

Survey Report: Exploring The Post-Crisis Environment

An insider look at Boyden's collective global insights

Tapping into the deep knowledge base of our collective experts, we present the results of Boyden's Global Partner Survey.

With contribution from over 100 Boyden partners across multiple sectors, functions, and geographies, this insider report provides foundational insights exploring the evolving challenges and emerging opportunities reshaping the new normal.

Results based on Boyden's Global Partner Survey conducted between April 16 - 28, 2020



exploring the post-crisis leader

1: Will there be a shift in sought-after leadership qualities?

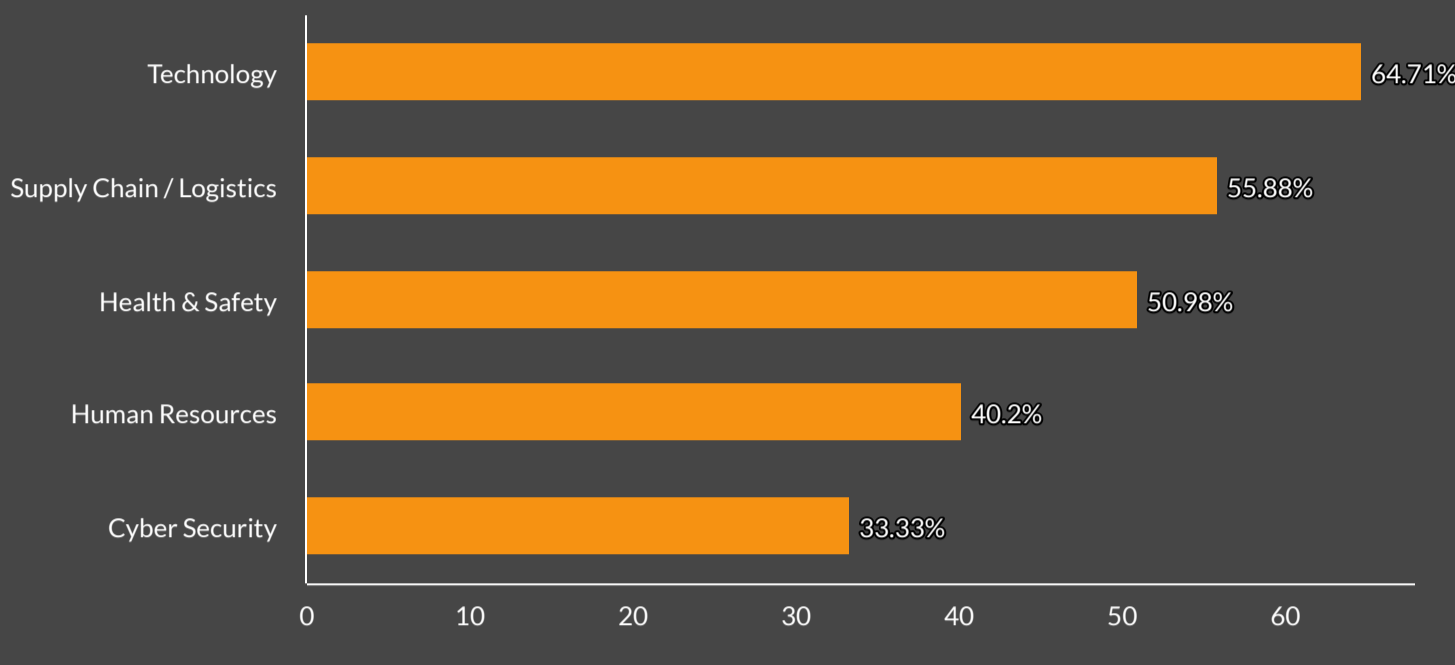
78%



2: Top leadership qualities in the post-COVID19 environment:



3: Top in-demand functions in the post-COVID environment:



Hear from a collection of our global experts:

Jutta Menzenbach - Partner, Germany

A crisis reveals visionary leaders. In complex and uncertain times, they are capable of perceiving opportunities that move the company and its employees forward. The (micro) manager, on the other hand, does not have this scope as they are controlled by anxiety, pressure, and distress.

William Farrell - Managing Partner, Taiwan and South Korea

HR will need to step up its role in ensuring the right people are in the right place to face the new environment. Health and safety will be a clearer and upfront priority. Technology, already playing a crucial role in most companies, will be called upon to provide needed solutions. Protection and security of the supply chain and delivery of goods must be enhanced to secure a spot in the post-COVID-19 world.

Alicia Hasell - Managing Partner, U.S.

The ability to pivot, in order to handle a "black swan" event, will be critical.

Tamer El Naggar - Managing Partner, Egypt

Resilience and adaptability have already been sought-after qualities, attributed to recent economic challenges, and the universality of recent challenges will by default educate and groom the wider leadership talent pool. What will be unique is the technical skills in accelerating digitization and adopting more disruptive and agile business models, challenging the older ways of doing business - across all industries.

Lisa Kershaw - Managing Partner, Canada

Technology will allow us to work from home, and work differently or more efficiently. But working remotely will come with an increasing need to focus on people. Keeping staff happy, engaged, mentally well, etc. requires new leadership techniques. New processes will be required to keep the workforce of the future connected.

