

# Are your leaders falling short? - Changeboard Blog

*May 27, 2015 by Jean Martin, executive director, CEB · May 27, 2015*



*Selecting the right leader for any organisation is critical. As the dust settles on the UK general election, it seems an opportune time to reflect on the way that the role of corporate leaders has changed and look at what makes them successful. Is it their policies and vision, or their expertise and experience? Or perhaps their personal qualities and ability to win hearts and minds? Jean Martin, executive director at CEB, explores.*

## **Where leaders fall short**

Many businesses would argue that they are more level-headed than the voting public when selecting and developing leaders, and their methods more objective. Yet, their track record of appointing the right people in these roles is far from perfect. CEB research shows that nearly half – some 46 percent – of leaders moving into new roles fail to meet their business objectives. What's more, only 27 percent of managers report that their leaders are equipped to handle the future needs of the organisation.