

# Leadership is a Thankless job



Leadership in a Disruptive World

AIMA | September 01, 2019 | ABG - Shiv

**So, before HR departments develop them  
you need to tell them it's a thankless job !!**

**This is true for anyone who is a team leader  
and not just CEOs.**

# Structure

- 1. Changes**
- 2. Leadership Tenure**
- 3. Leadership Skills needed**
- 4. Doing right vs Easy**



**Today and  
Tomorrow**



**Relentless change  
No security  
No defined competitor  
No lifetime jobs**



**Good leaders  
will be in great  
demand, but in  
short supply.**

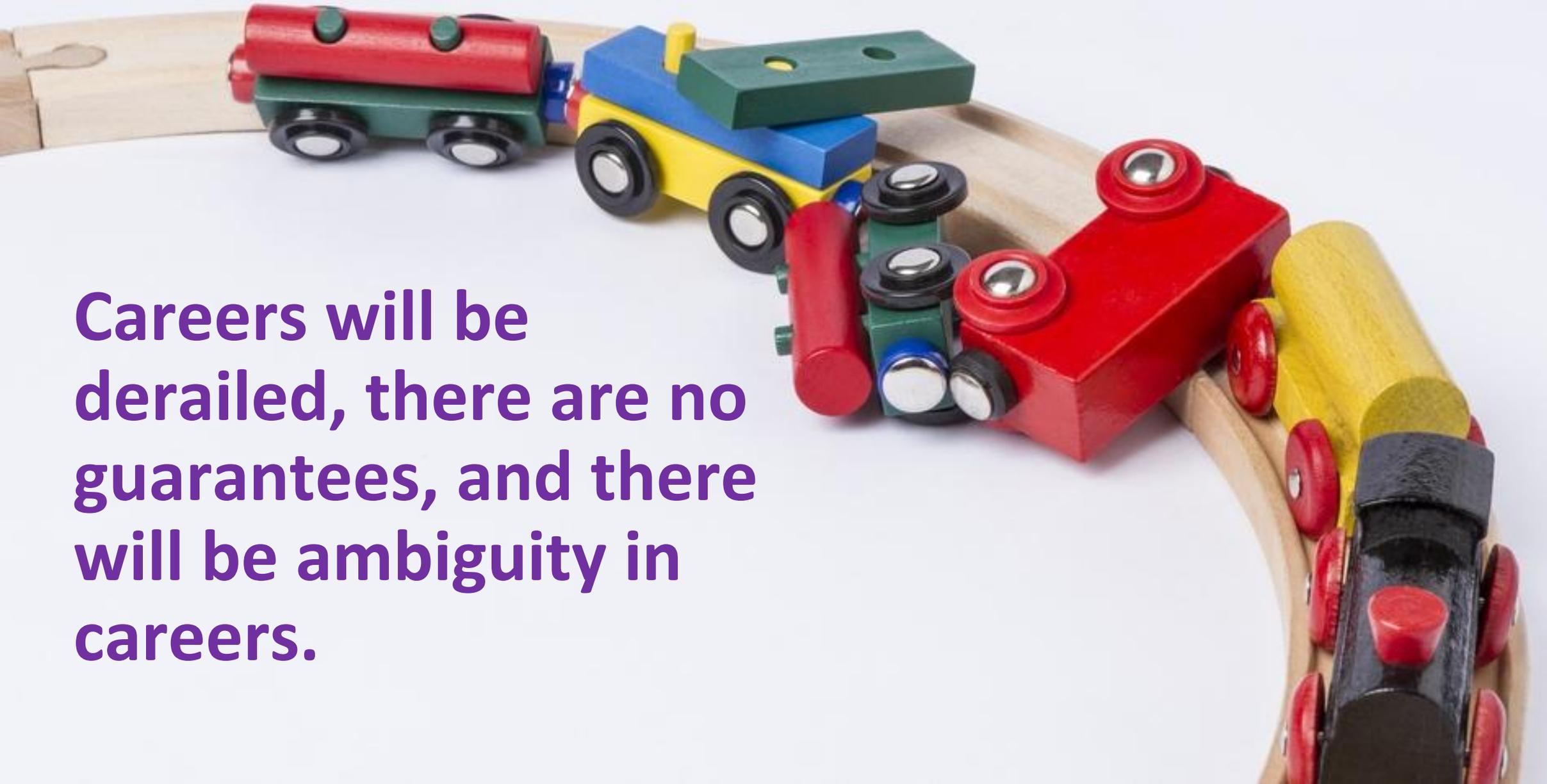
Leadership tenure is short





