

#CtheFuture

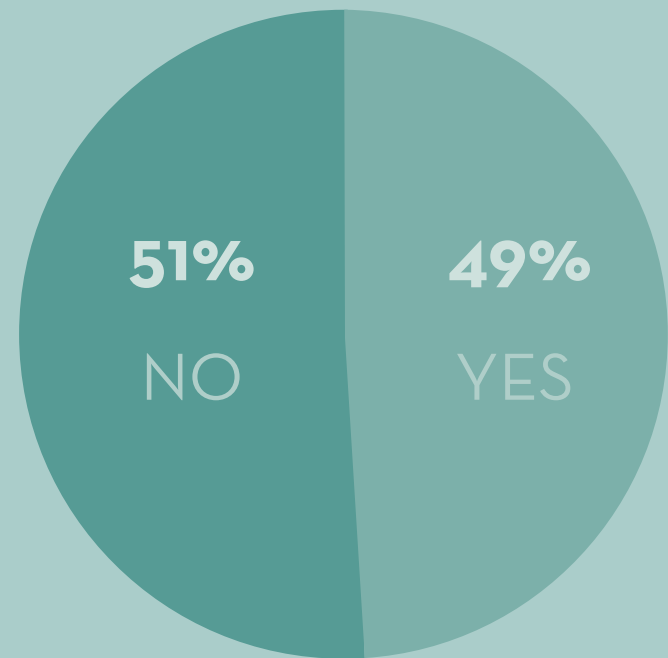
What will a GEN Z CEO look like?

We asked 5,000 ambitious Gen Z'ers
who are on a leadership track,
what they believe the future of the
C-suite looks like. Here's what they said:

Up-ending Executive Education

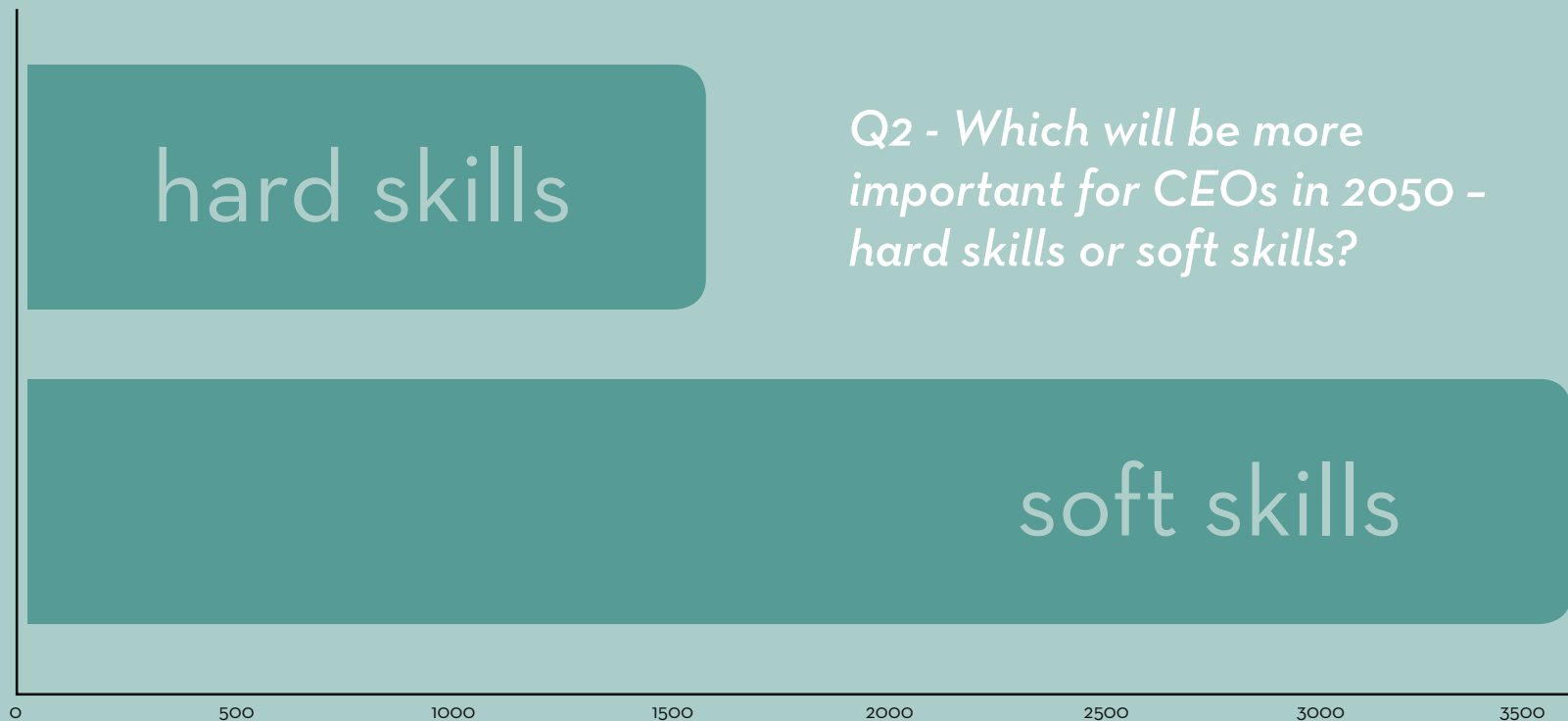
51% of Gen-Z'ers believe CEOs will not need college degrees by 2050

