

New survey: companies can benchmark HR, leadership strategies

One of the greatest challenges facing business leadership around the world in creating and sustaining competitive advantage lies in attracting, developing, aligning, retaining and rewarding high-level leadership and senior executive teams. Achieving this in South Africa is made even more difficult by the skills shortage across all industries, which is further compounded by the global war for talent.



Designed to fully unpack and find solutions to the challenges faced by leadership and people management in South Africa is the pioneering study *Leadership Essence Report 2010*.

Commissioned by Leaders Unlimited and supported by the Institute of People Management (IPM), the recently launched report aims to uncover the trends, challenges and opportunities facing business in South Africa through the analysis of an in-depth survey which explores several key areas in leadership and human capital management. The results of the study aim to provide executive management and HR professionals with a solid base from which to make important strategic decisions regarding talent management and leadership development in their organisations.

Two targeted surveys

Comprising of two targeted surveys, one aimed at organisational leaders and the other at HR professionals, the questionnaires explore several key aspects in leadership and human capital management. This includes the areas of leadership styles and succession planning, retention strategies, external and internal organisational challenges, the personal challenges of leaders in South Africa, the success of employment equity strategies, talent acquisition and skills development of employees.

"For many years an endemic skills shortage in South Africa at a leadership and specialised skills level has posed a serious challenge to the competitive advantage and the overall performance of organisations in the country. As a pioneer in the leadership and people management field Leaders Unlimited has spent several years assisting top South African companies to successfully overcome such challenges. Through the Leadership Essence Report we are aiming to deepen and formalise our knowledge in this area and extend our learnings to business in South Africa," said Brian Khumalo, chairman of Leaders Unlimited, a Human Essence Group company.

Take part

CEO's, executive leadership and HR professionals are encouraged to take part in the survey, with several major benefits ensured for those who do. Any company that participates will receive a free copy of the main report of findings, a free copy of the industry specific report - and most importantly, a free personalised report which will benchmark the responses and position of the participant companies against their industry.

To take part in the *Leadership Essence Report 2010* go to www.leadershipessence.biz to access the questionnaire. The deadline for participation is set for 15 December 2009.

The results will be ready by March 2010, at which time they will be presented at launch events nationwide, and copies of the reports will be sent to the participants of the study.

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