

2027

Global Leadership Forecast

Your Company's Customized Leadership Benchmarking Company Report

Prepared by:



Center for Analytics & Behavioral Research (CABER)

About the Global Leadership Forecast

Since 1970 DDI has helped organizations around the globe hire, promote, develop, and retain the talent they need to drive business growth. The 2027 Global Leadership Forecast (GLF) is DDI's twelfth installment in a continuing series of trend research studies aimed at understanding current and best leadership practices. The survey provides leaders with an opportunity to share their organization's current leadership capabilities and talent management practices. Results provide actionable insights into how companies can build better leaders for a better future.

The report provides three types of insights:

1. **A voice for your leaders:** An understanding of your leaders' perceptions and opinions
2. **Benchmarks:** A comparison of your leaders to appropriate samples of global, regional, and industry leaders
3. **Improvement priorities:** A set of customized strengths and priorities for improving your leadership practices and capabilities

About the Full Benchmarking Report

The GLF offers organizations the opportunity to benchmark their leadership and talent management practices against other organizations around the world. The full benchmarking report will summarize responses from leaders in your organization and, where possible, compare their results to global, regional, industry, and financial norms. Graphic presentations and interpretative guides will be provided to help you compare results from your organization's leaders to the appropriate norms. Please contact your DDI representative if you have questions about what will be included in the company benchmarking reports.

About this SAMPLE Report

This sample report provides a preview of the types of charts and graphs that may be included in your full company benchmarking report. Your full benchmarking report will also include additional insights and guidance to help you interpret your scores.

To qualify for a benchmarking report, complete the HR Survey and enlist at least 30 leaders to complete the Leader Survey. A C-level leader may also participate in place of the HR participant to meet eligibility requirements.

