

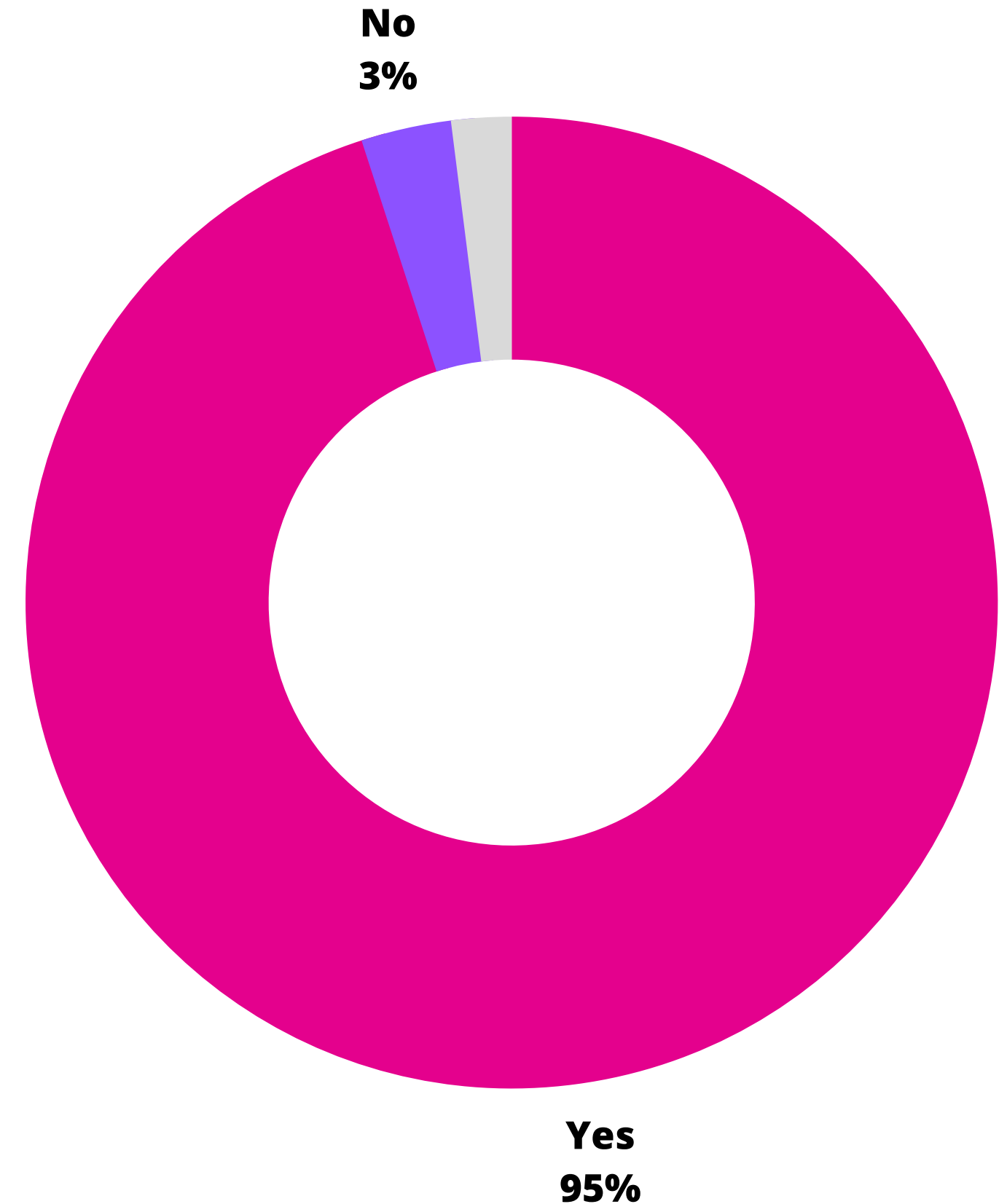
NEEDS IN TRAINING AND DEVELOPMENT OF MANAGERS

ANALYTICAL REPORT

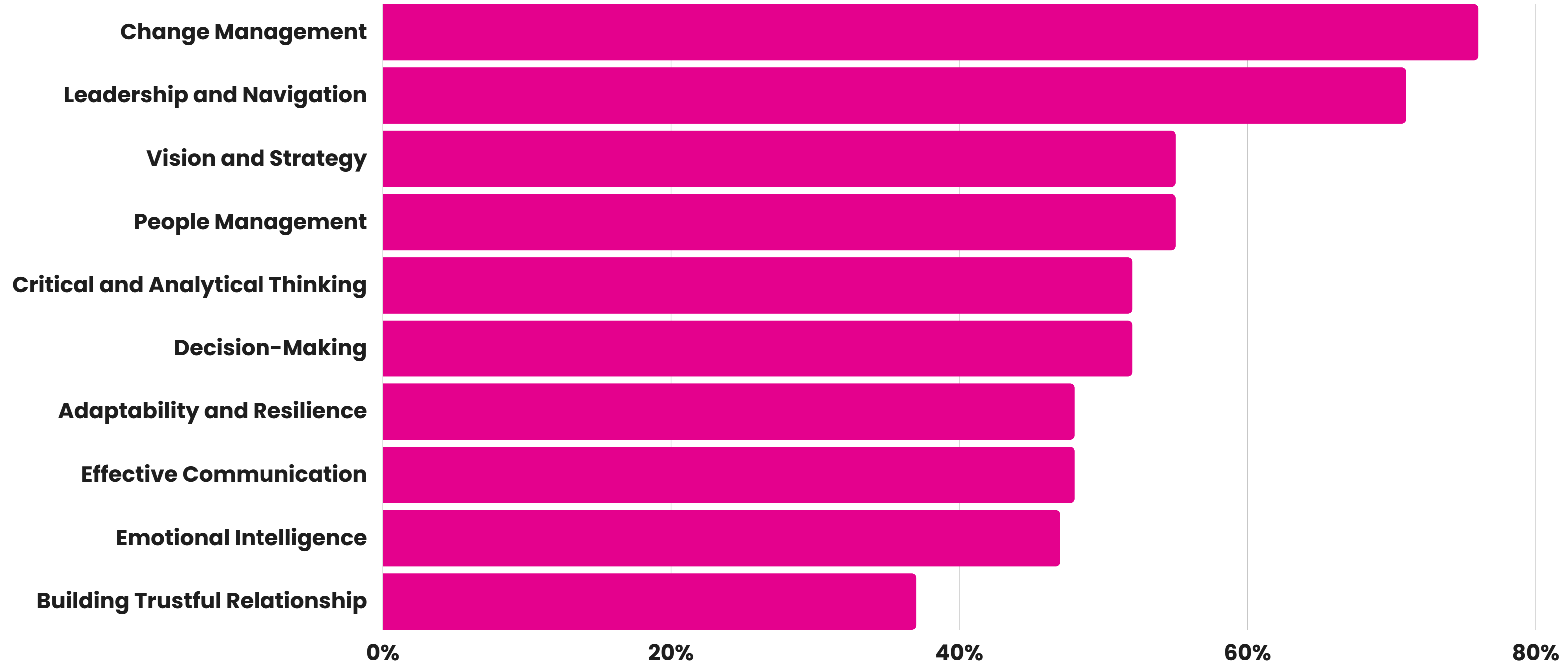
SEPTEMBER 2023

IS THERE A NEED FOR MANAGERS' DEVELOPMENT?

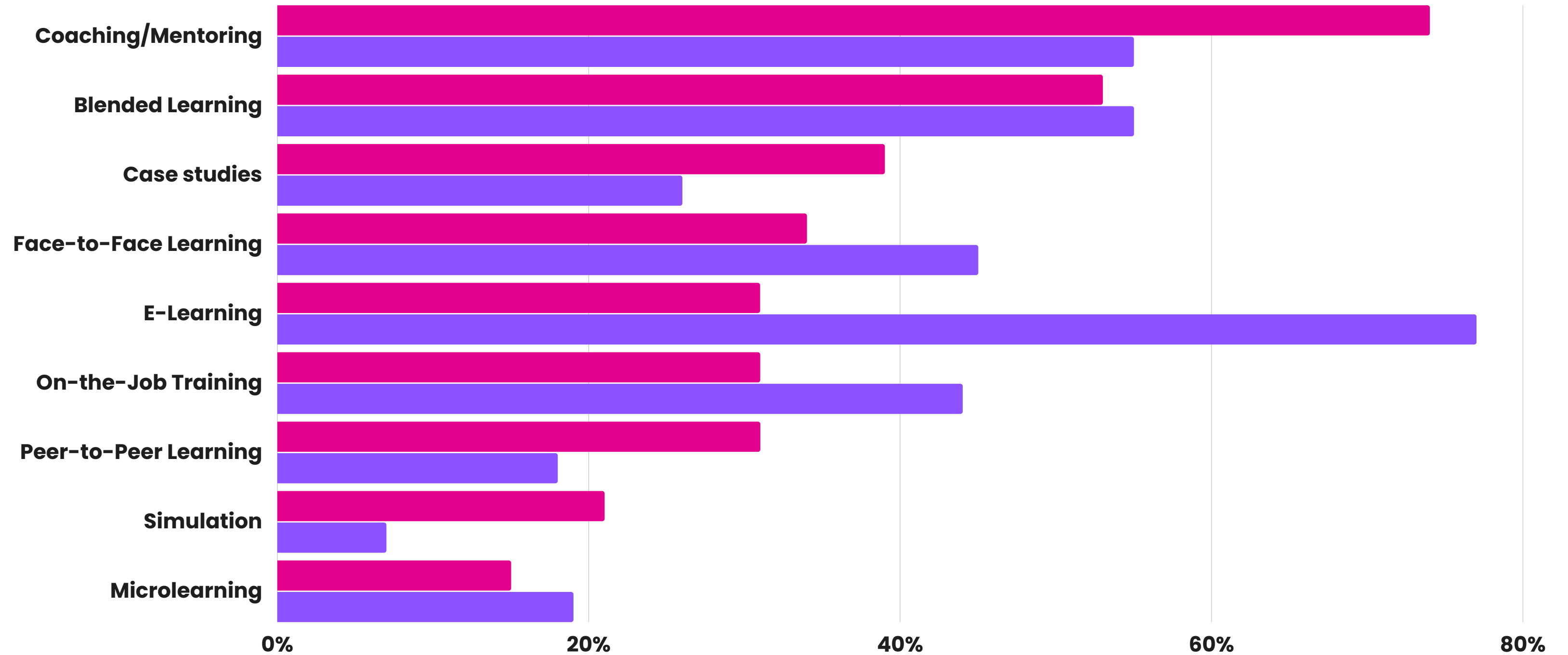
95% of respondents believe that training and development of managers are relevant. 3% do not, and 2% believe it depends on the organization's goals.



