

**Summary of Drake Webinar - Online Client Survey Results**

**September 2005 Survey: Developing Great Leaders**

<b>Questions</b>						
1. How many employees are there in your organization?	0-10	11-50	101-500	501-1000	1000+	1000+
<b>% of Respondents</b>	11%	23%	9%	32%	4%	21%
2. Do you have a formal process to evaluate the leadership competencies of	Yes	No				
<b>% of Respondents</b>	50%	50%				
3. Do you have a formal process to identify potential leaders in your organization?	Yes	No				
<b>% of Respondents</b>	40%	60%				
4. What are you doing to develop and groom future leaders? Check all that apply.	Formal Succession Planning	Leadership Training	Coaching/Mentoring	Job Shadowing	Nothing/Do Not Know	Other
<b>% of Respondents</b>	16%	27%	26%	13%	13%	5%
5. Who in your company is responsible for implementing a leadership training and development program for your organization? Check all that apply.	You	Department Manager	Training Supervisor	Human Resources Manager	CEO/COO	Other
<b>% of Respondents</b>	27%	8%	6%	22%	18%	19%

**Online Client Survey Highlights**

**September 2005: Developing Great Leaders**

**Of the respondents who completed the online survey:**

- **Over 50% do not have a formal process to evaluate leadership competencies of current Senior Executives**
- **Over 50% do not have a formal process to identify potential leaders**
- **Almost 20% are not doing anything in their organization to groom future leaders**