



An Evolving Business Landscape: Change and disruption in Asia

*Research results from Criticaleye's
2016 Asia Leadership Retreat*



“In today’s environment businesses can be disrupted at any moment – you need to be prepared for it and have a leadership team that is aligned, has complete trust in one another and can collaborate effectively to weather the storm.

This research, conducted at our Asia Leadership Retreat 2016, asked leaders about the regional threats, opportunities and trends they are facing, plus the requirements executives face in tackling them.”



Andrew Minton
Managing Director
Criticleye

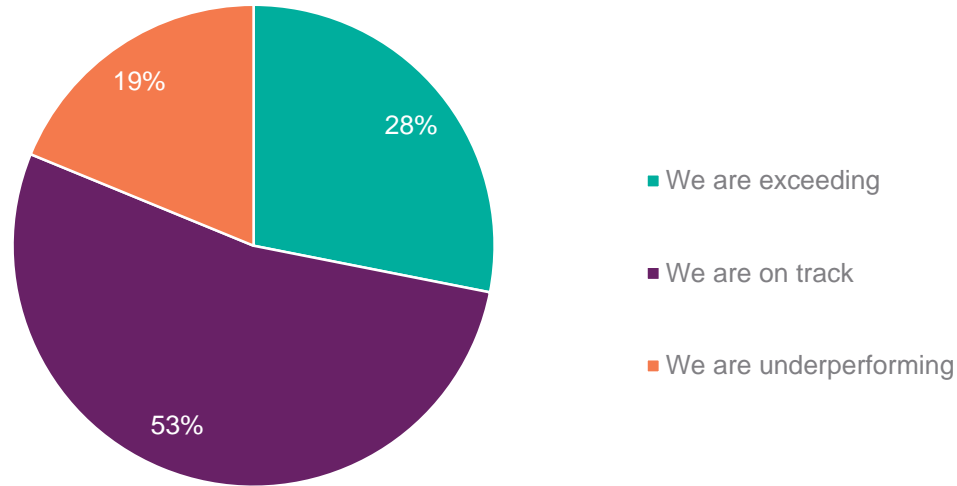


Survey highlights from Criticaleye's Asia Leadership Retreat 2016

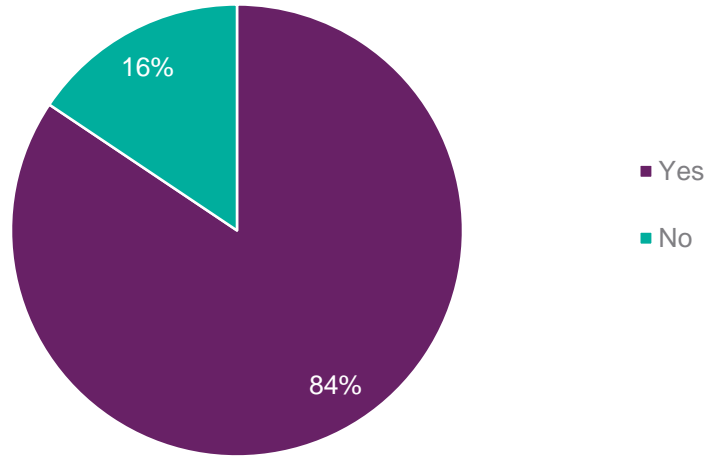
- 94% of those surveyed will undertake organisational change within the next 12-18 months
- Economic downturn and a shortage of skills are the biggest risks to business
- Executive team behaviour often reinforces silos and needs to be more collaborative
- Three quarters of the leaders polled believe their company's succession plan could be improved
- 91% see mentoring as a useful tool to develop the top team
- 94% believe experiential learning is key to developing leadership skills



81% of businesses are either exceeding or are on track with their strategy...

