

# Today's Business Dilemma: How to Develop More Enterprise Leaders

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Three-fourths of business units report they do not have the leaders they need for the future.

In fact, one-third of HR leaders, according to CEB's recent study [Creating Enterprise Leaders](#), would replace members of their current leadership team if given the chance.

This dissatisfaction with current leaders is not because they ineffectively demonstrate leadership competencies. On the contrary, the history of investments directed toward creating and sustaining strong individual leadership outcomes has paid off overall: 67 percent of leaders excel at key competencies, according to the research, and 82 percent of leaders are hitting their business unit objectives.