Q1 - Do you think CEOs in 2050 will need college degrees?



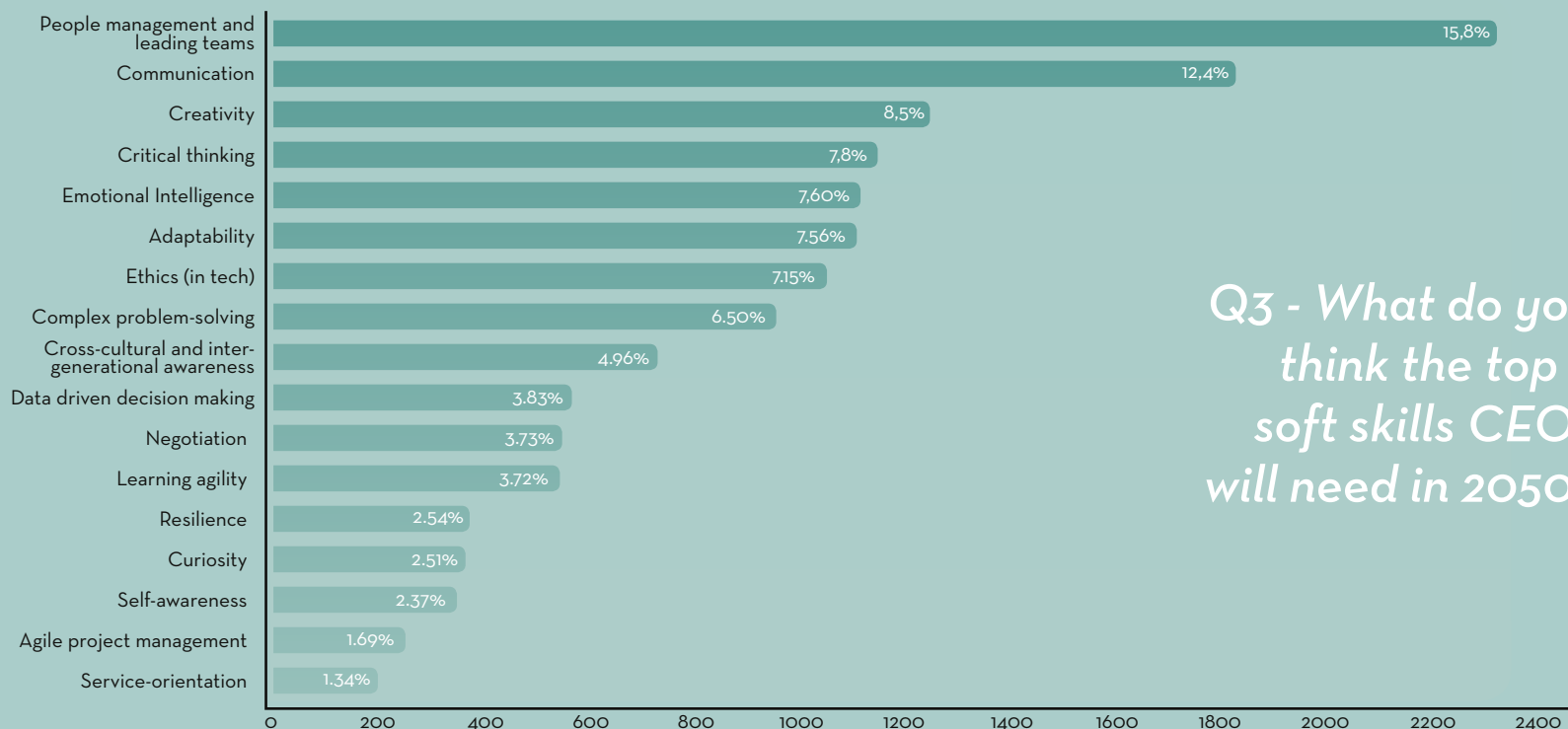
Firm on Soft Skills

69% believe soft skills will be more important than hard skills for future C-Suite leaders



Firm on Soft Skills