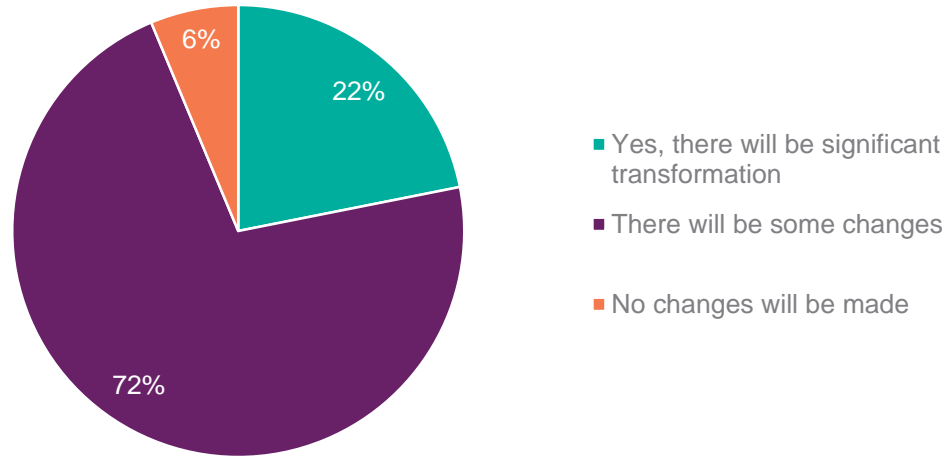


84% have a clear and effective regional growth strategy...



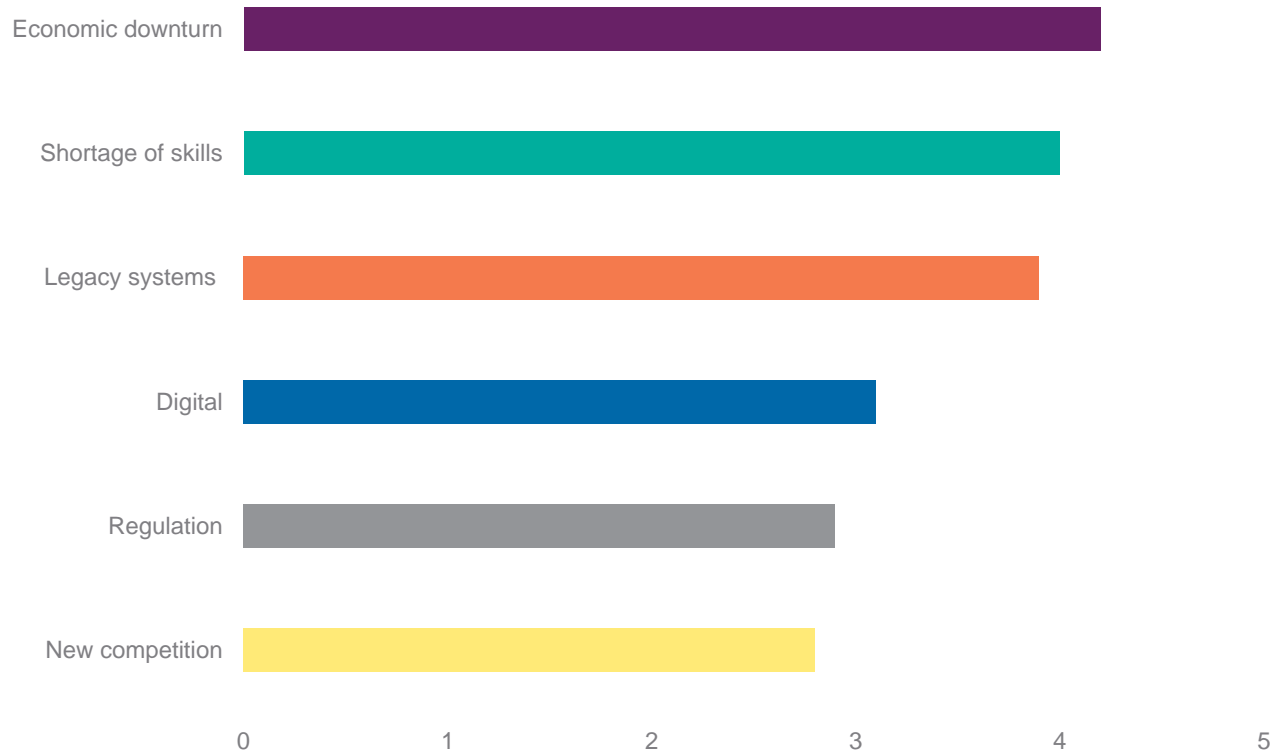


... Yet disruption is inevitable. 94% will undertake organisational change within the next 12-18 months



