



# Creating Winning Leadership Teams in an Age of Disruption

*Research results from Criticaleye's  
2017 Human Resources Director Retreat*



“The number one priority for HR Directors today is to understand how to get the organisation to respond to the speed of change. In particular, what types of skills are required of a senior leadership team to successfully navigate this uncertain and volatile business landscape?”

“In this research document, conducted at our Human Resources Directors Retreat 2017, we find out how HRDs are supporting CEOs by strengthening leadership capability in the face of business model disruption.”



**Charlie Wagstaff**  
**Managing Director**  
**Criticaleye**



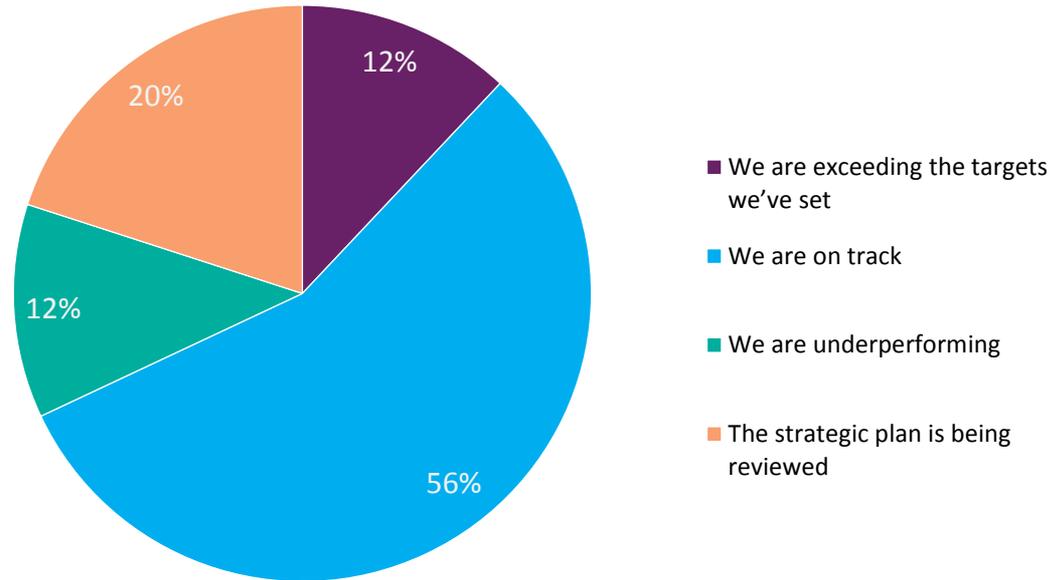
# Criticaleye's Human Resources Director Retreat 2017

## Survey highlighted these key issues:

- **95%** of HR Directors say their business model is being disrupted
- **73%** are planning large-scale transformation in the next 12-18 months, and yet only just over a third (35%) say the CEO, CFO, Chairman and HRD are aligned on how those changes are to be implemented
- **86%** of HRDs say their senior team is too inward-looking and focused on the day-to-day
- Mentoring and experiential learning are invaluable for leaders in the current climate
- **77%** will prioritise retaining key talent and developing skills over the next 12-18 months.



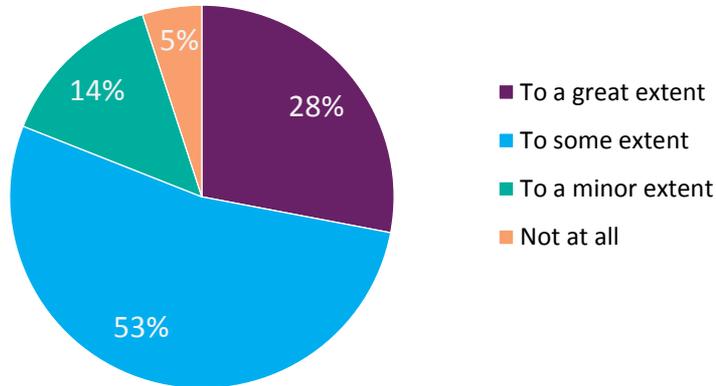
**68% of businesses are either exceeding the targets set out in their strategic plan or are on track to hit them. However, 20% are reviewing the existing strategy...**