TOP 10 IN-DEMAND COMPETENCIES

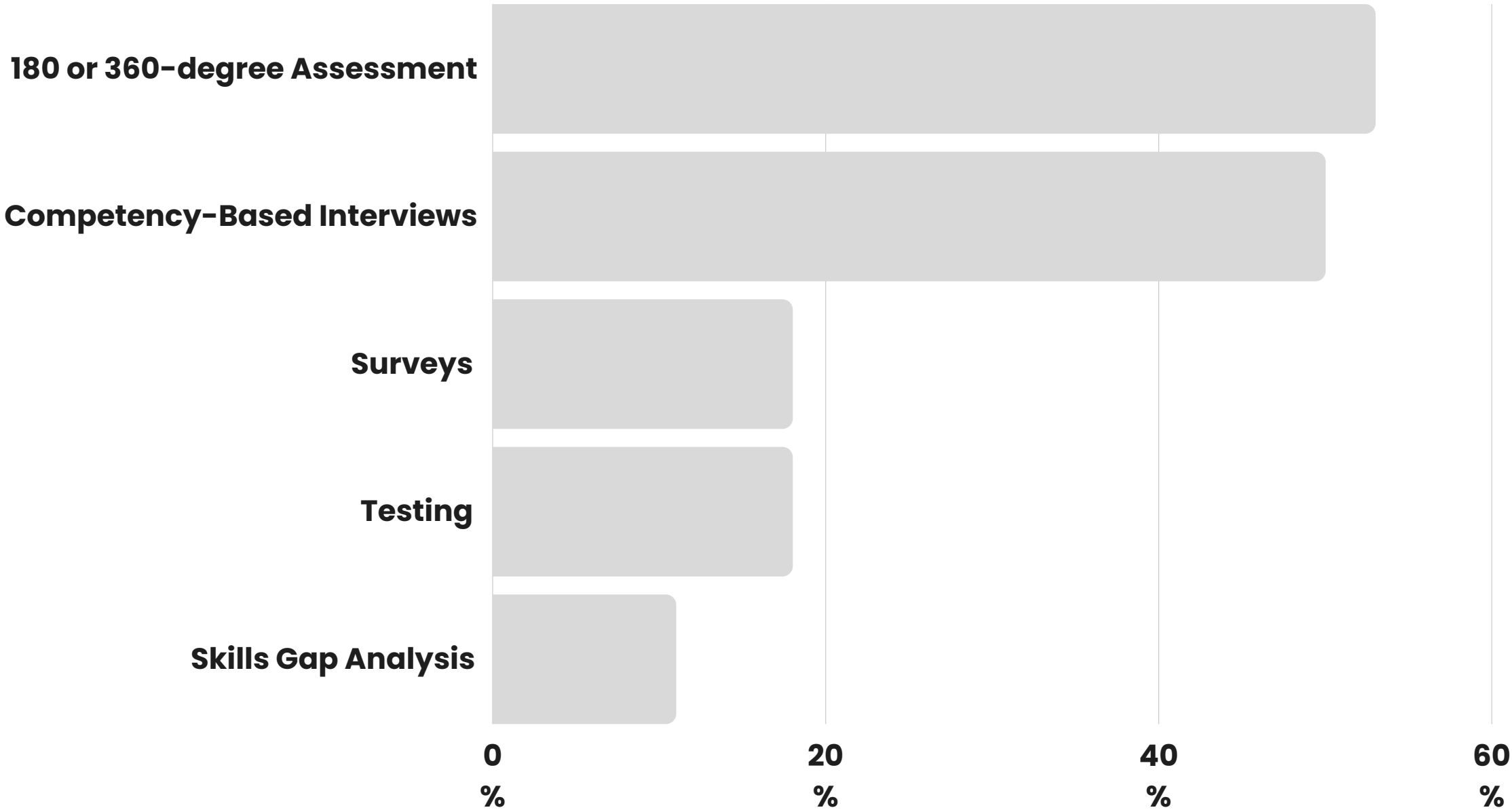


