

## The basics: the leadership characteristics that never go out of style ...

These qualities are tried and tested, the ones that have long been the foundation for highly-effective leaders.

According to a survey of business leaders from around the world, these are the top ten most important leadership skills:

Leading people  
**73%**

Strategic planning  
**64%**

Resourcefulness  
**64%**

Being a quick learner  
**60%**

Managing change  
**63%**

Decisiveness  
**60%**

Inspiring commitment  
**62%**

Doing whatever it takes  
**64%**

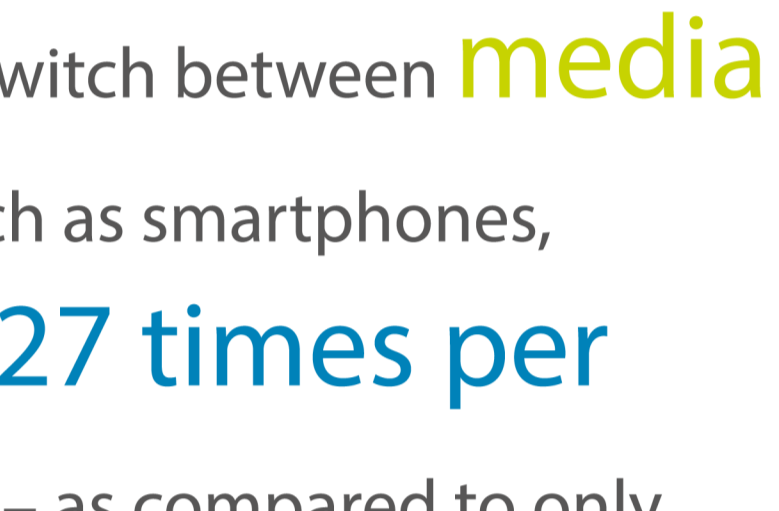
Building & mending relationships  
**57%**

Composure  
**57%**

## On the rise: the leadership qualities you'll need more and more of ...

### Technological expertise

Millennials are tech-savvy multi-taskers and expect their employers to let them be that way in the workplace



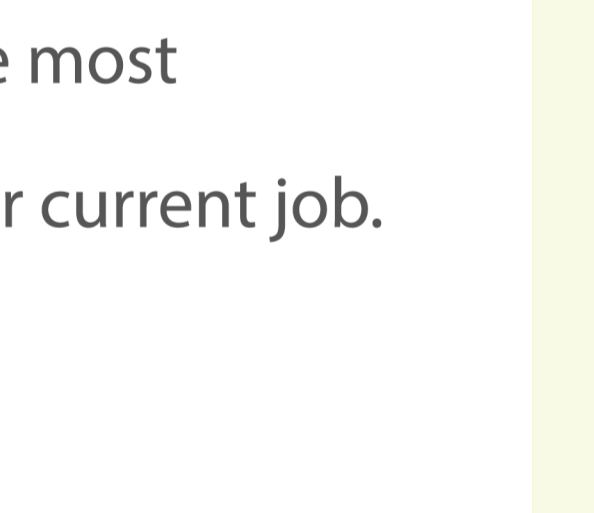
**Millennials** switch between **media platforms** such as smartphones, tablets and laptops **27 times per hour** on average – as compared to only **17 times** for previous generations.

**1 in 3 millennials** would prioritise **work mobility** and **social media** flexibility over **salary** when accepting a **job offer**.



### People development

Millennials want to be leaders, so to keep the high-potentials you'll need to be able to help them plan and further their career – and quickly



**50%** of **millennials** are already in leadership positions, yet **44%** only have **3-5 years** of work experience.

**65%** of **millennials** said the opportunity for **personal development** was the most **influential** factor in their current job.



### Flexibility

Forget the traditional 9 to 5 office-based job. Millennials thrive on flexible hours, remote working and responsibilities



**45%** of **millennials** believe workplace **flexibility** is more important than **pay**.

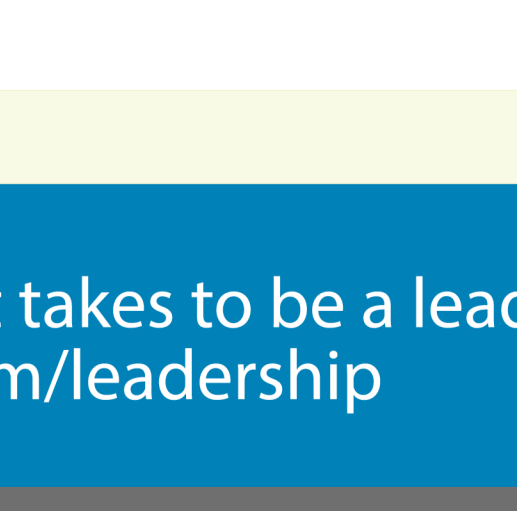
**53%** of all working **adults** said they would get **more** done if they had the ability to work **from home** at least occasionally. **62%** of **18-34 year olds** agreed.

A typical business saves **\$500,000** for every **100** employees who work **virtually**.



### Praise and recognition

More than previous generations, millennials need on-going feedback and public recognition for a job well done



**4** out of **5 millennials** believe they **deserve** to be **recognised more** for their **work**.

**1** in **3 millennials** prefer **recognition** from their **boss** or **colleagues** to a **promotion** or **higher pay**.