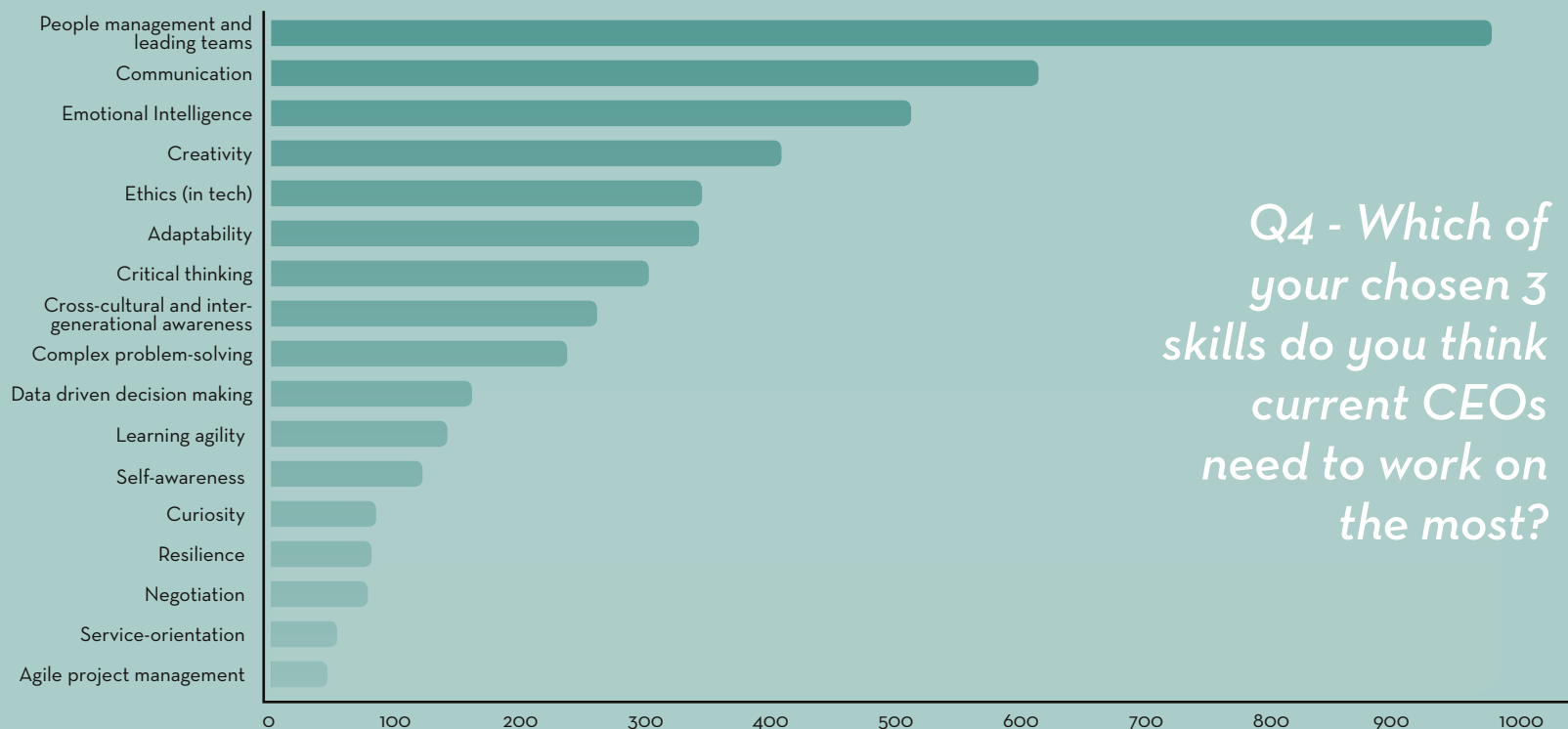
The #1 skill needed by future leaders is an ability to successfully manage people and teams. 'Communication' and 'Creativity' are the other top skills future leaders need to hone