TRAINING FORMATS: MOST EFFECTIVE VS ONGOING

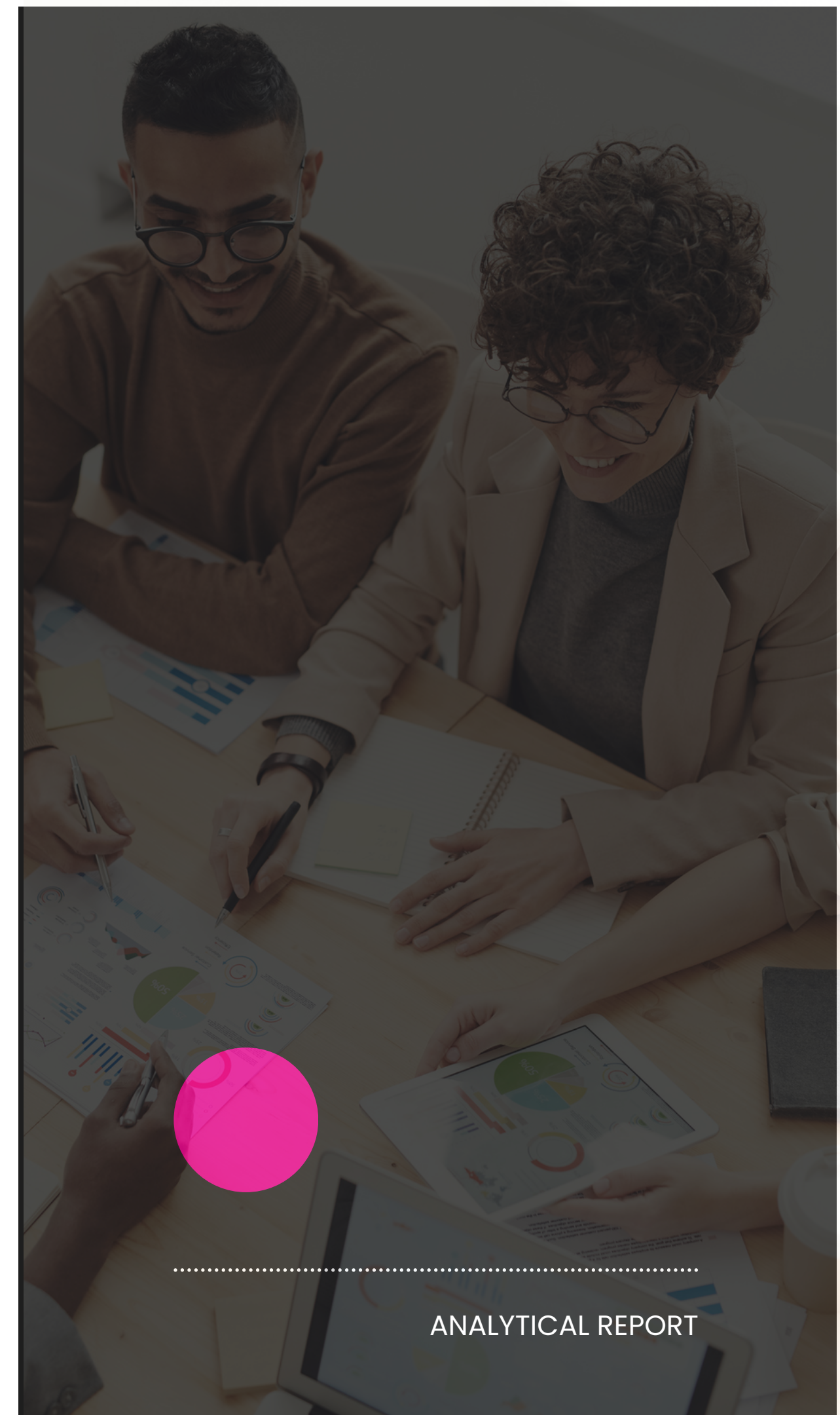
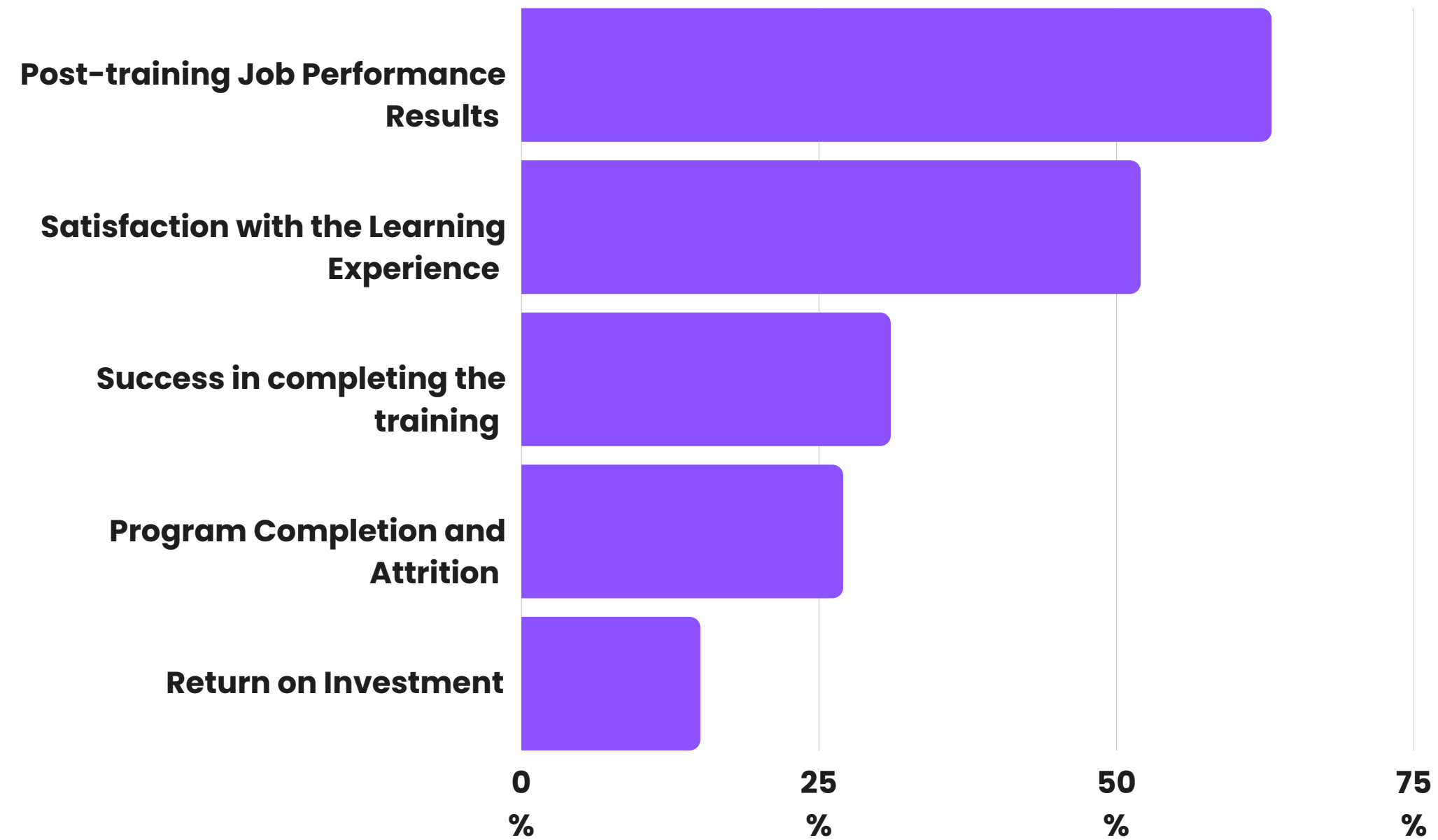




