



The biannual LMI leadership survey: insights & findings

From economic uncertainty to a lack of available talent, modern businesses are currently facing a wide range of challenges, some of which must be addressed sooner rather than later to ensure long-term growth and prosperity. Of course, the impact of these issues will vary between businesses, with some sectors feeling the strain more than others.

To understand how businesses, their workforces and leaders have been affected, we recently issued our biannual leadership survey covering a range of important criteria, including working practice, the social and economic environment and leadership habits – the results of which can be found below.

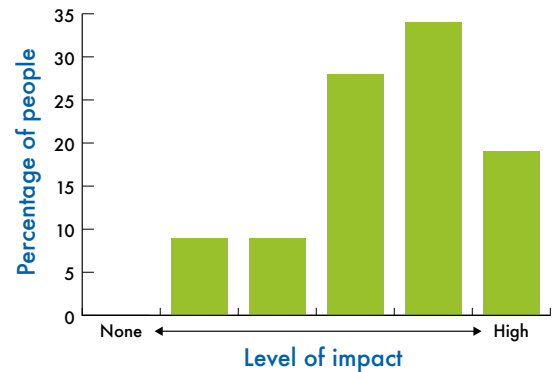
The political, social and economic environment

Scale: 0 (no impact) – 5 (high impact)

Whilst more than half of respondents believe that external economic factors are having a medium or high impact on their business it is interesting to note that less than 20% feel that political change or Brexit is having a major impact.

- only **9%** said external economic factors' are having a 'low impact'.
- **28%** of respondents indicated that political change had medium impact, with 20% saying it's had a high impact.
- Brexit-related issues - **63%** answered low or fairly low impact. Only **3%** selected the highest impact score.

To what extent are external economic factors impacting your business' performance?



28%

effective communication & collaboration

(fairly high/high impact)

31%

motivation & staff engagement

(fairly high/high impact)

Working practice (remote/hybrid/office-based)

Scale: 0 (no impact) – 5 (high impact)

Issues around working practice (remote/hybrid/office based working) appear to have had less of an impact than might have been expected – particularly around the areas of workplace, accessibility of staff etc.

Of note is that close to 30% of respondents feel that effective collaboration and communication within their teams is a significant issue.

Also noteworthy is that almost 1 in 3 believe that issues around staff motivation/engagement are having a medium or high impact on business.

- **53%** said clear expectations of staff was having a medium or fairly high impact.
- **60%** of respondents indicated no or low impact of providing adequate workspace.

Your team

Scale: 1 (weak) – 5 (strong)

Ratings across all questions in this section were very high with around 2/3rds of respondents saying that their teams had a strong sense of purpose, clear strategy, agreed values, clear roles and responsibilities and a positive workplace culture.

It is interesting to see however that despite this positivity, almost half of respondents felt that they did not have strong plans to deliver on goals.

- **82%** identified a fairly strong or strong sense of purpose and **79%** the same for clear strategy.
- **47%** scored their teams as medium or weak/medium on having well-defined plans to deliver on goals and **35%** medium or weak/medium on having clear roles and responsibilities.

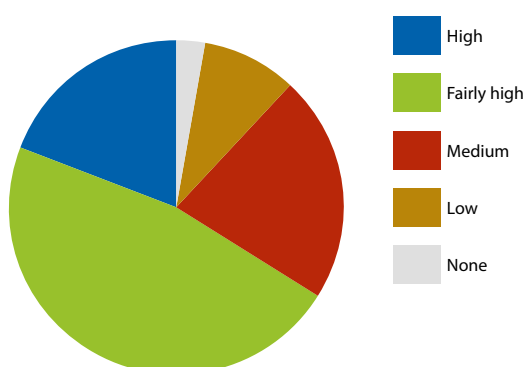
Would you rank your team 'strong' in the following criteria?



Staff (recruitment, retention and development)

Scale: 0 (no impact) – 5 (high impact)

To what extent is the recruitment of talented individuals an issue for your business?



The big issue that emerges from this section is the issue of recruitment of the best people for roles with 2/3rds of respondents highlighting this as an issue with a big impact. The increasing salary expectations of staff is having an impact on half of all respondents and is likely to contribute to staff retention being a medium to high impact issue for close to 30% of respondents.

- **66%** answered that recruitment of the best people to fill roles was a big or fairly big issue.
- **78%** identified increasing salary expectations as a medium (28%), fairly big (34%) or big (16%) issue.
- **25%** said development of existing staff was a fairly big or big issue.



You as the leader

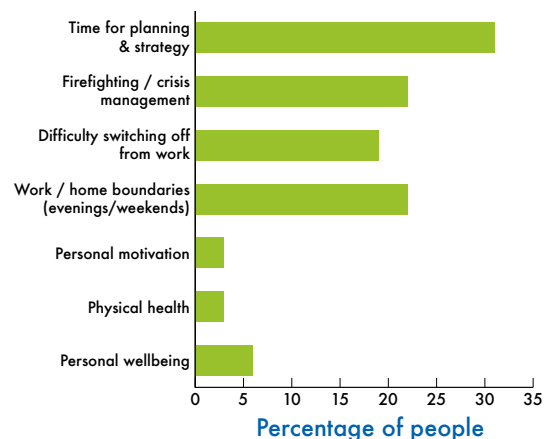
Scale: 0 (no issue) – 5 (major issue)

Although most respondents state that personal health and wellbeing are not as big of an issue as we expected, it is worth noting that around 20% have challenges with work/home boundaries and experience difficulty in switching off from work.

More than 20% spend too much time firefighting and in crisis management and perhaps this is a factor in 31% finding it difficult to schedule time for strategy and planning.

- Only **3%** cited personal motivation as a major issue.
- **6%** said personal wellbeing was a major or fairly major issue.
- **31%** of leaders identified time for planning and strategy as a major or fairly major issue.

To what extent are the following currently an issue for you?



The full set of results can be viewed on our website [here](#)