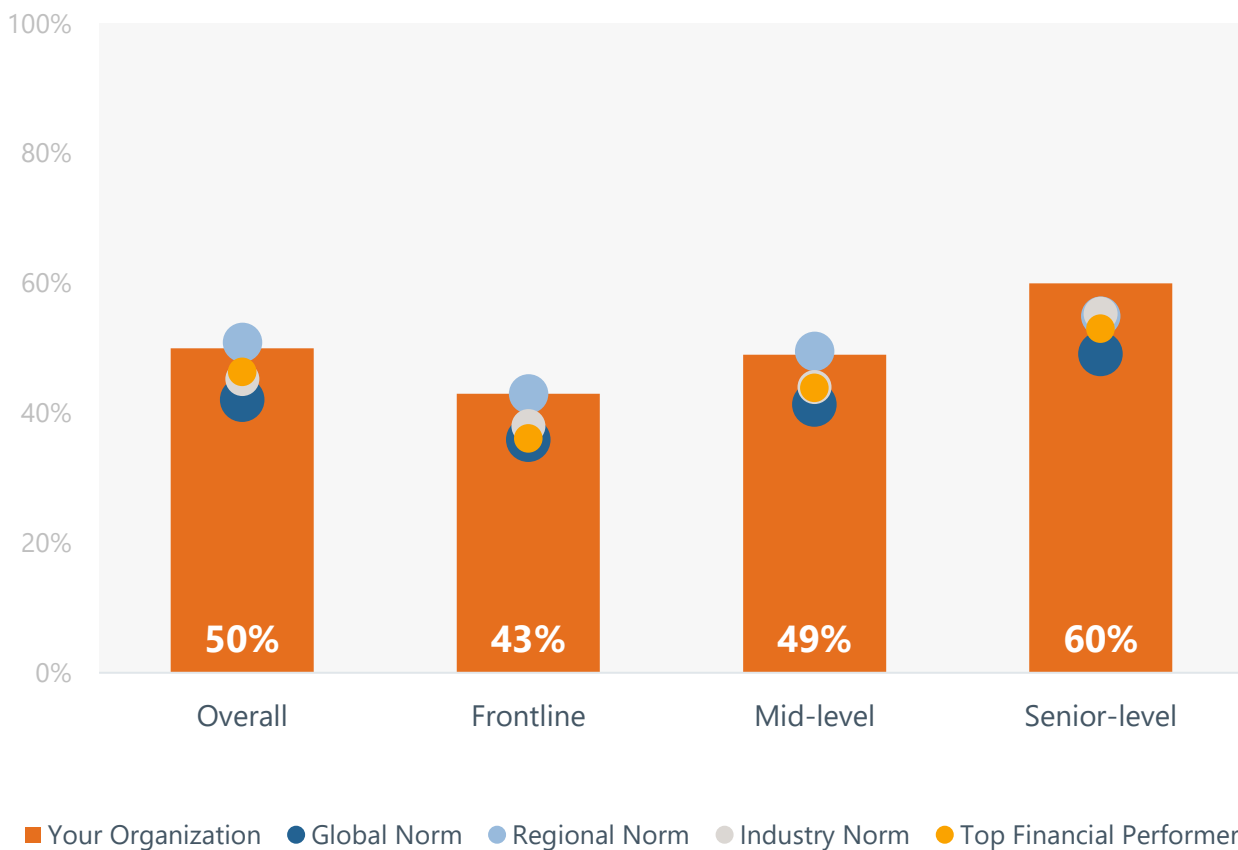
Sample Charts

Example 1 | Leadership Quality Ratings

To start, we will ask leaders to rate the quality of leadership in their organization. Each person will provide overall leadership ratings and ratings for frontline, mid-level, and senior-level leaders.

Rate the quality of leadership in your organization:

% of leaders selecting "very good" or "excellent"



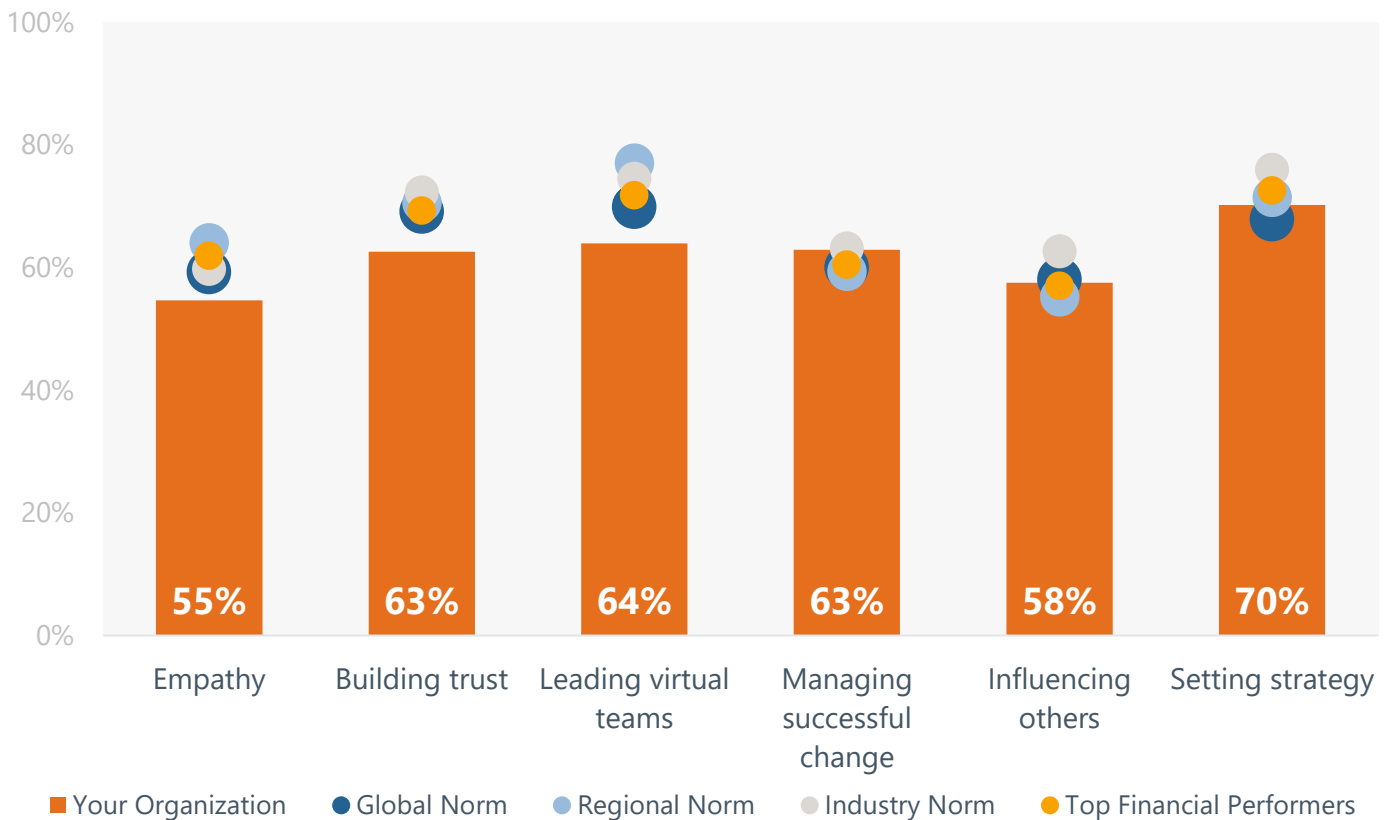
Example 2 | Leadership Skills Needing Development