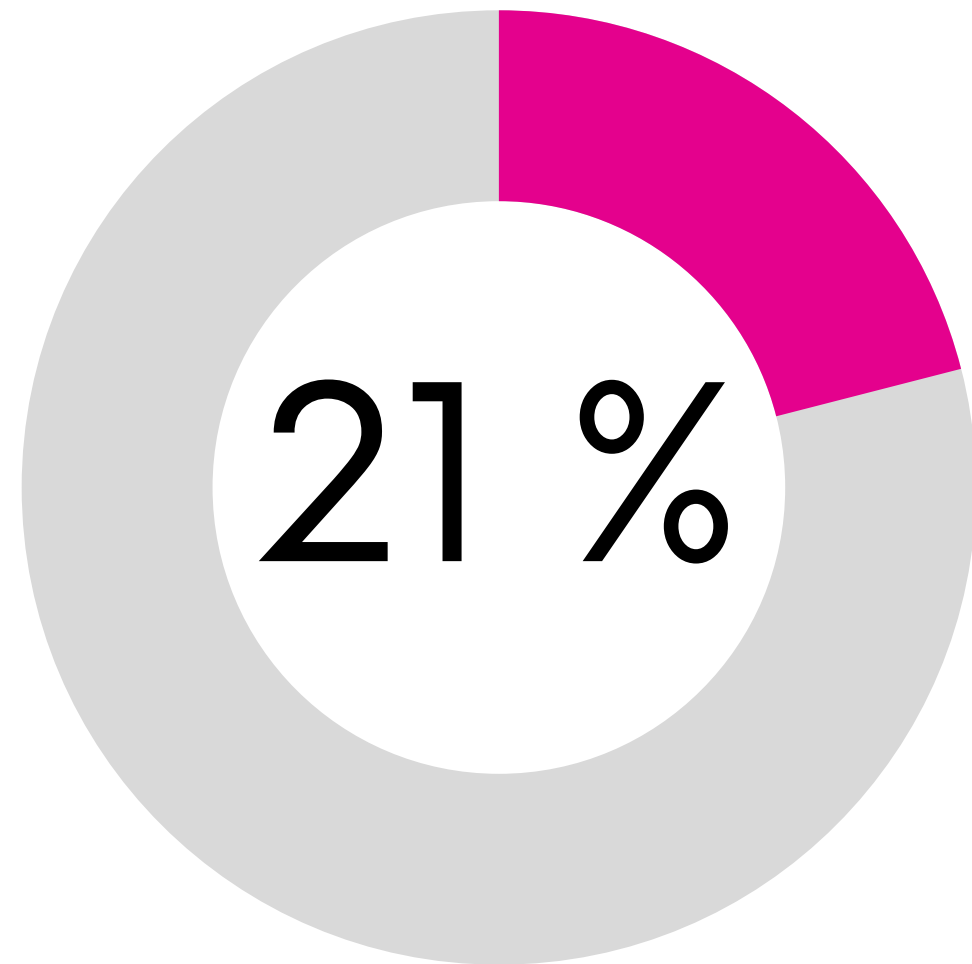
COMPETENCY ASSESSMENT METHODS



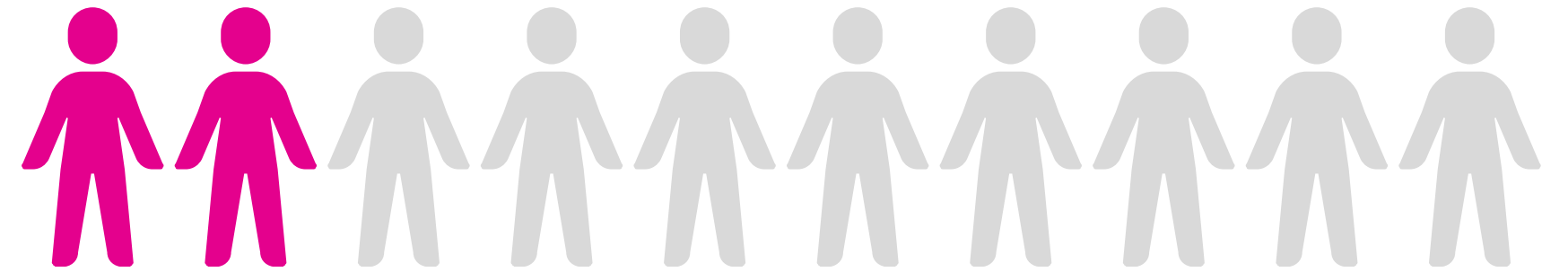
CRITERIA FOR EFFECTIVENESS OF TRAINING PROGRAMS



