



Leadership Policy & Practice Report 2009

ISSUE: Leadership is the single most critical factor in business performance

Hewitt CSi's *Leadership Policy & Practice Report 2009* explores current market practice in Australia & New Zealand related to leadership assessment and development. This report will serve as an important tool for those organisations that are reviewing or developing their leadership strategies.

The report will contain detailed benchmarking information related to attracting, developing and assessing leaders and look at the key factors that ensure effective leadership.

Additionally, it presents an analysis of the most pressing challenges organisations in Australia and New Zealand are facing relating to leadership development and strategies to overcome them. Key topics discussed within the report include:

- Aligning leadership practices with business strategies
- The reasons organisations experience leadership talent shortages
- Identifying and developing critical leadership skills within the organisation
- Developing, implementing and measuring the effectiveness of succession planning strategies
- Designing effective total rewards packages for leaders
- The key factors that attract high quality leaders
- Market practice related to diversity in leadership

The report will also determine which leadership development practices are the most effective for organisations in Australia and New Zealand and explore ways to measure and assess leader performance.

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