



Global Leadership Trends for 2021

Do companies have the talent they need for the future?

How has COVID-19 impacted leaders?

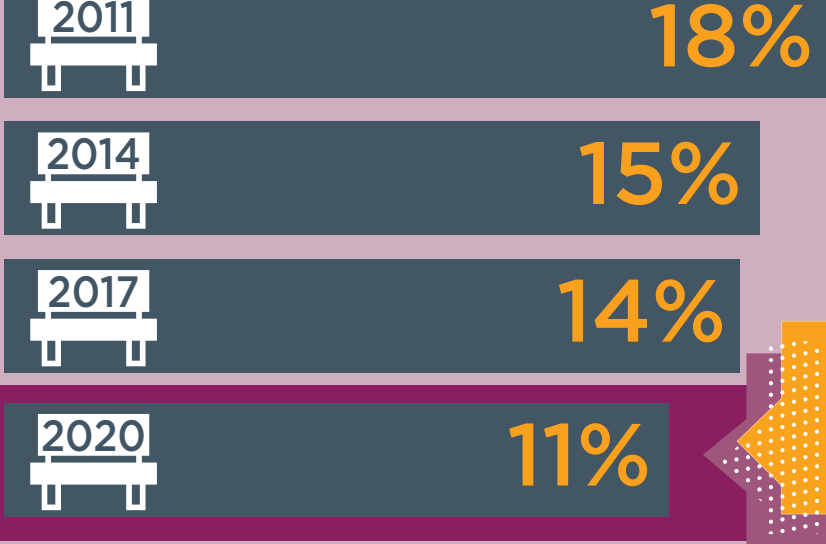
What leadership trends are emerging for 2021?



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TOP 5 FINDINGS

#1 Bench Strength Drops to a New Low



Bench strength reaches an all-time low.

Percentage of HR saying they have a strong bench to fill leadership roles



Only 47% of critical roles can be filled by current leaders. It's clear organizations don't have the leaders they need today, or for the future.

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#2 COVID-19 Tested Leaders' Skills

Digital acumen became 25% more important for leaders responding to the crisis.

Leaders had to be more prepared for:



Leaders were less effective at:



Through the pandemic, leaders faced new challenges in remote work and more difficult conversations. Ratings of their own effectiveness in virtual leadership and empathy dropped significantly.

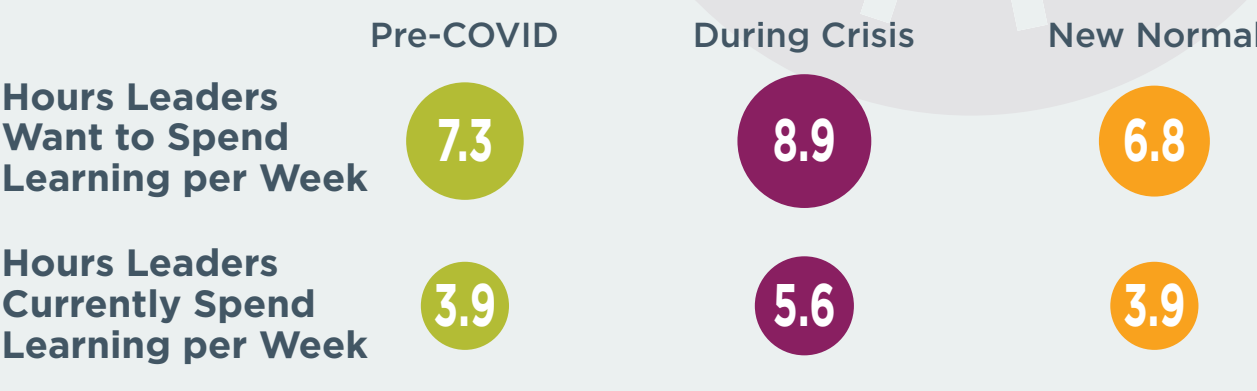
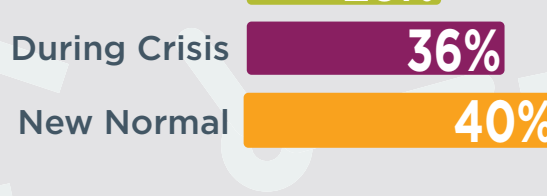


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#3

During Crisis, Leaders Spend Time Differently

Preference to Learn Online

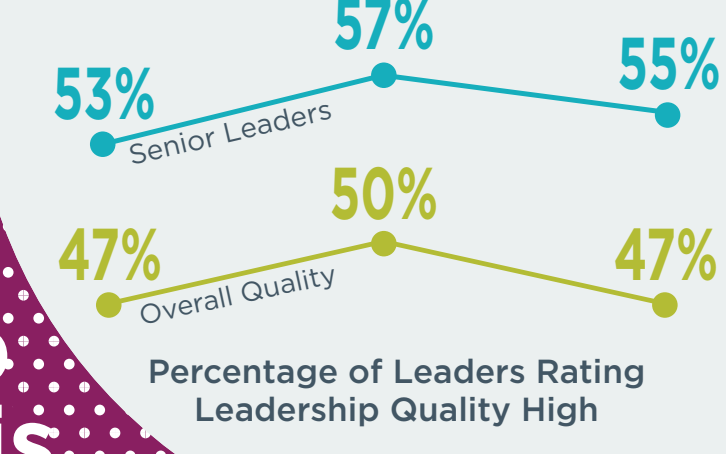


When in crisis mode, leaders are more likely to seek support. During the onset of the COVID-19 crisis, they spent more time on development, especially online.

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#4

Leaders Stepped Up During Crisis



Percentage of Leaders Rating Leadership Quality High

Leaders grew more positive about senior leaders.

Leadership ratings peaked 14% higher at the onset of the COVID-19 crisis. The pandemic required more of all leaders, especially senior leaders.

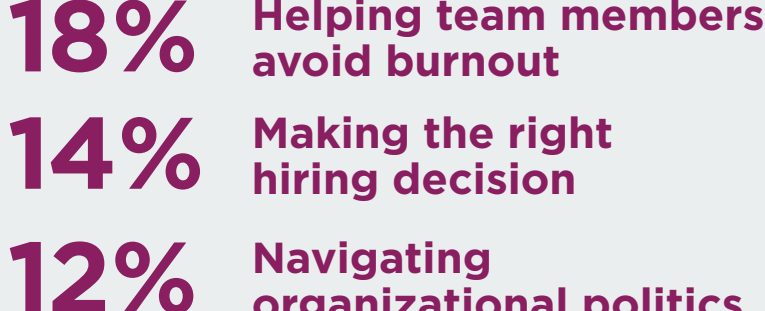
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#5 Leaders Struggle to Handle Burnout

Leaders are most confident...



But least confident...



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This infographic is from the Global Leadership Forecast Series examining responses from

15,787 Leaders

2,102 HR Professionals

1,742 Organizations



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