COMPETENCY DEVELOPMENT NEEDS FOR ORGANIZATIONAL MANAGEMENT IN THE NEXT 3-5 YEARS



Change Management

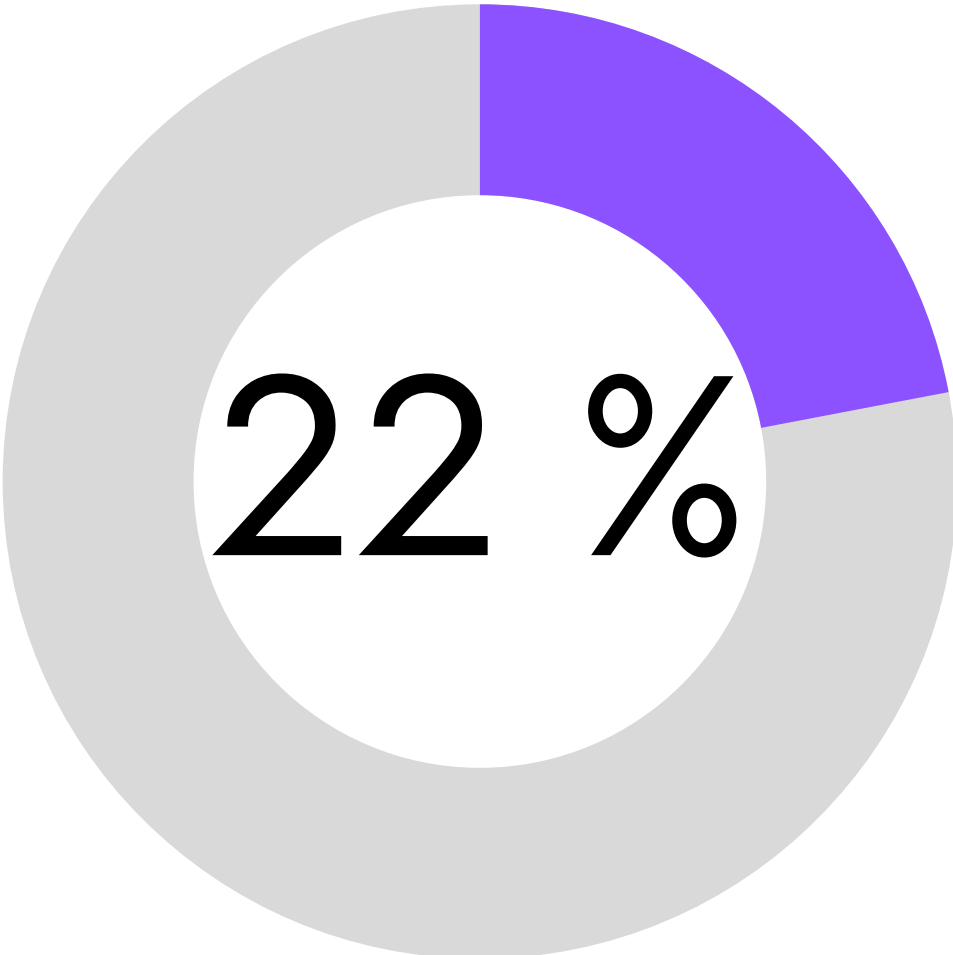


79%

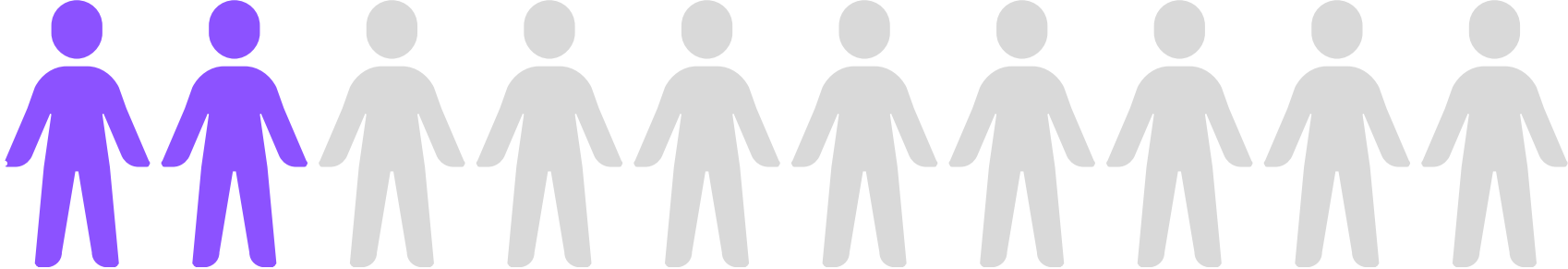
Innovation Management
Strategic Thinking
Creative Thinking
Decision Making
Goal Setting

Crisis Management
Systems Thinking
Business Acumen
Uncertainty Management
Process Management

