

DOES LEADERSHIP QUALITY MATTER?

It's been said that every team takes their cues from its leader. What's true on the sports field is equally applicable in the boardroom, as the best companies invariably have strong leaders to set an example for employees. Below we look at how high quality leadership provides for better results, and what organizational roadblocks exist to halt development of stronger leadership.

FACT: HIGH QUALITY LEADERSHIP LEADS TO BETTER BUSINESS

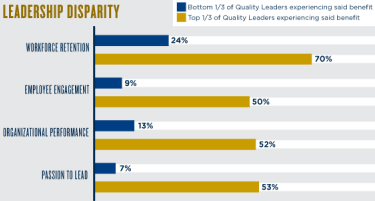
QUALITY OF LEADERSHIP AFFECTS MANY ASPECTS OF BUSINESS SUCH AS:



Development Dimensions International (DDI) is a leader in talent management, helping hundreds of corporations around the world close the gap between where their business needs to go and the talent they must have to take them there.

Of nearly 12,000 leaders polled in the 2011 DDI Global Leadership Forecast, there is a disparity between the top and bottom thirds of leadership quality in these same categories:

LEADERSHIP DISPARITY



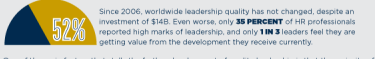
Overall, there is a difference between each category ranging from **39 PERCENT** to **46 PERCENT**; a major difference to be sure.

To further illustrate, DDI notes that 52% of companies with higher leadership qualities experience the following:



With that being said, why isn't everyone striving for the utmost quality leadership? What factors hinder most businesses from achieving high quality leadership across the board?

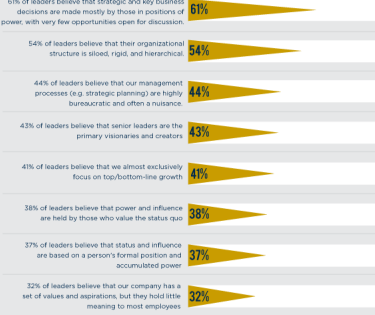
STALLED LEADERSHIP



One of the main factors that stalls the further development of quality leadership is that the majority of key decisions of an organization are still made solely by high ranking company officials.



LEADERSHIP BELIEFS

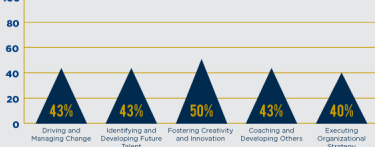


Thus, the need to move beyond exclusive top level decision making is a barrier many leaders have not even attempted to remove.

2011 At the same time, the **2011 DDI GLF** shows that leadership skills of the past differ from that of the future. Both identifying and developing future talent, and fostering creativity and innovation are now two of the top five most critical leadership skills.

MOST EFFECTIVE LEADERSHIP SKILLS

A large percentage of all leaders polled rated themselves as ineffective in all 5 most critical skills.



HINDERED LEADERSHIP DEVELOPMENT

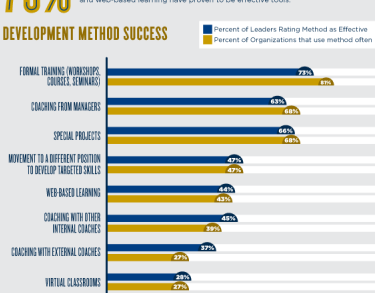
Currently, a mere **1 IN 3 LEADERS** are satisfied by their leadership development:

OVERALL LEADERSHIP QUALITY



73% On the positive side, **73 PERCENT** of leaders feel their formal training has been either effective or very effective. Other avenues such as coaching from managers and web-based learning have proven to be effective tools.

DEVELOPMENT METHOD SUCCESS



E-learning may be easier in today's age, but a combination of multiple leader training techniques are proving to be the most successful. There is no singular "one size fits all" technique to instill high quality leadership values.

LEADERSHIP QUALITY IS INTEGRAL TO SUCCESSFUL RESULTS IN ANY ORGANIZATION. THE HIGHER QUALITY LEADERSHIP A COMPANY POSSESSES, THE MORE LIKELY THEY ARE TO ENGAGE, RETAIN, AND PERFORM OVERALL.