



THE VIEW FROM THE TOP

A Customized Presentation on Primary Research Conducted by The Refinery Leadership Partners and Ipsos Reid

Most of us assume senior leadership performance matters—indeed, recent studies tell us it has a profound impact on organizational performance—yet few of us know how our own executive team truly measures up. Here at The Refinery, we thought it was about time somebody paid attention to what’s happening at the top. In January 2008, we commissioned Ipsos Reid to survey 151 C-suite executives across North America.

What we learned about senior leadership is unsettling, to say the least. Many executives are both wholly unaware of how their leadership performance compares with their peers and overly confident in their abilities. And while most recognize the importance of personal leadership development, far less participate in the kind of activities known to actually develop leadership skills. When it comes to leadership development, executive teams are not the peak of performance we imagine them to be.

Turn Our Research into Your Results

As distressing as our research results are, they also confirm that great opportunity exists for organizations to gain a competitive advantage through increased leadership capacity. In fact, we’ve analyzed our research with the goal of translating the data into recommendations that help organizations do just that. Dr. Rosie Steeves, co-principal and founder of The Refinery, is available to share these findings in person and discuss the implications for your organization.

Prior to the presentation, Dr. Steeves will interview key stakeholders in order to maximize the relevance for your organization. Learn how to avoid the trap of overconfidence so many executives fall into, discover what the true executive leadership development best practices are, and come away with a clear idea of how to use those best practices to gain a competitive edge for your organization.

Contact us today to discuss your customized presentation. We can be reached by email info@refineryleadership.com or by phone 604 889 4192.