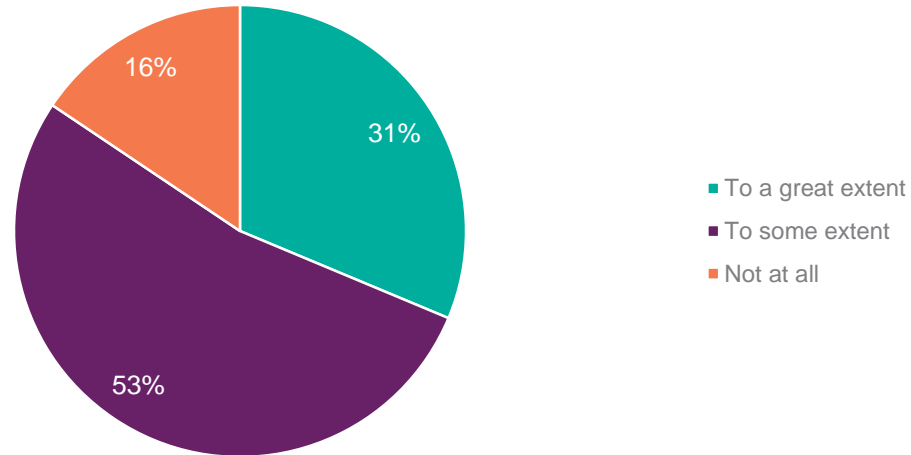


Economic downturn and a shortage of skills are the biggest risks to growth



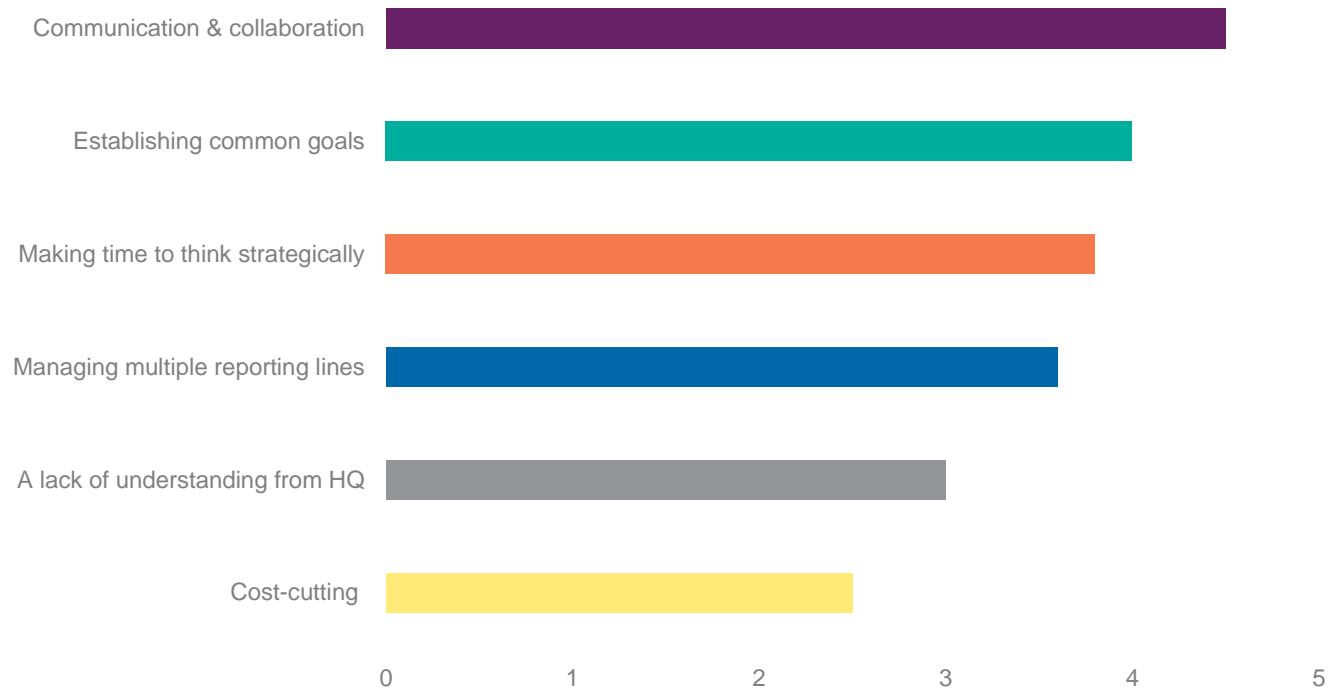


Executive team behaviour often reinforces silos and needs to be more collaborative...