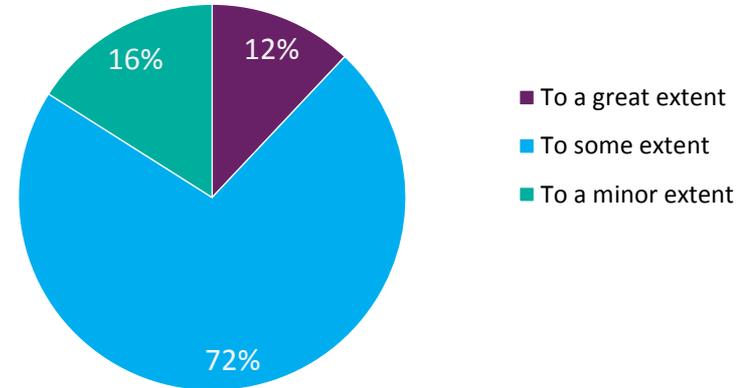


**While 28% of respondents said their business model was being disrupted to a great extent, only 12% felt confident they had the right leadership capability to fully respond to those changes**

*Is your business model being disrupted?*



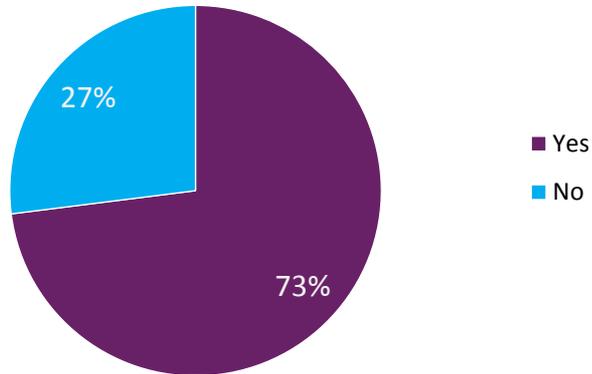
*Do your senior executives have the ability to respond to business model disruption?*



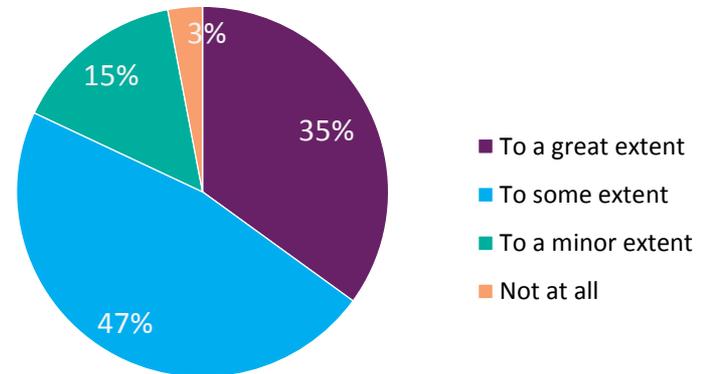


# 73% are planning large-scale transformation in the next 12-18 months, but only 35% say the top team are aligned on how those changes are to be implemented

*Are you undertaking large-scale organisational change during the next 12-18 months?*



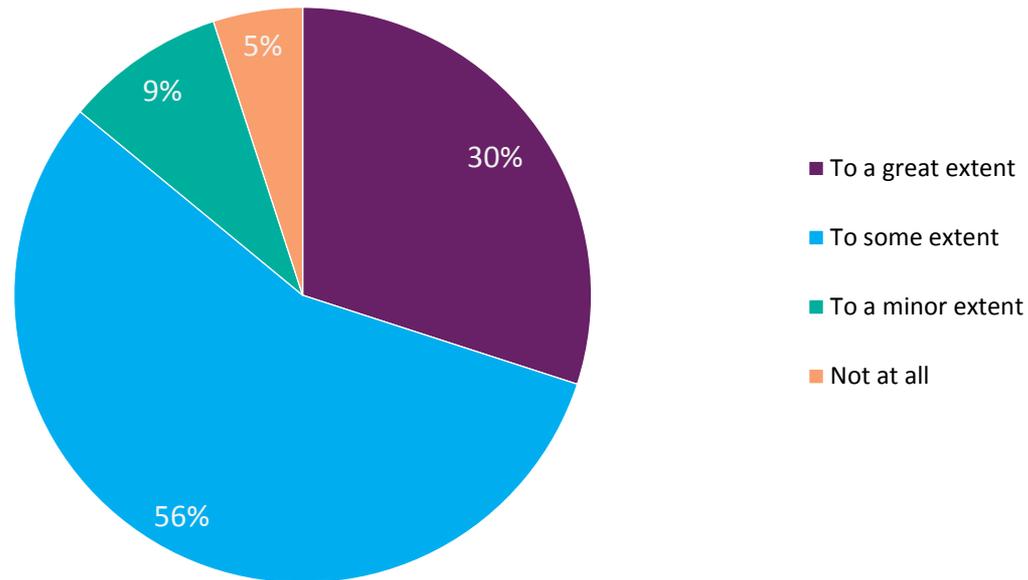
*Are the Chairman, CEO, CFO and HRD aligned on how large-scale organisational change is to be executed?*