Q3 - What do you think the top 3 soft skills CEOs will need in 2050?

Firm on Soft Skills

Gen Z'ers think today's C-Suite leaders aren't making the grade on soft skills - people management and leading teams was seen as the skills current CEOs need to work on the most, followed by creativity and EQ



Q4 - Which of your chosen 3 skills do you think current CEOs need to work on the most?

Firm on Soft Skills

Q5 - How adequately skilled do you feel you are in these top 3?
(1 star = least prepared; 5 stars = most prepared)

Most adequately skilled



Curiosity	4.41
Learning agility	4.29
Adaptability	4.24
Resilience	4.18
Creativity	4.18
Service-orientation	4.16
Communication	4.15
Ethics (in tech)	4.15
Emotional intelligence	4.08

Less adequately skilled



Critical thinking	4.07
Self-awareness	4.05
People management and leading teams	4.02
Cross-cultural and inter-generational awareness	3.92
Complex problem-solving	3.89
Negotiation	3.87
Data driven decision making	3.86
Agile project management	3.70

Up-ending Executive Education

- 51% believe CEOs will not need college degrees by 2050
- More than half (55%) say apprenticeships and experiential learning are the best way to develop future leaders
- Non-traditional education such as online courses or bootcamps will also gain popularity (23% believe these are the best route to prepare future leaders)
- Only 6% believe that University degrees are the best way to prepare future leaders with the soft skills they will need to lead

54,90%

Apprenticeships/work based learning (etc: formal programmes that require you to study and work at the same time)

23,96%

Non-traditional education options (eg. coding bootcamps, e-learning courses)

15,09%

Internships

6,05%

University/
College
degrees

Q6 - What is the best way for future leaders to learn these skills?

Methodology

Number of respondents: 5146

Respondents: Applicants for the 2019 CEO for One Month program were asked to participate in this research.

What is CEO for One Month? It's a program run by the Adecco Group Foundation. It selects every year 46 career starters that work alongside the CEOs of the Adecco group in their country for one full month. Then 10 finalists compete to become the global CEO for One Month and work alongside Alain Dehaze. The selected candidate was announced on September 19th 2019.

Contact: For more information on the CEO for One Month programme or the #CtheFuture research please contact media@adeccogroup.com.

About the Adecco Group: The Adecco Group is the world's leading HR solutions partner. We provide more than 700,000 people with permanent and flexible employment every day. With more than 34,000 employees in 60 countries, we transform the world of work one job at a time. Our colleagues serve more than 100,000 organisations with the talent, HR services and cutting-edge technology they need to succeed in an ever-changing global economy. As a Fortune Global 500 company, we lead by example, creating shared value that meets social needs while driving business innovation. Our culture of inclusivity, fairness and teamwork empowers individuals and organisations, fuels economies, and builds better societies. These values resonate with our employees, who voted us number 5 on the Great Place to Work® - World's Best Workplaces 2018 list. We make the future work for everyone.