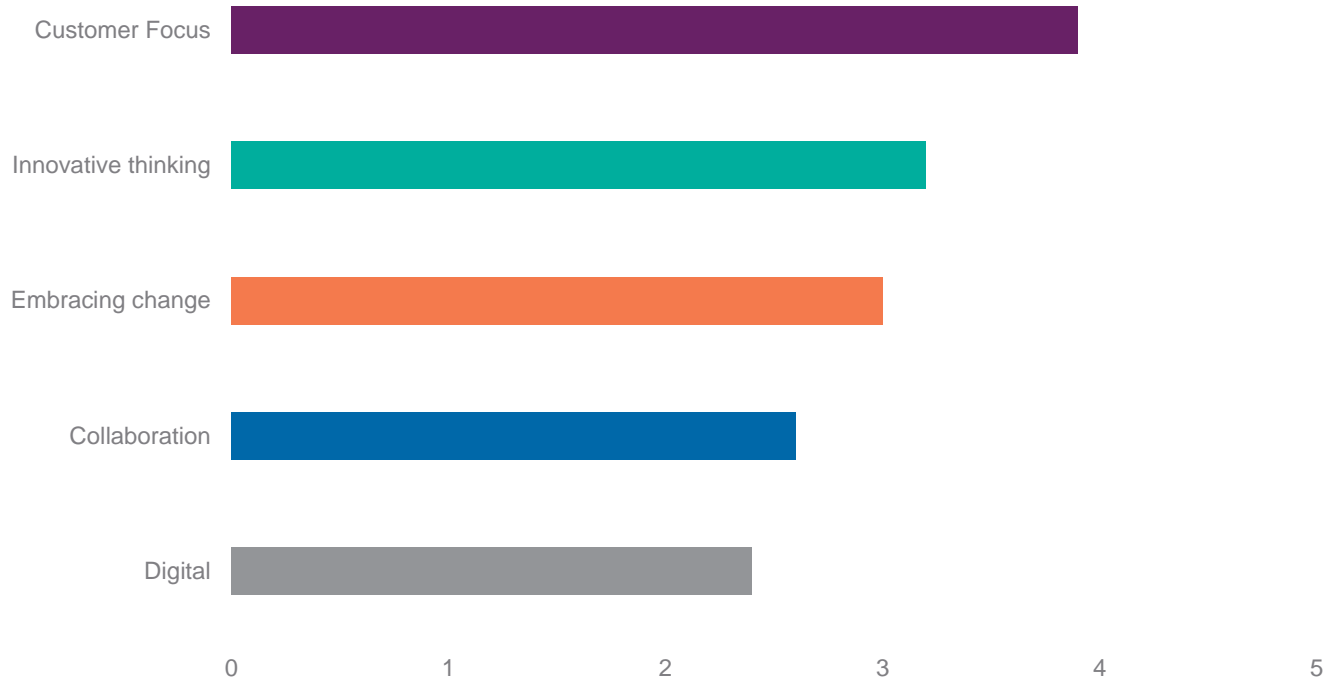


...Even on a regional level, communication, collaboration and establishing common goals are seen as the biggest challenges