## 86% felt their leadership team was too inward-looking and focused on the day-to-day

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



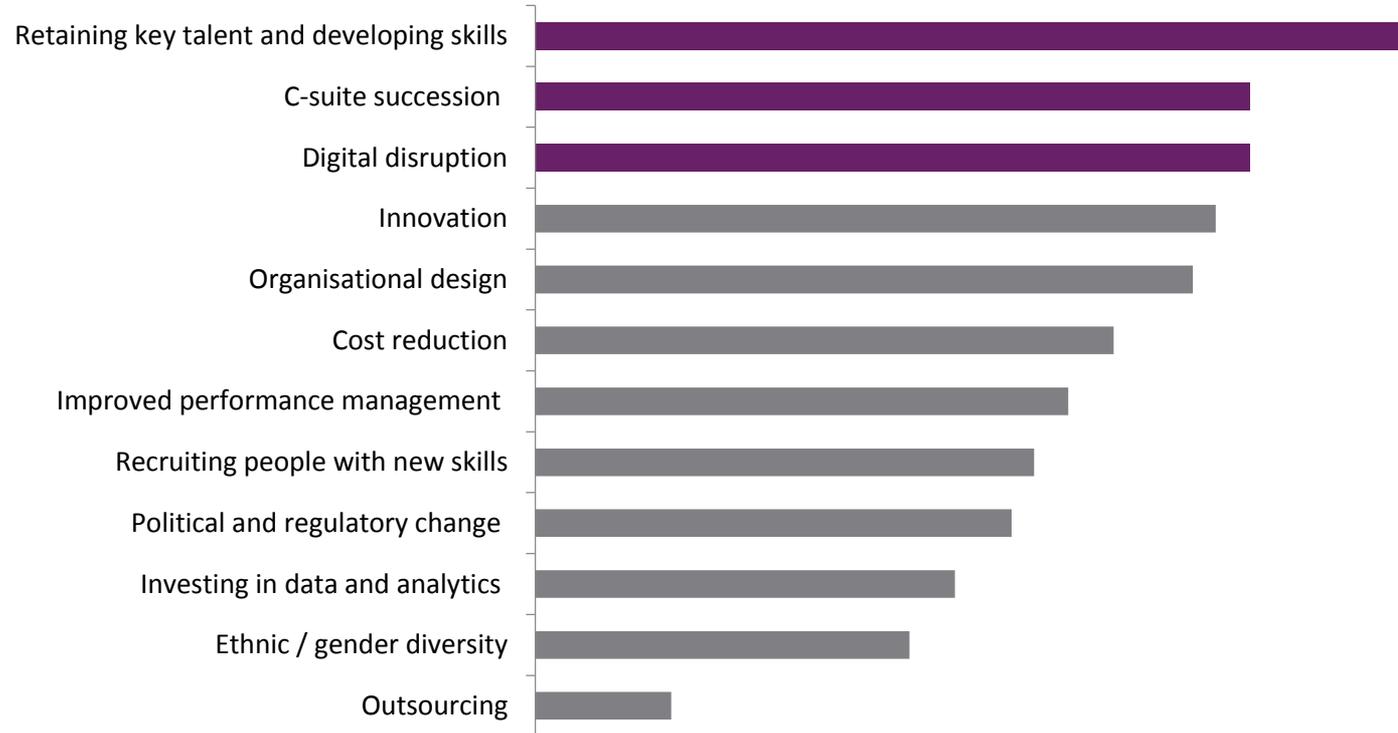


## Adaptability, agility and collaboration are regarded as highly valuable when creating a successful business

- **96%** see adaptability as a core leadership skill
- **88%** believe greater organisational agility will help to improve business performance
- **74%** said that a collaborative leadership style will deliver better results

