

# 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

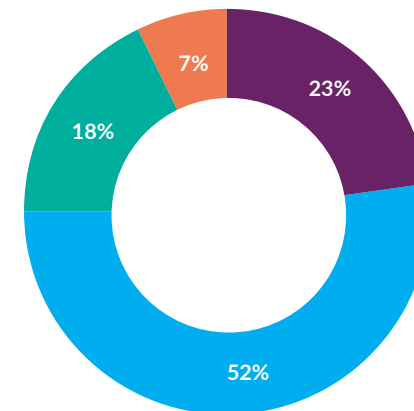
**36%** of CEOs expect to undertake large-scale transformation. Only **42%** are fully aligned on how to execute such changes

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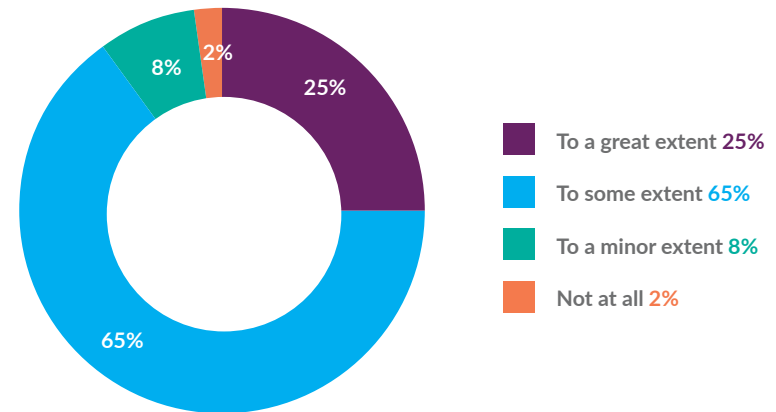
**93% of CEOs  
are grappling  
with business  
model disruption**

Is your business model  
being disrupted?

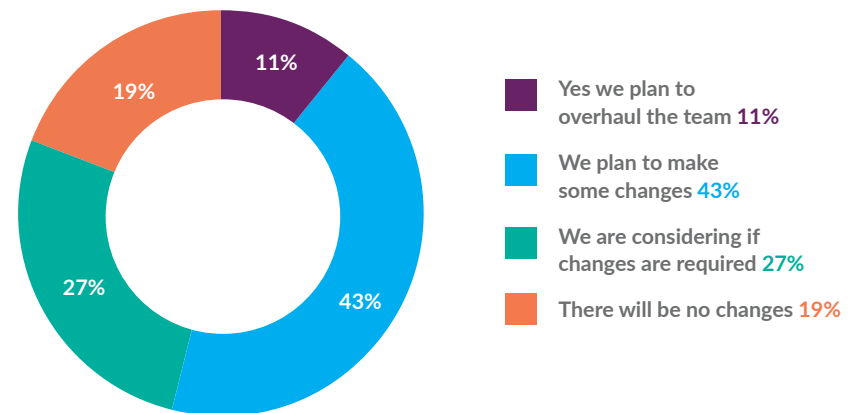


Only 25% of CEOs  
feel they have the right  
senior executives to  
respond to disruption.  
Over half (54%) will make  
changes in the top team

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

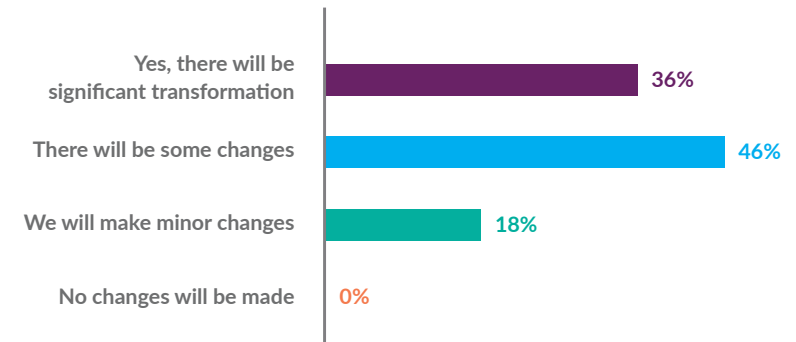


Do you expect to replace members of the  
executive team in the next 12-18 months?