**Old days of steady,  
one department  
career growth to  
the top is over**

**Careers will be derailed, there are no guarantees, and there will be ambiguity in careers.**



**For the Sensex companies, promoters have a 21 year tenure at the top, while professional CEO tenure is 4 years.**

A black leather office chair is positioned behind a dark wooden desk. On the desk, there is a gold nameplate with the letters 'CEO' in a dark, serif font. The nameplate is reflected on the surface of the desk.

**CEO**

# Professional CEO tenure

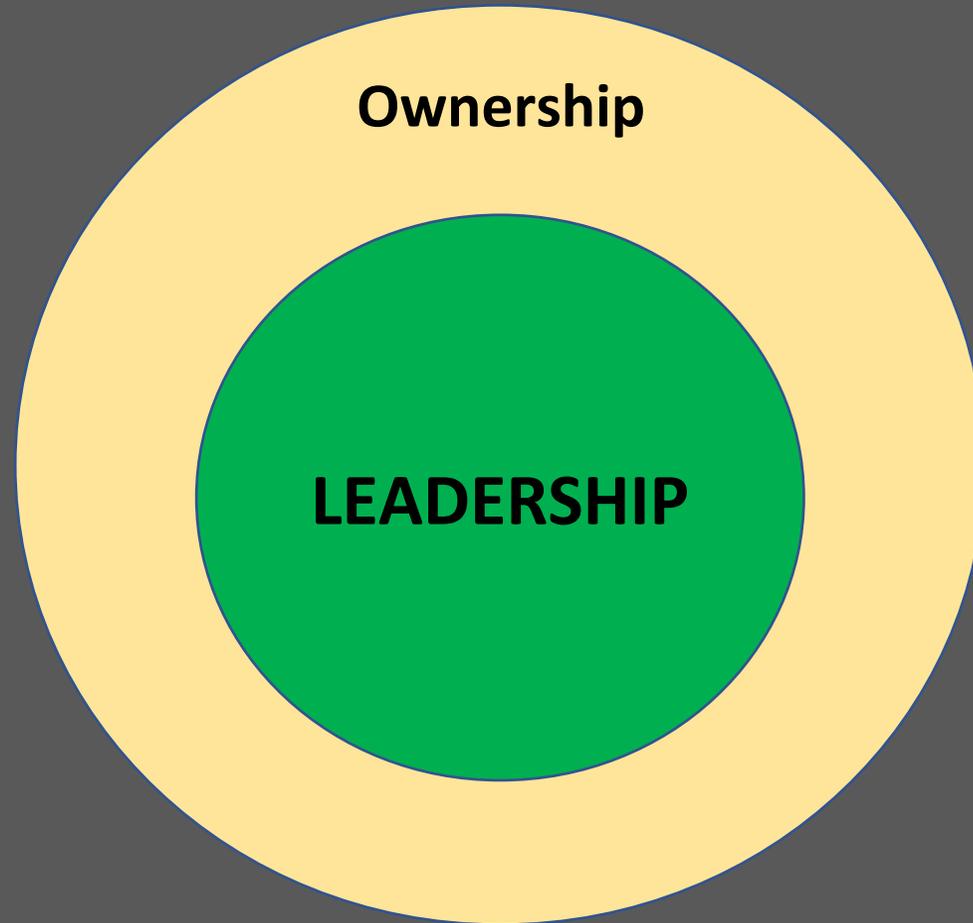
Country	CEO Tenure in years
Canada	8
Western Europe	6.5
Global average	5
UK	4.8
India	4

