishing common goals

Filmed at our Asia Leadership Retreat 2018, Criticaleye spoke to Duncan Hewett, SVP & GM, Asia Pacific and Japan, VMware; Anika Grant, APAC HR Director, Uber and Balaji Swaminathan, Asia Advisory Board Member, Westpac Banking Corporation about what it takes to build a successful regional team. [CLICK HERE TO WATCH THE VIDEO](#)

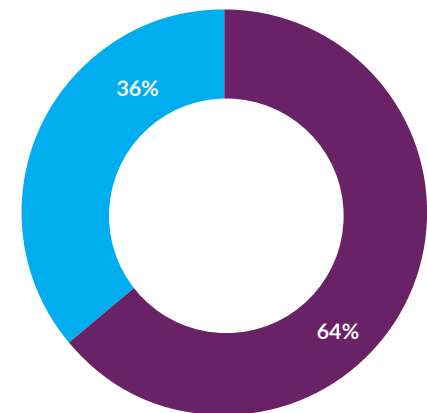




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Organisations in
Asia are prioritising
external talent over
seeking out and
developing leaders
from within

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



■ Headhunters / recruitment
for senior executive roles 64%

■ Leadership development
& support for senior executives 36%

CEOs and executives realise they need to prioritise top level leadership development

97% agree that external mentoring improves the performance of senior executives

Building alignment in the senior team, strategic thinking and communication are all skills which leaders need to improve on

94% of executives say business performance would be improved if they had access to external reference points

100% think more should be spent on leadership development rather than headhunters

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Top 5 Priorities for Leaders in Asia in 2018

☒ Innovation

☒ Retaining key talent and developing skills

☒ Greater cross-team collaboration

☒ Strengthening leadership capability

☒ Digitisation



When it comes to regional growth, China, Indonesia and India are expected to offer the most opportunity in the next year. Skills shortage, new competition and digital disruption are cited as the biggest inhibitors to growth

“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.”



Michael Crompton

General Manager, Asia, 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 leaders into a trusted environment, where executives and their teams get access to the insight they need to enhance their performance.

We enable senior executives 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

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