

# RR Aon Leadership: Leadership & Succession in a Global Marketplace

September 2012 Newsletter

## PNC Bank's Chairman and CEO Jim Rohr on Risk, Regulation and Talent

*Leadership in the Field* is a series of video interviews with global leaders. In this month's feature, **Jim Rohr**, Chairman and CEO of PNC Financial Services Group, talks about managing risk, partnering with regulators, and acquiring top talent in the digital age. [Play video >>](#)



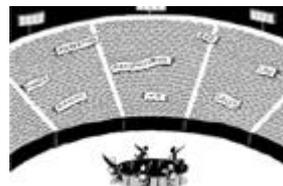
## Avoiding Vacancy: Becoming a "Succession Leader" in the Real Estate Sector

Russell Reynolds Associates and the Urban Land Institute jointly surveyed 235 senior leaders at US-based real estate firms to understand what distinguishes the most effective companies from the rest when it comes to CEO succession. [Read more >>](#)



## Multidimensional Diversity: Creating a Virtuous Circle in the Healthcare Boardroom

Diversity in the boardroom no longer relates only to gender, nationality or ethnicity but encompasses the broader experience, perspectives and competencies of individuals within a team. The fundamental question has evolved from "Who do we want on the board?" to "What do we want on the board?" [Read more >>](#)



## Featured Resource

### To Improve Governance, Improve the CEO-Board Relationship

How can organizations optimize the CEO-board relationship? Based on focused conversations with veteran chief executives and board members, [Luke Meynell](#) and [Charles Tribbett](#) identify the key characteristics that distinguish the best relationships from the rest. [Read more >>](#)



### Healthcare Boards Seek a New Kind of CEO

A combination of legislative change, consolidation and aging CEOs has driven healthcare boards to conclude that the executives in the corner office may not be qualified to lead their companies in the next decade. [Sarah Ladd Eames](#) discusses succession planning in healthcare with *Agenda*. [Read more >>](#).



## RRA in the News



### CEO Clarke Murphy on Digital Transformation

[Clarke Murphy](#), CEO of Russell Reynolds Associates, talks with Bloomberg TV about the digital transformation taking place across sectors, and where digital CEOs come from. [Play video >>](#)



### What We Heard from Directors

*Directors & Boards* features [Amy Hayes](#) and the Russell Reynolds Associates' board diversity study, *Different is Better*, in its 2012 annual report. [Read more >>](#)



### 'Pink Quotas' Alter Europe's Boards

*The Wall Street Journal* quotes [Luke Meynell](#) on the obstacles European companies face in attracting U.S. female board members. [Read more >>](#)



### Human Capital: Leveraging Your Company's Greatest Asset

*Corporate Board Member* features [Ron Lumbra](#) on why boards must prioritize human capital strategy. [Read more >>](#)