**Long serving CEOs  
tend to concentrate  
power, longer tenure  
CEOs in India is  
helpful in industries  
with high regulation.**



# Leadership skills needed for the future

<b>Skill</b>	<b>% impact</b>
<b>Motivating staff</b>	<b>78</b>
<b>Innovation</b>	<b>71</b>
<b>Empathy</b>	<b>70</b>
<b>Change management</b>	<b>68</b>
<b>Data Analytics , Insights</b>	<b>67</b>
<b>Internal networking</b>	<b>65</b>
<b>Manage across functions</b>	<b>66</b>



This is the entrepreneur model, something all companies want in teams



Leaders will fail more than they succeed.

A close-up, over-the-shoulder shot of a person wearing a dark blue long-sleeved shirt. The word "COACH" is printed in large, white, bold, sans-serif capital letters across the upper back of the shirt. The background is blurred, showing other people in similar attire, suggesting a team or sports setting.

**COACH**

**A good leader has to be a great coach**

## Being a great coach

- Ability to question
- Constructive feedback
- A good listener
- Build on peoples strengths





**Partnerships are key for leaders – internal and external**



**Leadership roles  
are overlapping  
these days, not  
straight  
jacketed.**

**Soft skills will be the differentiator, hard skills will be commodity.**

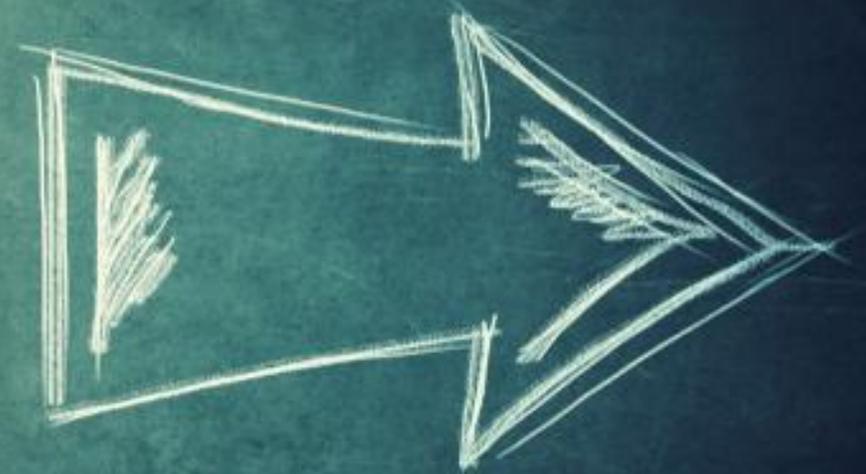
*soft skills*



A string of several incandescent light bulbs hangs from the top of the frame against a solid blue background. The bulbs are arranged in a slightly curved line. One bulb in the lower-middle part of the string is turned on, emitting a bright white glow. The other bulbs are unlit and appear as soft, out-of-focus shapes. The lighting is soft, creating a calm and contemplative atmosphere.

**We need to overemphasize  
leadership, underemphasize  
management.**

**Leadership is about doing right, not what's quick and easy.**



If you as a leader do your best, then its unlikely you will get ' thanks'.



**Leaders will be the first  
to sacrifice and the last  
to be rewarded.**



**Recognition and praise should not be the  
reason for a leader to do the job.  
That needs Character**

# We need character based leaders

- Humble
- Trust
- Authentic
- Integrity



A top-down view of several people's hands stacked together in a circle, symbolizing teamwork and unity. The hands are of various skin tones and are wearing light blue or white shirts. One person's wrist with a watch is visible at the bottom left. The background is a dark, textured surface.

**Future leaders will stand together, have fun together, struggle together with their teams.**

**Leadership is a thankless job, so will do something and get nothing!!**



## Summary

**Leadership is a thankless job**