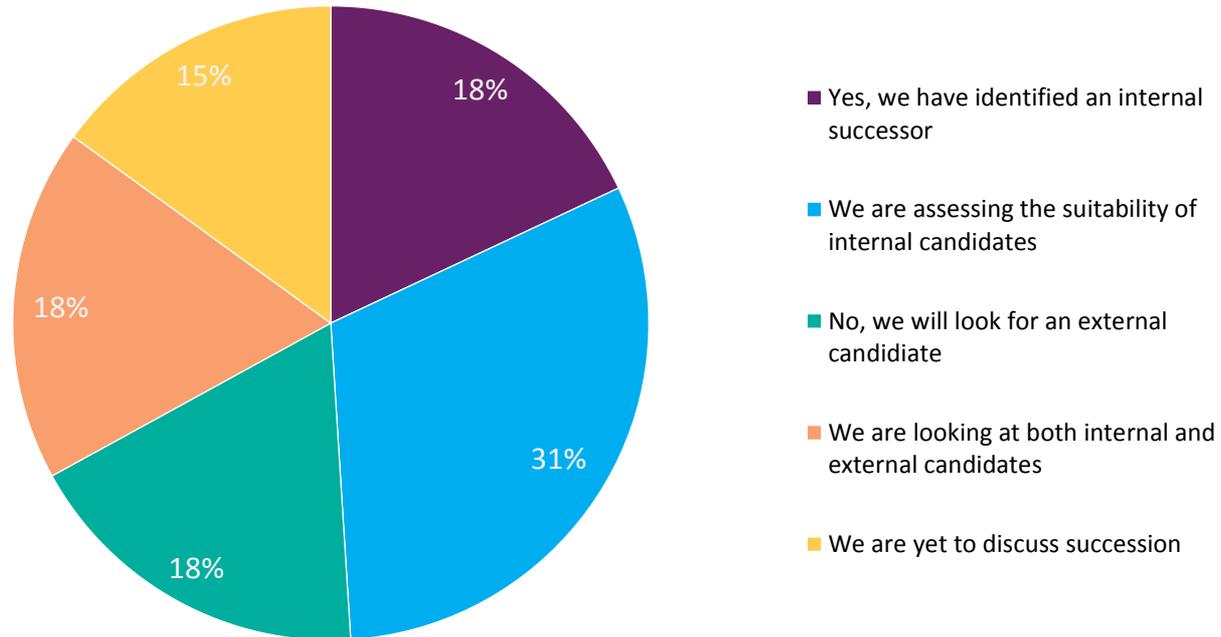


## The top three areas of focus for businesses over the next 12-18 months are retaining and developing talent, succession planning for the C-suite and digital disruption...





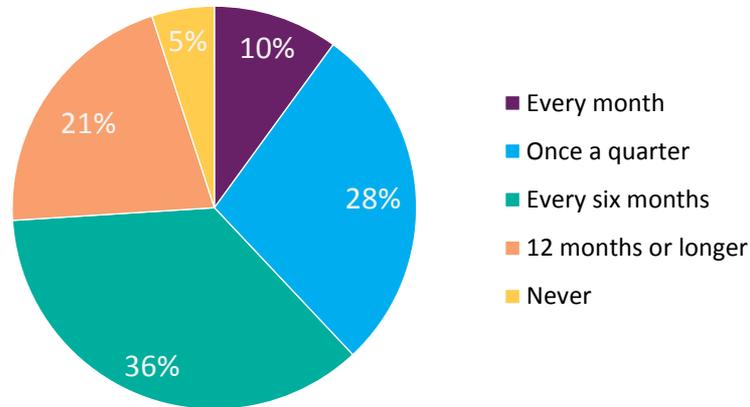
## When it comes to CEO succession, just under a third of respondents are looking for an internal candidate, although 15% are yet to even discuss a successor...



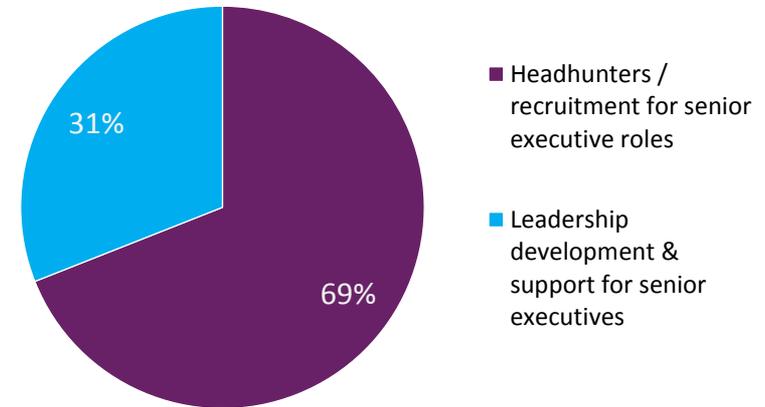


## Although boards are showing greater interest in the leadership development needs of senior executives, more money continues to be spent on headhunters / recruitment fees than L&D

*How often does the HRD meet with the Board to discuss the leadership development needs of senior executives?*



