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## Leadership Crisis

By Richard Hohmann

**T**he impending Leadership Crisis is real and if organizations don't start paying attention to the facts then they will face a monumental crisis that they may not be able to recover from.

**Fact:** 76 million Baby Boomers are approaching retirement age....but there are only 44 million replacements in the pipeline.

**Fact:** Fortune 500 companies expect to lose over 50% of their senior managers in the next five years.

**Fact:** 90% of all federal, state and municipal executives will be eligible for retirement within the next ten years.

**Fact:** Managers spend over 75% of their time on their poor performers.

**Fact:** 65% of all non-profit leaders are expected to leave their positions by 2009

It is imperative that you identify the traits of your successful leaders before they walk out the door. Once you identify these leadership traits, then you must look at your current workforce and determine who you consider to exhibit these traits and are possible replacement candidates.

Once you identify the six, seven or more traits that are related to the leadership competencies exhibited in the past by successful managers in your unique culture, then it is time to get serious about your people development process.

Customized Training and Development Programs must be developed to create a level playing field for management development and competency enhancement.



**M**easurement tools like 360 Degree views of each developmental candidate will provide individual growth opportunities that will enable your people to rise to the challenge.

People Development can be defined as helping people reach their true potential and for you to be able to do this, you must be committed to a process that does just that. The integration of surveys, assessments, training and development courses and workshops, plus the measurement tools that can reflect behavioral changes will make the difference in your future. You must make people development part of your Strategic Planning Process.

Is Succession Planning part of your performance management system? It better be. Find out what your company needs. Contact us today 609.390.2830

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