In the United States, there's a common saying that "leaders are born, not made," implying that people either have the traits needed to be a good leader or they don't. However, over 55 years of research at DDI suggests otherwise. Leadership skills, behaviors, and competencies can be developed with the right training and experiences.

We'll highlight skills that your leaders identified as areas they need development the most. The chart below shows six example skills.

How much development do you believe you need in each of the following skills over the next three years?

% of leaders selecting "a great deal of development"

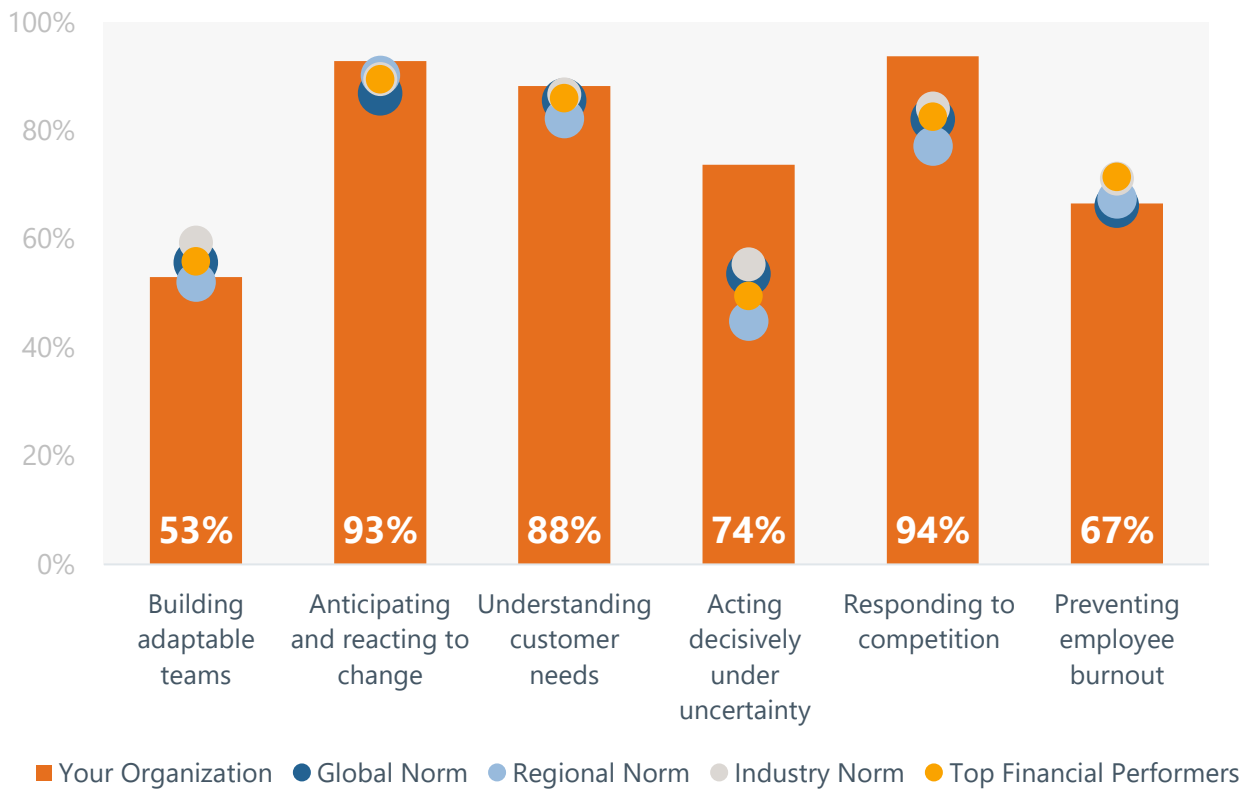


Example 3 | Preparedness for Business Challenges

In today's rapidly changing business climate, companies must act and respond faster than they ever have before. We'll ask leaders about their preparedness on top skills that, when practiced effectively, have a major impact on their ability to address business challenges.

How prepared are you to meet the following business challenges?

% of leaders selecting "very prepared"

