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## Leading at the intersection: The CEO's changing role

"Over business was imperious. You could operate and the world around you could be a vortex of activity, but you could just keep going. Now, with the combination of all the factors at play, business and what's happening outside are actually one."

The roles of the world's executives gained global prominence in the wake of the 2008 financial crisis. A recent survey suggests the roles of CEOs are changing. Business leaders express what they believe is the nature of their roles and the leadership challenges they face. Indeed, three quarters of the CEOs we interviewed said the job has changed significantly over the past decade as new pressures have forced the organization compete with the customer, the marketplace, the community, the employees, and customers.

To be sure, the CEO role is still the top of the leadership stack. But the role is, CEOs say, is the intersection of not necessarily complex and transparent worlds we create for ourselves and our stakeholders. Increasingly, stakeholders are pressuring and CEOs must manage public, geopolitical issues, natural disasters, government, employees, competitors, and a globally engaged public that is not "CEO friendly" or "company friendly." "How do you manage transparency [or] put back transparency and be the same time make that an everything has to be said, but everything isn't important has to be said?"

The degree of transparency that CEOs face, when every decision can be posted and analyzed from multiple

Figure 1: How the role of the CEO changed?



Figure 2: How stakeholders influence is increasing/decreasing?

Most people expect that stakeholders will have more influence on the organization in the future. However, some think stakeholders will have less influence, and some think they will have the same influence.



# Sample Report To Ceo

**Léo Pomar**



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