

LEADERSHIP DIGEST



INTRODUCTION

Both our February 2020 and May 2020 editions of Leadership Digest explored the implications of political discord and the impact of Covid-19 on leadership teams, operating models, and longer-term strategic business ambitions.

With vaccines now being rolled-out across the globe, hope is on the horizon although the long-term impact of the pandemic on economies and businesses remains uncertain as does the post pandemic 'new normal.'

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For many the pandemic has been a catalyst for change and transformation. Businesses have been forced to rapidly adopt new ways of doing things and in many cases drive meaningful culture and organizational change. The notable difference as we enter 2021, is the pace of deployment of investment and the pace of execution against innovation, digital and transformation agendas.

Throughout the last twelve months global demand across a diverse range of specialist roles – big data & analytics, robotics, artificial intelligence & engineering; cybersecurity; cloud; UX & UI design; digital marketing, product and transformation to name a few – has been high. 2021 is likely to see an increased focus on leadership talent within digital, technology and transformation divisions as well.

Over the last six months leadership teams have shifted from focusing on business continuity management to being increasingly focused on the medium and long-term business strategy and opportunity. While many sectors – healthcare, insurance, IT & software – are increasingly growth minded, geo-political and regulatory environments continue to create additional external challenges, which are likely to increase as governments emerge from managing their response to the pandemic.

Many multinational companies operating in the region, irrespective of sector, have been unwittingly caught in geo-political cross hairs. The technology sector has been one of the more notably embattled by increasing geo-political tensions between China, the US and Europe. Furthermore, the technology industry

globally is facing mounting challenges from policy makers towards heightened regulation. Having profited from exponential growth over the last decade, partly on account of regulation not keeping pace, the sector is facing regulatory challenges from all quarters – as seen with China's regulatory response to Ant Group, Australia's News Media Bargaining Code aimed at Facebook and Google, and increasingly coordinated government approach towards a new "Amazon tax".

The tech sector, as with many other industries requiring deep technical know-how, has become increasingly parochial and insular when it comes to hiring leadership; often only hiring from their immediate peer group. External challenges and growth opportunities alike will continue to force businesses to

consider external talent with broader capability, insights, and diversity of experience.

Many of the drivers of executive level hiring within corporate functions have been consistent over the last eighteen months – the need to attract executives who can deliver broader leadership capability, diversity of thought and connectivity relevant to the digital economy, regulatory change, and evolving internal organizational structures and cultures.

Demand for such leadership is expected to remain high through the course of the coming year, with the role out of vaccines and the opening of borders, leading to a shift away from internal mobility and a greater focus on external talent.



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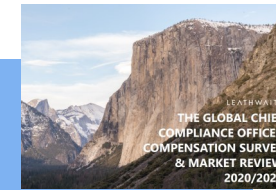
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