

'NON-INTRUSIVE' MEASUREMENT & GLOBAL BENCHMARKING via FLIGBY:

29 LEADERSHIP SKILLS STRENGTH & NEED (HUN, POL, UKR, KAZ - Latest Update, 2019)

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During the past 5-6 years, www.FLIGBY.com has been used on executive training and MBA education programs, amongst others at prestigious local **CEEMAN partner institutions**. The table below lists the global average benchmark top and least used leadership skills. We have calculated and listed also for 4 Central Eastern European and Central Asian countries our findings about which particular skills are Top and Low and indicate the deviation to the Global Average in total percentage points.

2019	Global Benchmark	Hungary	Poland	Ukraine	Kazakhstan
	MGRs&MBAs n=20,000	MGRs&MBAs n=300+	Managers n=30+	MBAs n=50+	MGRs&MBAs n=200+
	Average % Scoring	Top and Low Skills Relative to Global Benchmark: Deviation in Percentage Points to Global Average Scoring			
Top 1	Information Gathering 72%	Balancing Skills +9.5%	Analytical Skills +9.4%	Active Listening +14%	Decision Making Skill +6.3%
Top 2	Involvement 71%	Empowerment +7.3%	Involvement +7.4%	Organizing +14%	Balancing Skill +4.9%
Top 3	Emotional Intelligence 70%	Strategic Thinking +6%	Balancing Skills +7.4%	Timely Decision Mkg +13%	Stakeholder Mngmt +4%
Low 3	Time Management 57%	Time Management -2.3%	Communication +1.9%	Team Management +2%	Prioritizing -4.4%
Low 2	Prioritizing Skill 57%	Prioritizing -9%	Stakeholder Management -0.8%	Analytical Skills +1.5%	Communication -4.8%
Low 1	Assertiveness 55%	Communication -10.2%	Prioritizing -2.9%	Communication +1%	Info gathering -4.9%

References:

Zoltan Buzady, Paul Marer, Zoltan Vecsey (2019), *Missing link discovered – Integrating Csikszentmihalyi's Flow theory into management and leadership practice by using FLIGBY – the official Flow-leadership game*, Aleas Simulations, L.A. Access via www.flowleadership.org

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