

Over the next year, how will the role of leaders change?

In a recent survey, a majority of global professionals responsible for leadership development agreed that the expectations of leaders will be more expansive than ever in the coming year.



LEADERS WILL BE EXPECTED TO:

Thrive amid continuous disruption

Nearly two-thirds of global leaders in L&D and functional roles focused on leadership development agree that the following leadership skills will be important in meeting their business goals in the next year.



Willingness and ability to take risks



Ability to provide clarity and direction to team members in dynamic situations



Ability to not just endure but embrace ambiguity and uncertainty



LEADERS WILL BE EXPECTED TO:

Leverage technology more strategically



77% of respondents anticipate that tech-savviness and digital adaptability will be crucial leadership skills for meeting their business needs in the next year

“The only way that our business will survive is to either become more and more efficient in what it does or to deploy technology to automate new processes. We need leaders thinking about how to take processes that are done by five people today and find a way to automate them.”

Business development head at a pharmaceutical distribution company



LEADERS WILL BE EXPECTED TO:

Engage employees with deeper empathy and inclusion

“Employees now expect their manager to care about them personally. ... They will share that they are emotionally struggling, which rarely happened before. One of the changes is being able to more holistically engage an employee appropriately ... but many leaders still don’t know how to do it.”

Chief people officer at a global technology company

Over two-thirds of respondents agree that the following leadership skills will be important in meeting their business goals in the next year:



Empathy in communication, feedback sharing, and listening



Ability to manage conflict among team members



High emotional and social intelligence



Intent and ability to promote diversity and inclusion in the workforce



LEADERS WILL BE EXPECTED TO:

Build an effective hybrid and remote work culture



Nearly half of the global professionals surveyed say there will be a greater demand for the ability to ensure productivity and business growth amid the adoption of gig, hybrid, and dynamic work models

“Team effectiveness is still a big goal—how to make sure that you have all the right mechanisms and the culture in place for employees’ well-being and then working together effectively, collaborating and getting the best out of everyone and the best out of their time.”

Head of learning and development at a global technology company

READ MORE:

2023 Leadership Development Report: Ready for Anything

For additional insights on how organizations are responding to these leadership imperatives, download the report.



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