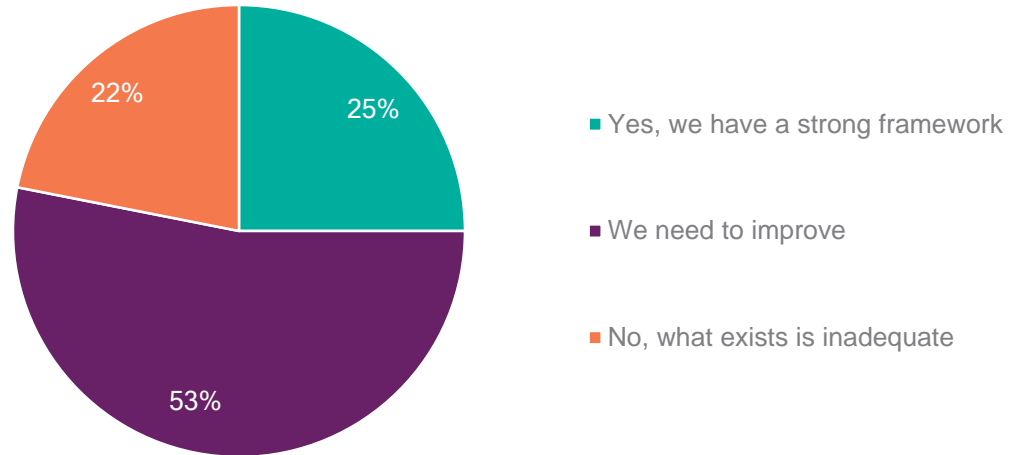


Executives must also be skilled in innovation and customer experience if they are to develop the business





Three quarters of leaders believe their company's succession plan could be improved





Experiential learning and mentoring are seen as highly valuable in tackling these and other leadership issues

- **91%** see mentoring as a useful tool to develop the top team
- **94%** believe experiential learning is key to developing leadership skills



Key Findings

- Change is inevitable for businesses operating in Asia – no surprise then that innovation is highly prized in leaders and executive teams. Other valued skills are diversity, trust and collaboration
- In a complex business environment, regional executives have the additional challenge of effectively communicating and collaborating with their global counterparts
- Encouragingly, most executives have a successful regional growth strategy, and most are performing well against it
- Although digital disruption continues to be a threat to organisations regionally and globally, the economic downturn and a skills shortages are more pressing risks to Asia-based leaders
- In addition to talent acquisition, businesses in Asia acknowledge that the workforce is becoming more transient – with more people opting for part-time, portfolio and flexible roles. In particular, more must be done to develop the talent pipeline

Criticaleye – the peer to peer Board Community



“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.”



Matthew Blagg
CEO
Criticaleye



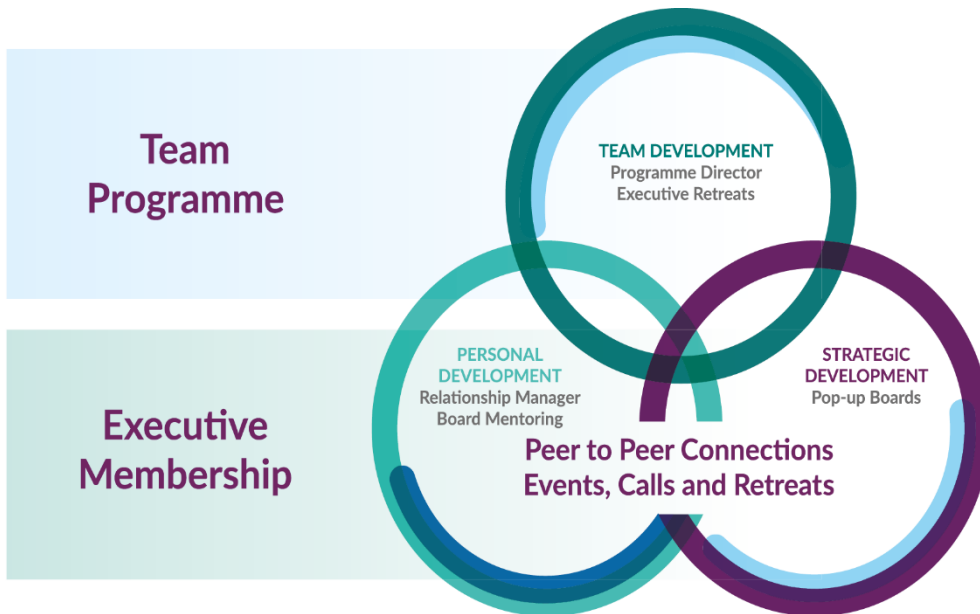
We Inspire Leaders to Succeed

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.





Inspiring Leaders to Succeed

Respect

We advocate high levels of respect internally and amongst our Members so that there is value and appreciation of the various opinions, experiences and roles in the Community

Collaboration

We work together by sharing knowledge and expertise to achieve results

Challenge

We provide a safe environment where ideas and strategies are challenged, actively inspiring leaders to think differently

Trust

We provide a trustworthy platform for peers to share knowledge and inspiration openly

Integrity

We promise to drive results whilst honouring confidentiality

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