WHY TRADITIONAL LEADERSHIP MODELS HAVE FAILED

WHY Predicting, Developing and Measuring Leadership Effectiveness in the Human Age

Of organizations do not believe

The truth is, the world is awash in leadership models and the results continue to disappoint:

they have future leaders

identified to fill critical roles 1

of companies, leaders are unprepared to meet the business issues they will face over



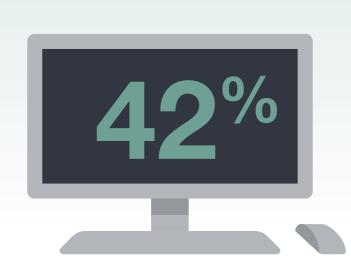
of managers identified as high performers successfully advance to higher levels of leadership 2



of senior executives and human capital managers believe their organizations have ample leadership pipelines 3



Are your organization's leaders prepared to address the challenges ahead?



Believe digitalization is the most important global trend affecting their industry and therefore their leadership

Others Include



18.75% Aging Population



Multigenerational Workforce



Factors



Evolving global workforce trends are also putting stress on the C-suite. We polled 400 top business executives for their take. These are the top issues impacting their organizations today:



Changing relationships between employers and employees



Employees changing careers more frequently and lack of future leaders identified for critical roles



Technological innovations: increasing the pace of change and decreasing the lifecycle of skills



Changes in attitudes

to careers and a younger,

tech-savvy workforce

of organizations identify lack of future leaders as a top concern. It's time for new thinking about what constitutes effective leadership in the Human Age.

The Right Recipe for Predicting Future Leadership Success

approach via a highly focused set of "ingredients" - not too many, and none exotic - that will enable organizations to realize optimal business impact with a realistic investment of resources. They are:

This carefully refined model provides a practical

Inherent Enablers Identify and invest in leaders who have the greatest probability for success

ASSESS



Develop and coach the behaviors that matter most **UNLEASH TALENT**

Operate with integrity to manage, develop and inspire talent

DEVELOP

Coachable Capabilities

Build strong teams and flexible infrastructure Champions Collaboration • Drives team-effectiveness • Builds capability DARE TO LEAD Challenge the status quo to seize opportunity

ACCELERATE PERFORMANCE

Makes decisions • Seizes opportunities • Challenges authority





eader model

Many existing leadership models were developed for times when business conditions



were more stable; however, today's business environment is radically different. To succeed in today's world of work companies need a new set of criteria by which to identify and prepare leaders to navigate the challenges, risks and opportunities ahead. The Right Management P3 Leader Model provides organizations with an efficient system to guide the selection and development of leaders, and a framework to measure their impact on individual employees and the organization as a whole. Learn more at www.right.com/P3LeaderModel

About Right Management Right Management is the global career and talent development expert within ManpowerGroup (NYSE: MAN). We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35 years identifying workforce challenges and

developing innovative solutions, enabling our globally informed methods to be time-tested across

more than 50 countries. Visit www.right.com to learn more about our capabilities and solutions.

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