

Based on a survey of nearly 1,000 IT leaders globally, our upcoming report titled **Rethinking People Leadership in IT: Four Key Findings for Boosting IT Leader Selection, Performance and Succession**, details the following key findings:

- CIOs cite people skills as most important to the success of the function. Indeed, there is strong link between effective people skills and effective business skills, such as strategic planning, business acumen, and change leadership.
- Despite the importance CIOs place on people skills, CIOs simultaneously rank people skills as most in need of improvement amongst their teams.
- Unfortunately, few rising IT leaders feel they are getting the people-skills development they need from their managers and organizations. (Only 14% say their manager is effective and less than 10% say their training and HR departments are effective.)
- Our research profiles a number of unique hiring and development tactics that both CIOs and rising IT leaders can use to improve their people-skills (and therefore their core business skills).