Allan Marks - Managing Partner, Australia

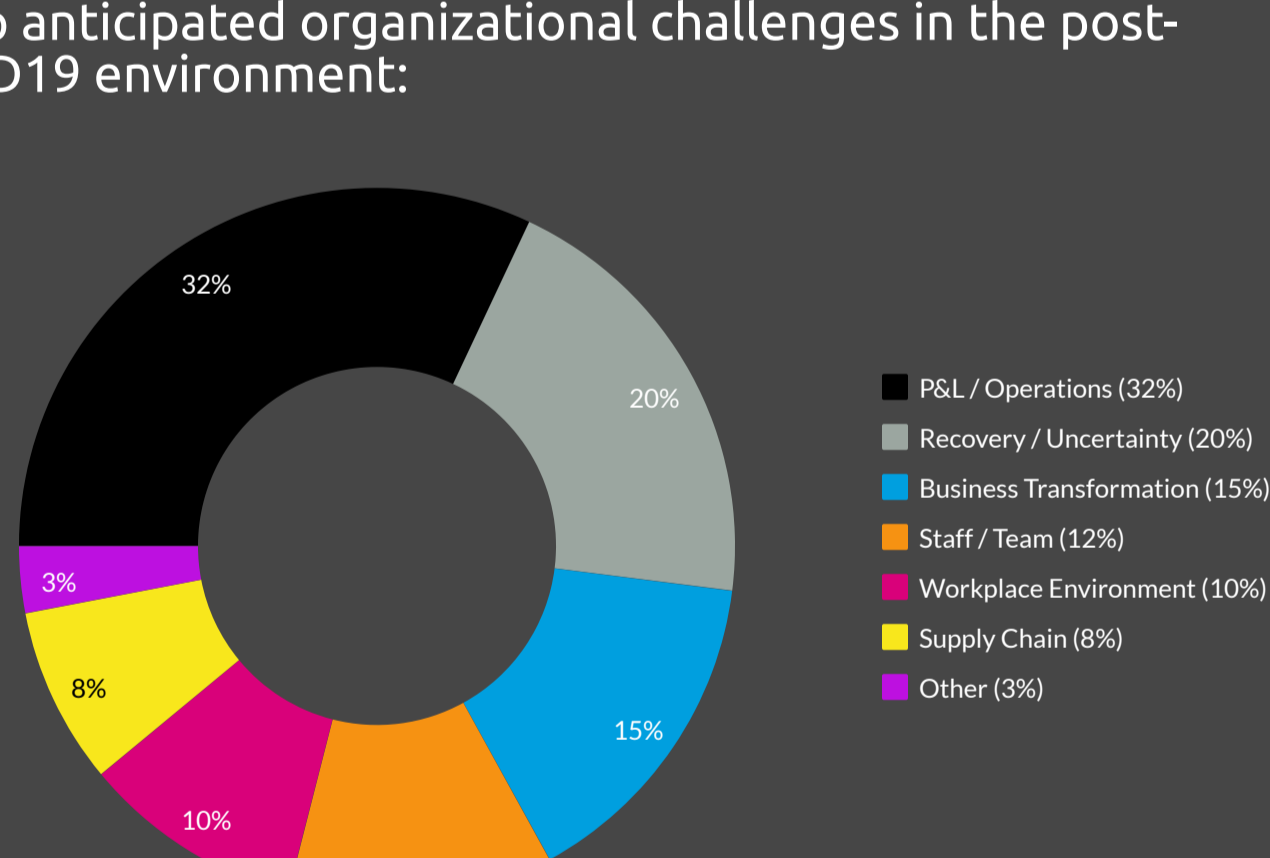
A shift towards executives who can manage in a downturn and restructure will be inevitable. Also, a shift to those executives who can develop crisis management strategies to deal with unforeseen risks. A further shift will be the development of local supply chains versus the domination of a global supply chain.

examining the challenges

4: Top immediate leadership challenges for recovery:



5: Top anticipated organizational challenges in the post-COVID19 environment:



exploring shifts and opportunity

6a. Will organizations experience executive talent retention challenges?

54%



7a. Will there be more emphasis on secure virtual environments for staff, clients and customers?

98%



8a. Will organizations put more emphasis on leadership assessment / consulting?

56%



8b. Will organizations put more emphasis on interim solutions?

73%



6b. Will organizations experience executive talent recruitment challenges?

66%

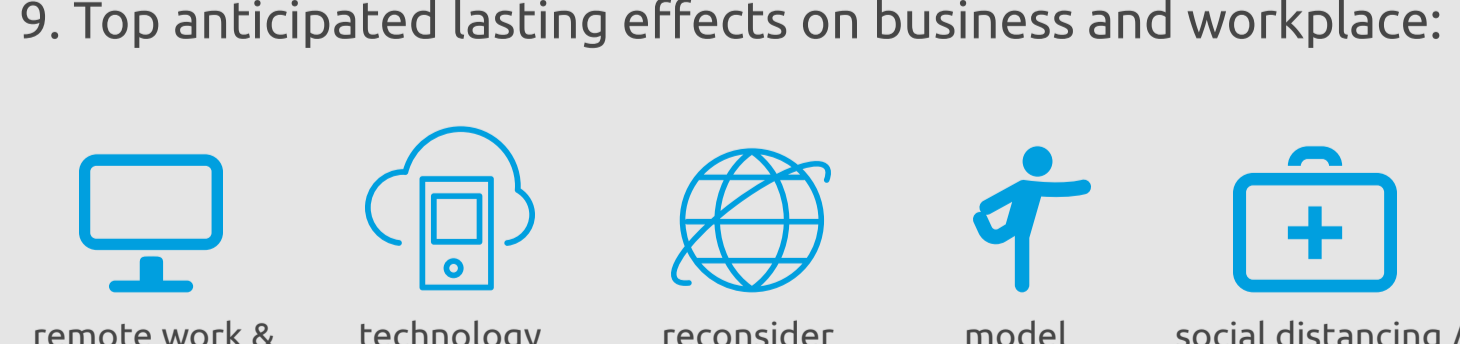


7b. Will organizations put more emphasis on mental health following COVID19?

63%



9. Top anticipated lasting effects on business and workplace:



10. Top anticipated organizational opportunities in the post-COVID19 environment:

