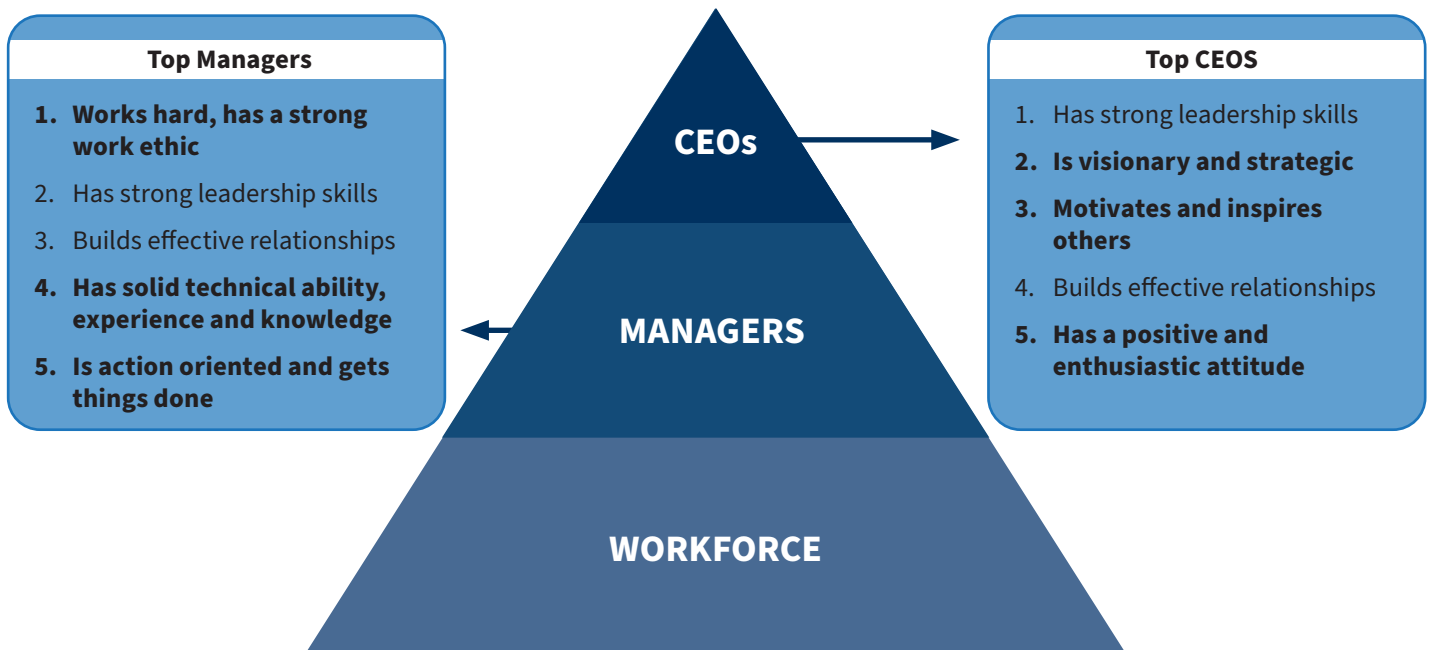


CEO vs MANAGER

Competency Comparison at the 90th percentile

Our unique 360 research enables us to compare the top 10% of CEOs with the top 10% of managers, where the CEO is defined as the leader of the organisation and the manager is at the middle level of the pyramid.



The CEOs stand out for being visionary and strategic and motivational/inspiring. They are responsible for building high performing teams and employee engagement to deliver the purpose, goals and values. The best middle managers are working in the business where their work ethic and job competency stand out. They are operational, not strategic. They are getting the job done.

In a perfect world, we identify these high potential managers and expose them to leadership development programs and coaching to develop the leaders of the future. This gives an organisation a leadership pipeline and talent for succession planning.

By using Hogan personality and 360, we are able to evaluate these competencies and with coaching improve them. The transition from manager to leader has to be supported by leadership programs, deliberate practice and ongoing feedback and support.

For more information on how our assessments and services can help you and your organisation reach out to your PBC consultant or email info@peterberryconsultancy.com

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