



Recruitment Extra September, 2011

Page: 8
Section: General News
Region: National, AU
Circulation: 15000
Type: Magazines Trade
Size: 120.11 sq.cms.



press clip

Leadership high on skills shortage list

While technical areas and trade skills are widely acknowledged as critical areas of skills shortage in Australia and New Zealand, new data from the Leadership, Employment and Direction (LEAD) survey reveals that there is also a significant skills shortage in leadership and management. For the first time in its 11-year history the survey has included skills shortages in its research.

From a list of 16 potential areas of skills shortage, the LEAD survey placed leadership as second and management as sixth.

The top six skills shortages:

1. Technical areas
2. Leadership
3. Sales and Marketing
4. Operations
5. Trade skills
6. Management

Commenting on the data, LMA's Chief Executive, Andrew Henderson, said: "We were surprised to see leadership and management skills so high on the list of shortages. It is of a great concern because their skills are essential for the management of an organisation's broad skills set.

"Leaders and managers need to take concrete action to improve their

own skills through formal training and mentoring, and be willing to take on new ideas and new thinking as it relates to their leadership and management approaches", he said.

"But equally important is the identification of and investment in leaders and managers of the future within their organisations. If today's leaders and managers aren't spotting and developing tomorrow's leaders and managers, organisations will suffer a double impact from the apparent skills shortage through their lack of strategic thinking", said Henderson. ■