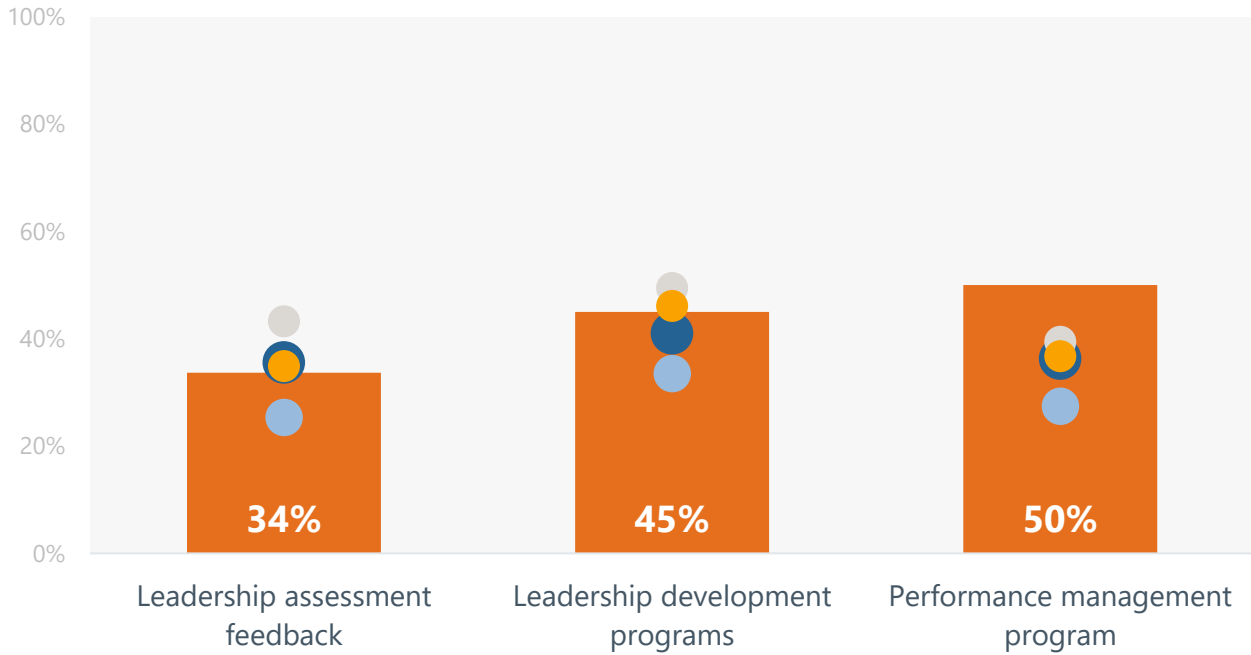


Example 4 | Development Program Quality Ratings

Leaders will provide overall quality ratings for assessment, development, and performance programs. We'll examine how responses to these questions influence retention and overall satisfaction, among other outcomes.

How would you rate the quality of experiences provided by your organization?

% of leaders selecting "high"



■ Your Organization ● Global Norm ● Regional Norm ● Industry Norm ● Top Financial Performers

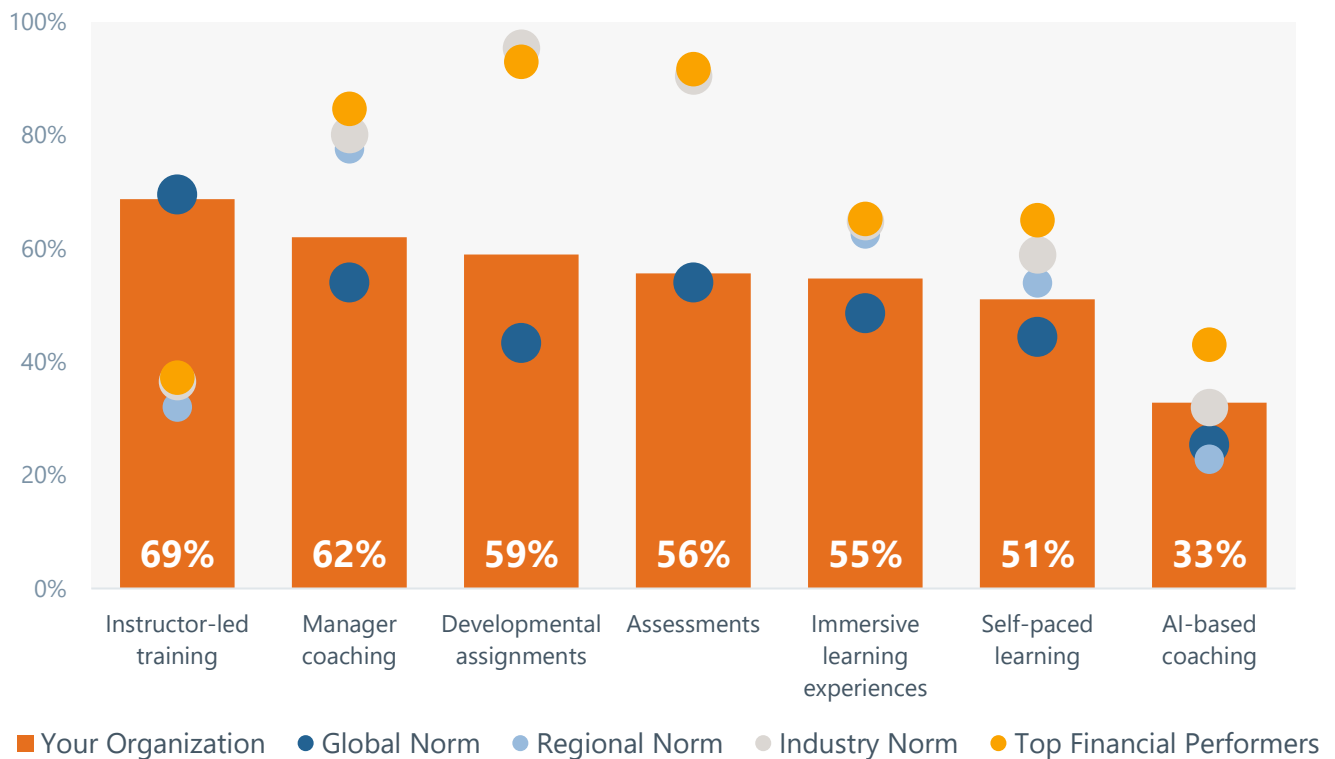
Example 5 | Leaders' Most Preferred Learning Approaches