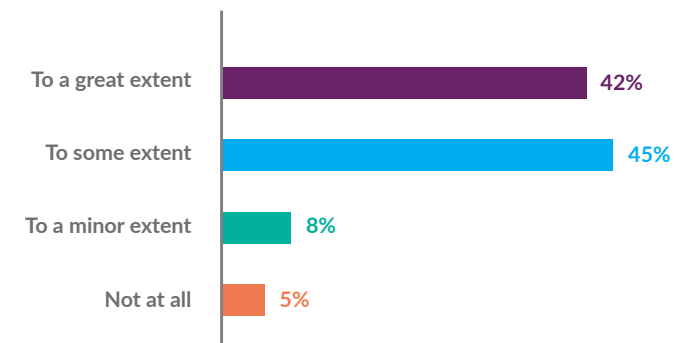


**36% of CEOs expect to undertake large-scale transformation, but less than half (42%) say there is full alignment on how to execute such changes**

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

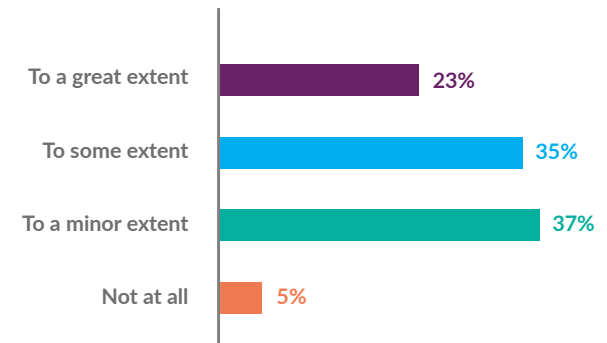


Are the Chairman, CEO, CFO & HRD aligned on the implementation of large-scale organisational change?

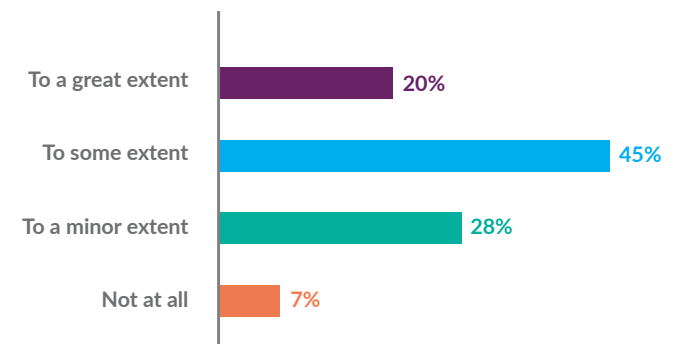


**23% of CEOs say  
their senior teams  
are too inward-looking  
and one-fifth have  
a siloed mentality**

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



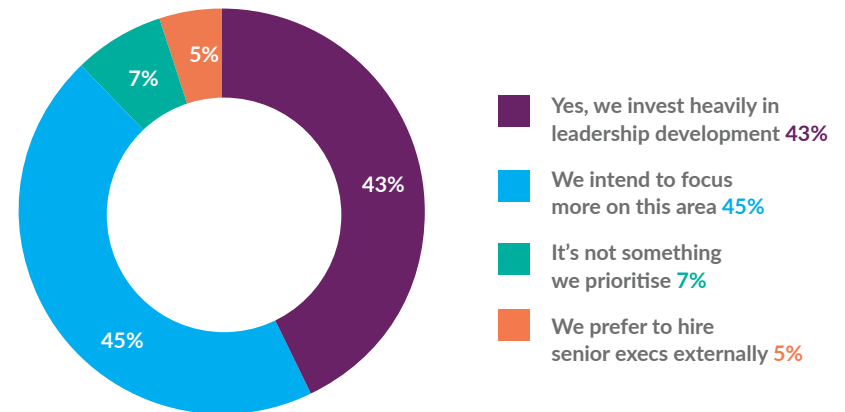
Does the behaviour of the executive  
team reinforce organisational silos?



