Leadership is about to make or break future businesses.

8/10 investors believe that traditional leadership is not fit for the future.

67% investors say the CEO is critically important to corporate investment appeal.

Global Average

Nearly 8/10

78%

investors think leadership will become more important to company performance within the next three years.

1. The CEO
2. Internal analyst team
3. Competitive landscape
4. The Board
5. Formalized talent development programs (including apprenticeships, leadership development, continuing education)
6. Ownership structure
7. Intellectual property (including brands and patents)
8. Industry effects / market context
9. Company strategy / vision
10. The Senior Leadership Team
11. Total tangible assets (including physical assets and cash)
12. Financial performance trends / earnings growth

The most important factors for investors recommending or investing in companies.

What do future leaders look like?

A Korn Ferry study across 150,000 business leaders globally reveals that those who perform the best are Self-Disruptive and master five future-ready skills.

Anticipate
Drive
Accelerate
Partner
Trust

- Make quick judgments
- Provide clear direction
- Energize people
- Give purpose
- Implement ideas
- Use quick prototyping
- Connect across the organization
- Enable exchange of ideas
- Integrate diverse values
- Center on individuals

Percentage of Self-Disruptive Leaders by market:

- Hong Kong - 17%
- Poland - 17%
- Singapore - 17%
- India - 17%
- Germany - 16%
- Japan - 16%
- Netherlands - 16%
- US - 15%
- UK - 15%
- Australia - 15%
- Mexico - 14%
- France - 14%
- Saudi Arabia - 14%
- Indonesia - 14%
- China - 14%
- Brazil - 13%
- South Africa - 13%
- Malaysia - 13%

But the market is demanding. Leaders need to upskill and self-disrupt to succeed at home.

Comparison between leadership stock and market expectations: the dimension leaders most need to develop by market:

Where investors expect Self-Disruptive Leaders to come from:

- The tech sector (and other digital natives companies) will provide leaders for other verticals.
- High fliers with the right skill sets in middle management.
- Unconventional positions on boards, i.e. CDOs.
- Existing leadership programs within corporates that are future oriented.

Leadership is about to make or break future businesses.