

Qualities in senior executives that organisations most value

What are the qualities in senior executives that leaders most value? According to the India findings of the IIC Partners Global Succession Planning Study 2014 shared exclusively with ET by their India partner, executive search firm Athena Executive Search & Consulting, 61% of top leaders in India prefer a senior executive who could motivate and inspire others more than they desired an executive who consistently performed well.

After motivational ability, the senior traits most valued by organisations were strong ability to manage change (51%), ability to identify and develop talent (44%) and consistent high performance (38%).

"Succession planning is potentially the biggest concern area for leading multinational companies and large organisations in India. The objective of the study was to understand different aspects of succession planning, the challenges and the possible solutions," says Bhavishya Sharma, managing director, Athena Executive Search & Consulting.

IIC Partners conducted the global study, supported by one of the leading research organisation based out of Ireland, focusing on America, Europe and Asia Pacific. Athena Executive Search & Consulting expanded the study by conducting a similar survey focused on the Indian audience.

ET gets you the India highlights of the study on senior executive team trends and succession planning.