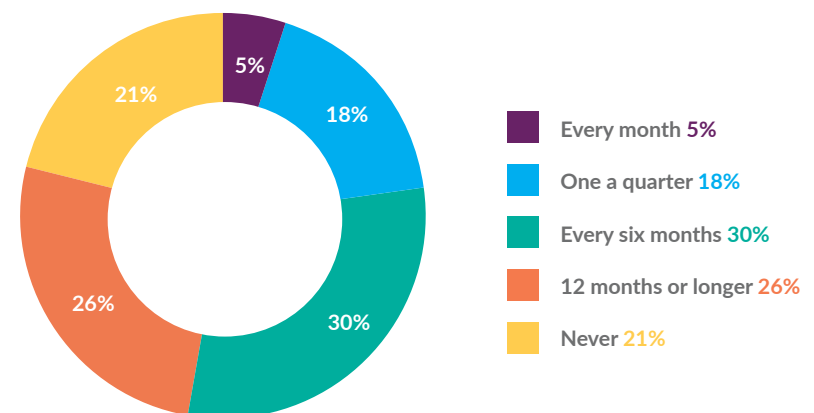


45% of CEOs recognise they need to focus more on leadership development. However, 21% admit the Board never discusses this with their HRD

Is leadership development for senior executives a priority?



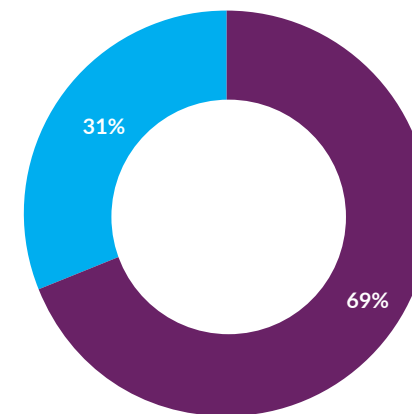
How often does your HRD discuss leadership development with the board?





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

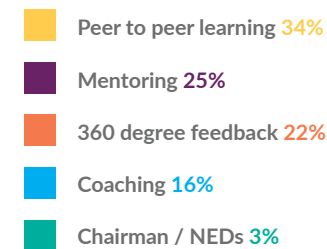
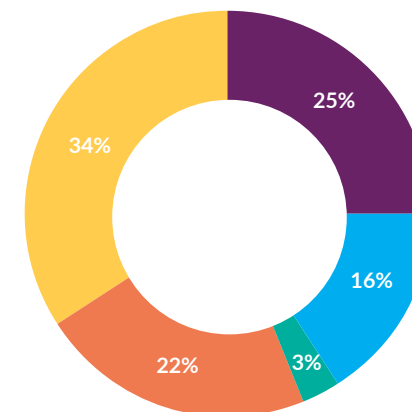
In your experience, on  
which of the following do  
organisations spend more?




- 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"

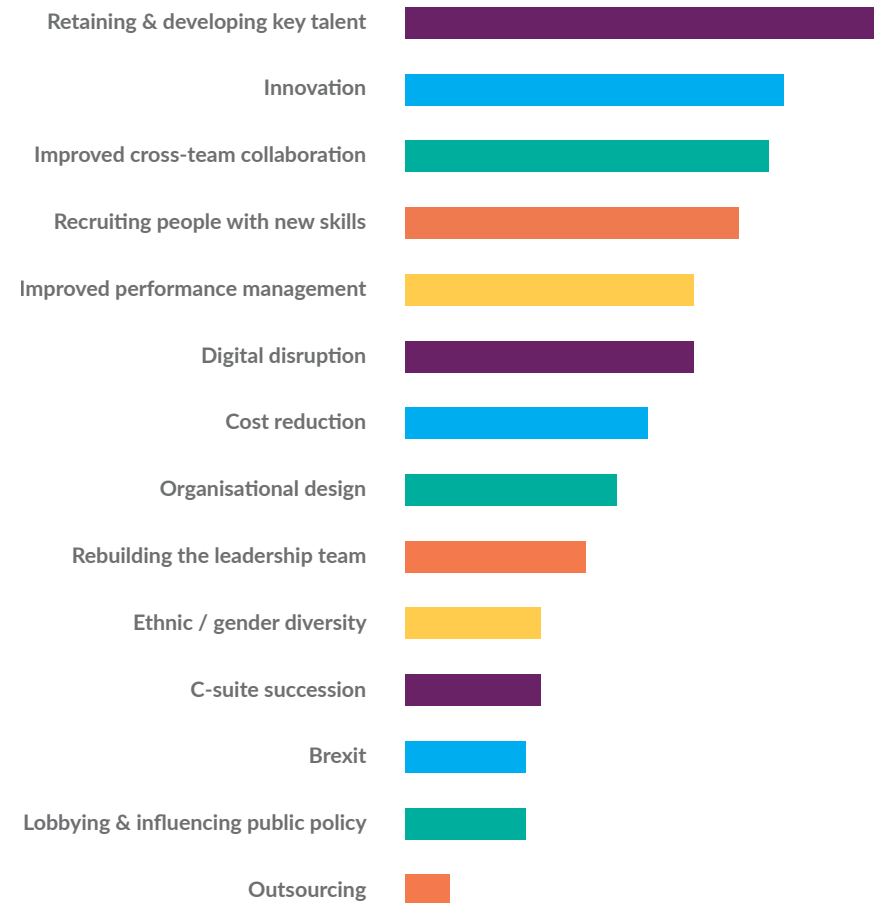
**40%** admit to falling behind their business strategy