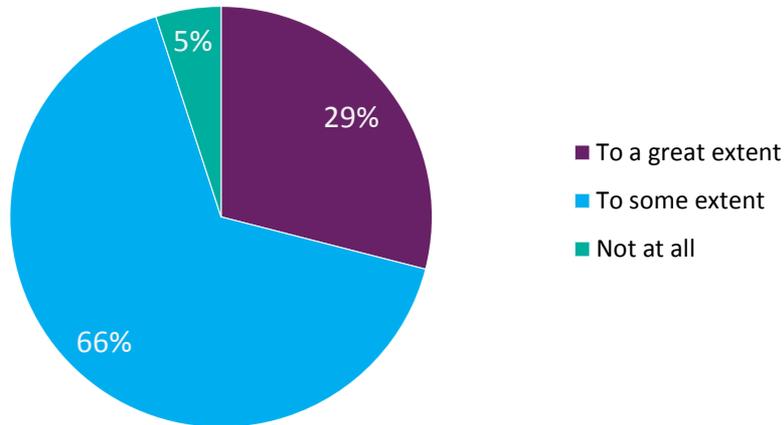
*In your experience, on which of the following do organisations spend more?*



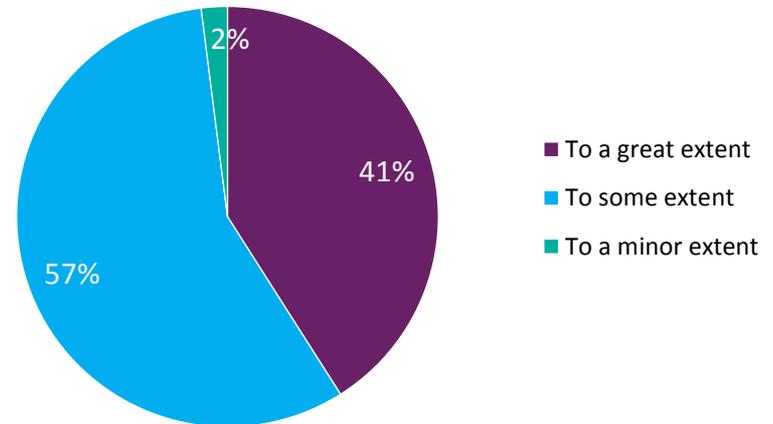


## The majority of HRDs recognise the value of mentoring and experiential learning for senior executives

*Is mentoring an important development tool for senior executives?*



*Does experiential learning for senior executives result in improved business performance?*



# 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**



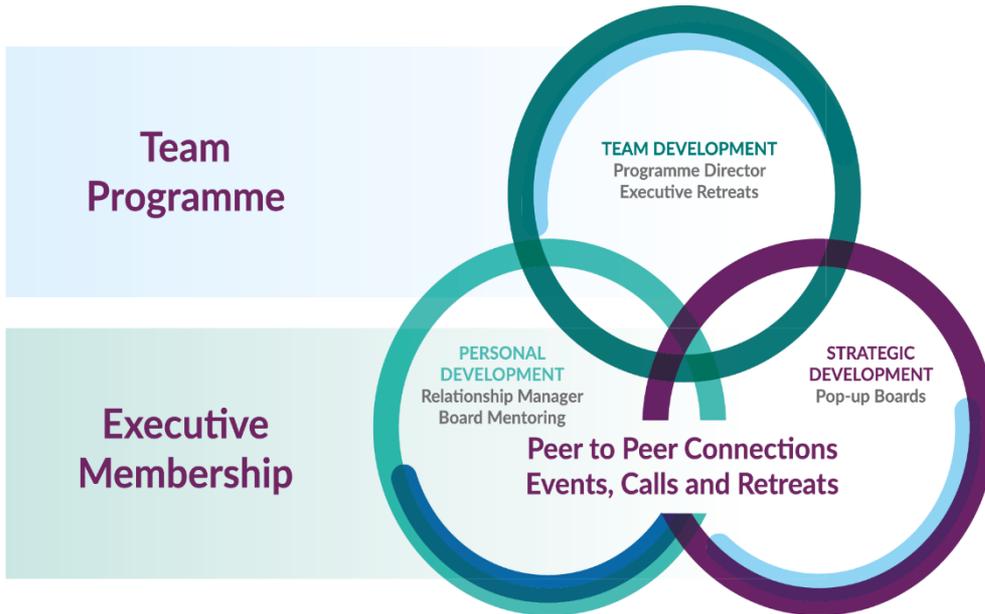
# We Inspire Leaders to Succeed

**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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