COMPETENCY DEVELOPMENT NEEDS FOR **MANAGING OTHERS** IN THE NEXT 3-5 YEARS



People Management

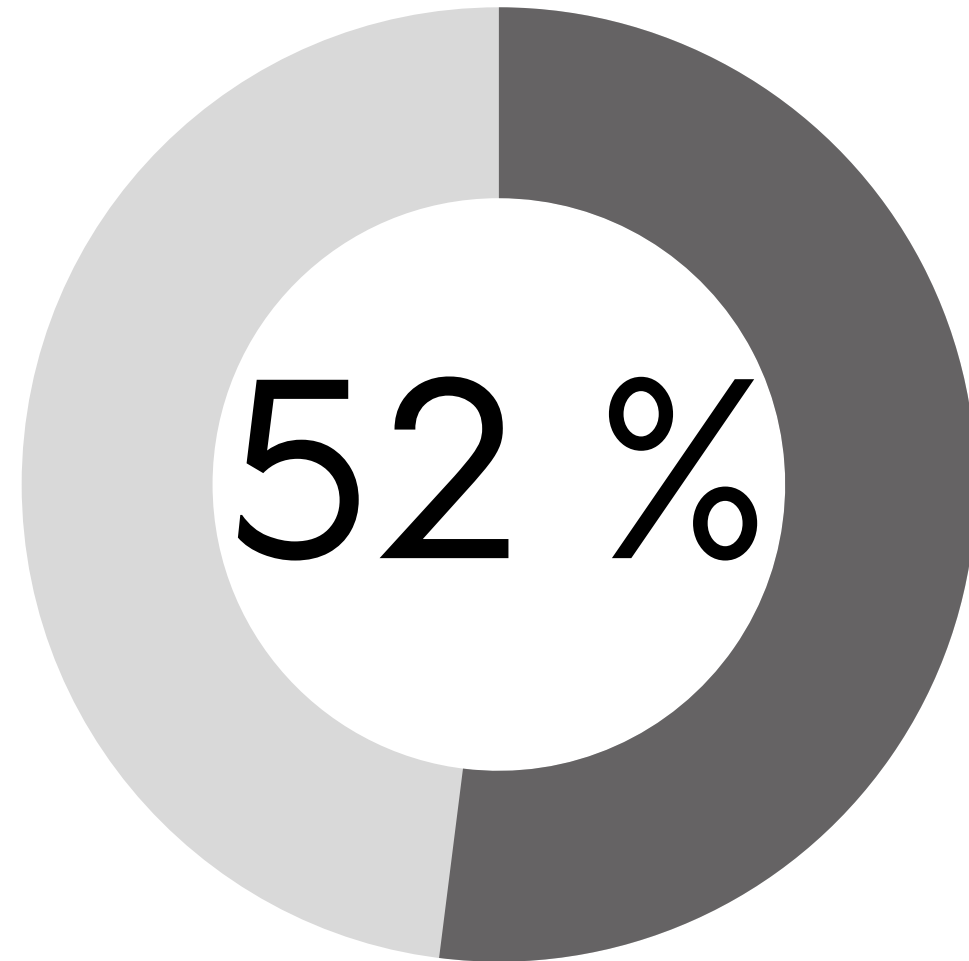


78%

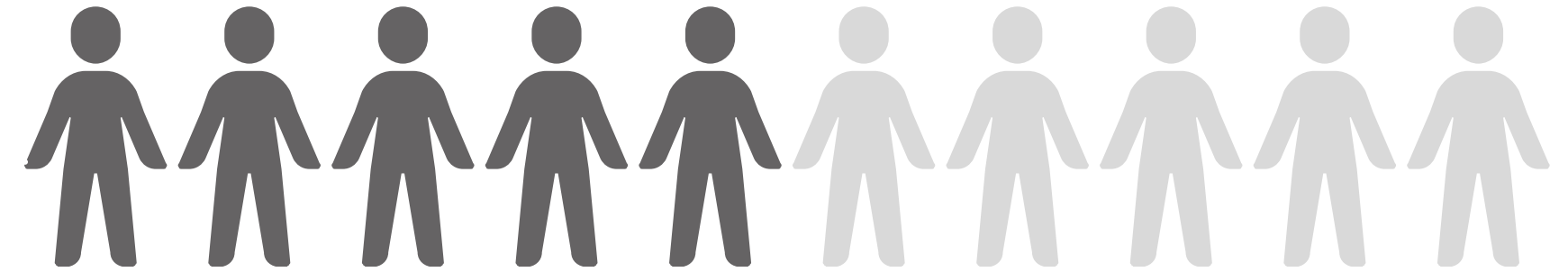
Leadership
Intercultural Intelligence
Emotional Intelligence
Delegation

Management of Global
Hybrid Team
Relationship Management
Conflict Management

COMPETENCY DEVELOPMENT NEEDS FOR SELF-MANAGEMENT IN THE NEXT 3-5 YEARS



Flexibility and Adaptability



48%

Digital Dexterity
Resilience
Presentation Skills
Situational Self-Awareness
Learning Agility

Attention to Detail
Human-Centeredness
Expertise in the Field
Radical Candor

SAMPLING METHOD AND STRUCTURE

● Data collection method

Self-administered
questionnaire

● Target audience

Men and women who are
owners or managers of small
(21%), medium-sized (16%),
and large (62%) businesses

● Number of respondents

IT sector executives: 96
Owners/managers in other
industries: 61

● Fieldwork period

July–August 2023



Human Potential Investment Agency



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We suggest a set of different tools such as learning programs, mentoring and career advising to help people and organisations enable talents' potential and enhance their professional skills.



.....

We use our expertise and insights to show our clients the bigger picture and help them build an organisation that attracts, develops, and retains exclusive talents.



.....

Along our journey, we transform our insights and data into a knowledge base and share it through analytical reports, at conferences, workshops, and a digital library.

Many thanks to our customers and partners!