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

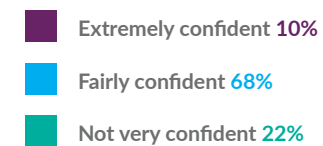
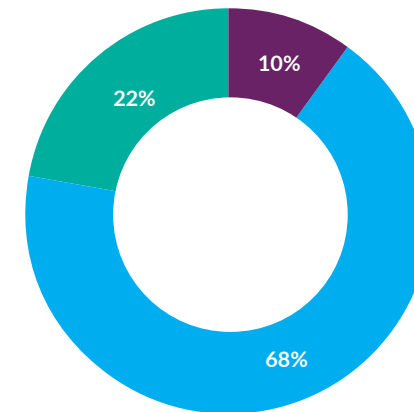
What do you regard as priorities in your  
organisation over the next 12-18 months?





**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.”

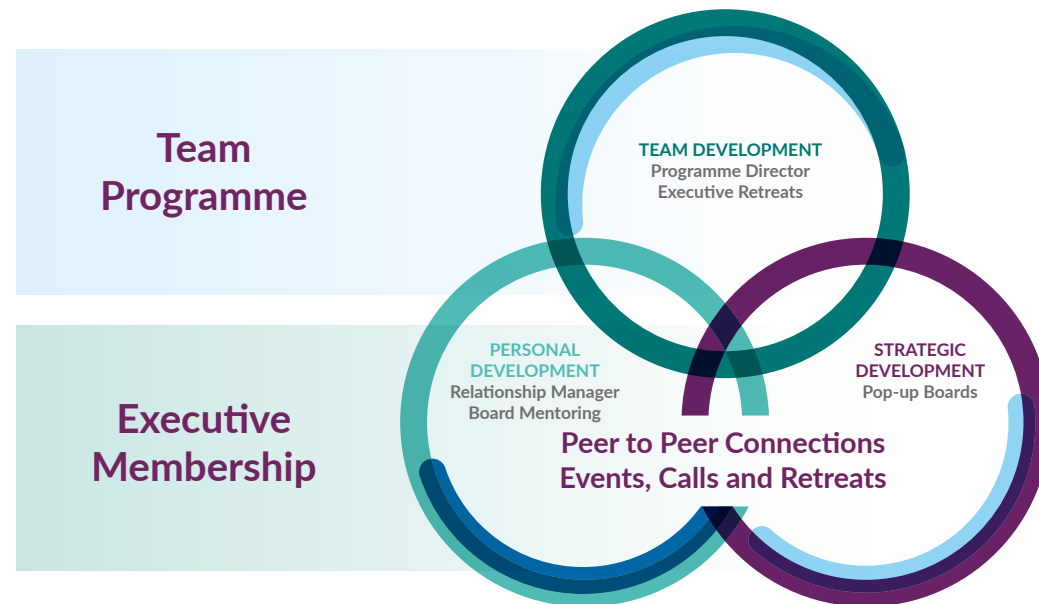


**Charlie Wagstaff**

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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