

BOSTON LEAD # 32 LEADERSHIP CHALLENGES

(16 DIFFERENT COMPANIES / 42 PARTICIPANTS)

Company Perspective

AGILE product and project mgmt. tools being discussed or implemented in many companies

Technology – both on the cybersecurity side and on keeping up with the latest and greatest tech software and platforms. And, if we keep up, then how to we train employees effectively and are the dollars/time allocated to do so.

Need more innovation to drive new revenue streams for company

Unclear succession plans causing chaos

Balancing cultural change with keeping operations running effectively

Focus on Agile workforce – making employees more adaptable and skilled to work in multiple areas.

Managing ambiguity

Mergers and Acquisitions– navigating lots of change

Pressure to do more with less.... companies asking for more but not always providing staffing dollars

Too many leaders at the top that are “not walking the walk” with the corporate visions and how to handle.

Generational culture clashes – especially in Reorganizations

Talent/ Future Skills Gap – upscaling

Speed of Change

Cost Pressures

Individual Perspective

Leading change effectively with limited information

Not optimal relationships between boss and direct reports due to frequent mgmt. changes and working virtually.

Multiple priorities - Information overload

Outsourcing challenges

Onboarding...too frequent and not enough resources

Talent retention/Development

Managing millennials and how they see the world

Lack of clear communication from corporate executives on company strategy

Technology changing frequently

Need to get out of the weeds