



# What YOU need

MIND THE GAP

The Leadership Gap

### Comparison of Leadership Skill Importance: Now versus Future (5 years from now)

	Now	Future
1	73% - Leading people	89% - Leading people
2	64% - Strategic planning	86% - Strategic planning
3	63% - Managing change	86% - Inspiring commitment
4	64% - Resourcefulness	82% - Managing change
5	64% - Doing whatever it takes	82% - Resourcefulness
6	62% - Inspiring commitment	81% - Participative management
7	60% - Being a quick learner	79% - Being a quick learner
8	60% - Decisiveness	79% - Employee development
9	57% - Building and mending relationships	77% - Doing whatever it takes
10	57% - Composure	76% - Balancing personal life and work





## Values Survey

\* Burnsville Rotary Ethics Course 10/28/15

### Top 5

1. Family relationships
2. Education
3. Helping others
4. Work ethic
5. Being trusted by others

### Bottom 5

1. Keeping traditions
2. Having a plan
3. Being on time
4. Financial stability
5. Loyalty





You have to invest!



# Talent Leadership

VS Talent Management



talent

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