The modern learner demands a wide range of learning approaches - expanded options for types of learning and ways to learn. While formal coursework and classroom-based training programs are important, they're often situated within a broader "learning journey," enabling leaders to craft their own learning paths, and to use technology to learn at their own pace and in preferred places. We'll ask leaders which types of learning will most help them develop their leadership skills in the coming years.

Which of the following would most help you develop your leadership skills?

(Select 3-5 options)

% of leaders selecting each option

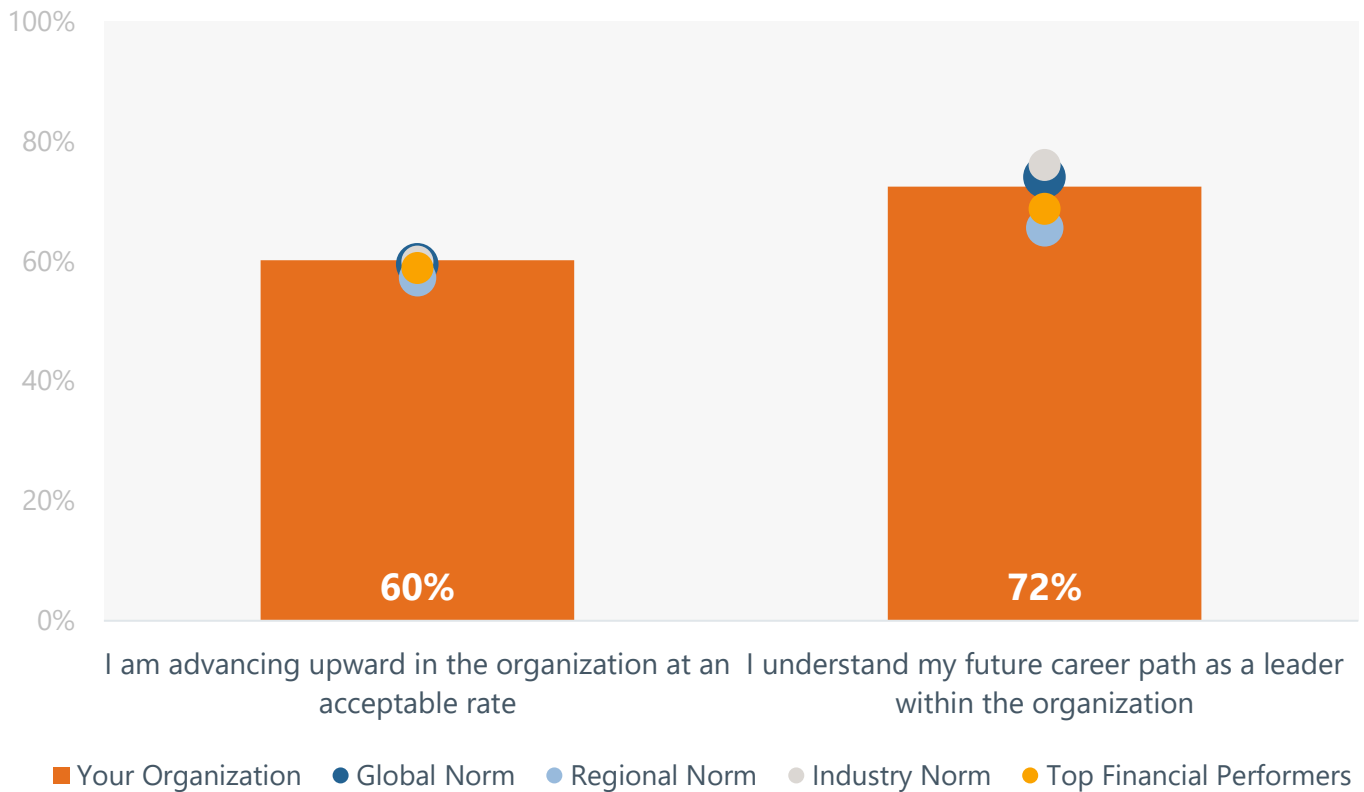


Example 6 | Leaders' Perceptions of Their Career Paths

We'll also provide you with a preview of what your leadership pipeline may look like in the future. You can examine how your leaders feel about their rate of advancement and whether they understand their career path at your organization.

Rate the accuracy of the following statements:

% of leaders selecting "definitely true"

