Enterprise Leadership in Australia

The changing global landscape for Australian business is creating pressure on leadership capability to enhance productivity, innovation and sustainability. A change is needed regarding the commitment to developing our leadership capability and evolving our organisational structures and sytems.

Addressing Leadership in Australia

Leadership imperatives – Australia's future, its level of innovation and ongoing competitiveness will largely depend on the capability of our leadership and the changes we make now.

Australian workers from all levels and across all sectors say they could be on average

21% more productive every day

if they could change just one or two things at work

"Poor management" and "lack of motivation" are cited as the top two obstacles to increasing productivity

✓ Businesses must recognise that **leadership capability in Australia needs to be improved**

✓ Organisations should be encouraged to **cultivate a longer-term orientation**

✓ **Collaboration** between our education sector and businesses will be crucial to innovation

✓ **A better understanding of culture** is essential as it impacts on strategy, thus effecting our ability to innovate

In 2013 **79% of executives and board members** felt the most pressure to deliver financial results in two years or less

The current situation

Four key components used to measure leadership practices across the world

Economic performance

Infrastructure

Government efficiency

Business efficiency

International comparison – In Australia the perception of management practices by employees

8th in 2009

18th in 2014

Barriers

Misaligned organisational structure

Existing levels of leadership capability

Short-term shareholder driven focus

Limitations in the current management and leadership development framework

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Ai Group is committed to helping Australian industry and its leaders thrive in a competitive environment. We are doing this by:

Forming alliances with relevant education partners to cultivate a longer-term outlook across businesses at the executive and board level.

Developing a leadership community where we can collaborate, offer insight, listen, and discuss leadership challenges and important issues with industry.

Working with Government to advocate and support further reform in the education sector as it relates to management education.

Continuing to develop leadership tools and information to support the practice of leadership.

Seeking out opportunities to collaborate in areas of practical leadership research relevant to Australia that will provide further insight into cultural barriers.