

IPSOS REID/REFINERY Executive Leadership Report Coming this Spring

There's no pretty way to say this: Studies and field experiences confirm that, across the board, senior executive teams are falling short. Few attempt to collaborate and many have difficulty resolving conflict. Unhealthy behaviours are leading to flawed decisions and disengaged employees. And yet, while leadership development for others within the organization is increasingly lauded, most executive teams remain reluctant to invest in their own growth.

Being curious people, we couldn't help but ask—what the heck is happening at the top of organizations? Then we set out to find an answer.

In December 2007 The Refinery commissioned Ipsos Reid to conduct a survey of 200 C-suite executives across North America. We solicited their views in four areas:

1. First, we asked what they think of their own leadership performance, the leadership performance of their executive team, and where others in the organization might weigh in on both.
2. We solicited their views on leadership development, how important they think it is and what they are doing for themselves, their executive team and their managers.
3. We asked if they've implemented any formal leadership development—and, if so, what and who the program involved, how effective it was, and what their personal contribution was.
4. Finally, we asked the executives what they'd done over the past year to develop their own leadership skills, and how effective they felt these activities were.

Survey results will be published spring 2008. Here at The Refinery, we're eager to see what this overturned stone will tell us about executive leadership behaviour. Perhaps just as importantly, we hope the study will get executive leaders asking a few questions of their own.

To receive an advance copy of the Ipsos Reid/Refinery Executive Leadership Report for your organization, contact Dr. Rosie Steeves today at rosie@refineryleadership.com