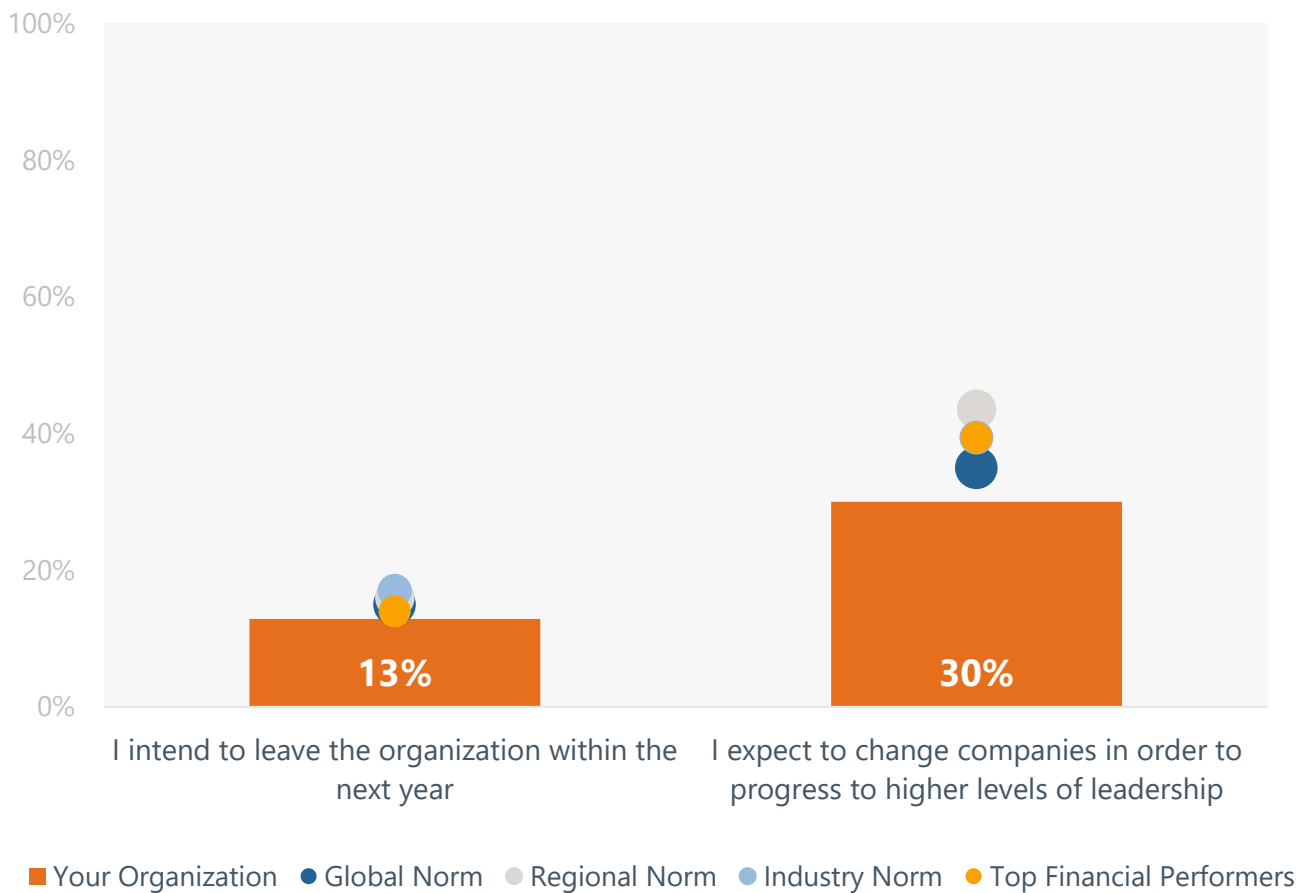


Example 7 | Leaders' Intentions to Stay

While turnover in the business world is not entirely avoidable, there are certain on-the-job facets that may influence an employee's willingness to stay or intent to leave. We know that highly engaged employees are likely more involved and invested in their roles, with their teammates and colleagues, and with their organizations overall. We'll provide you with a snapshot of your leaders' intentions to stay at your organization.

Rate the accuracy of the following statements:

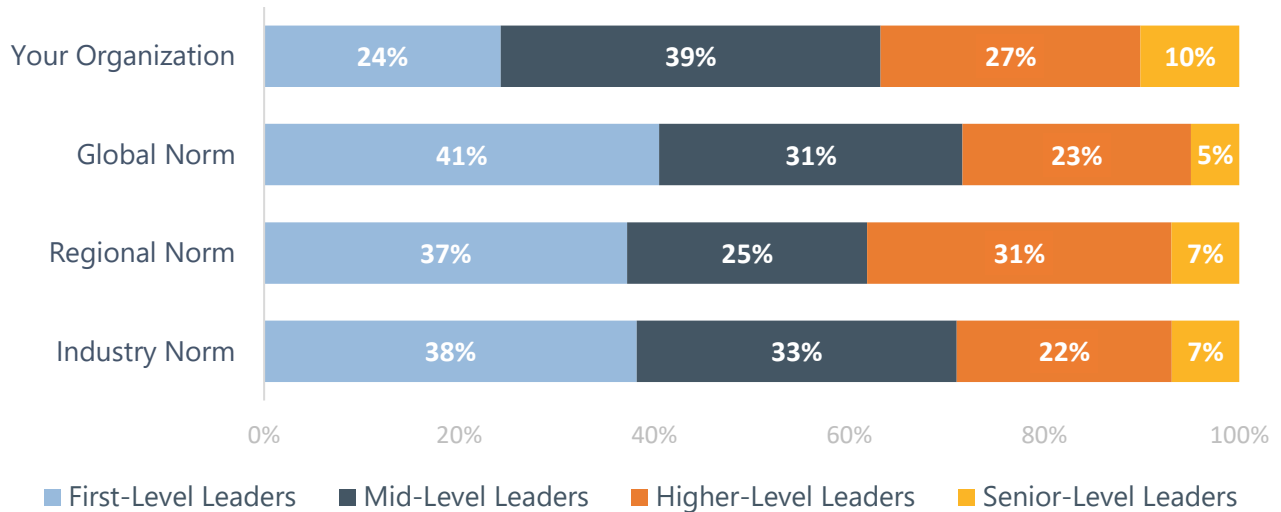
% of leaders selecting "definitely true"



Demographics

The final section illustrates how your leaders' demographics stack up against other organizations around the world, in your region, and within your industry. You'll see how your leaders compare on characteristics like leadership level and age, which will provide valuable insight to how your organizational structure compares to others'.

Example 8 | Leadership Level — Percentage in Each Group



Example 9 | Average Age

