



S I M O N T . B A I L E Y

I N T E R N A T I O N A L

Top CEO Challenges

Culture

Leadership Bandwidth

Workforce Capability

Performance Reviews



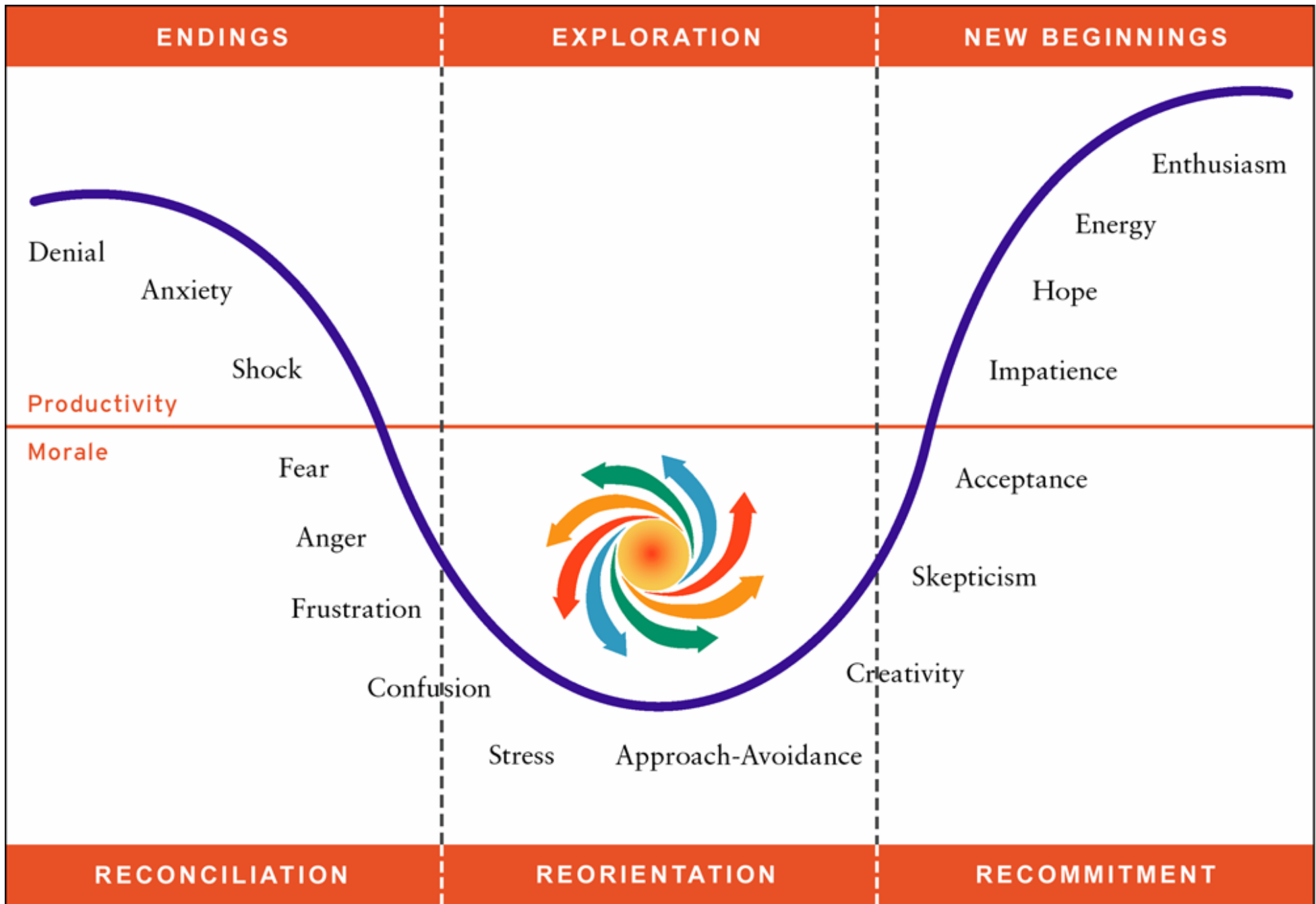
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Source: Deloitte survey of 3300 executives in 106 countries

The biggest threat to innovation is **internal politics** and **organizational culture**, which doesn't accept failure and/or doesn't accept ideas from outside, and/or cannot change.

Source – Gartner



Psychological Safety



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▶ **FLEXIBLE WORK ARRANGEMENTS**

Promotes work/life balance and collaboration at the same time

▶ **FINANCIAL INCENTIVES**

Student loan repayment/assistance programs, substantial 401K match, generous paid time off, sabbaticals

▶ **FAMILY-FRIENDLY POLICIES**

Generous maternity/paternity policies, extended paid time off for new parents; infertility treatment/support/reimbursement

▶ **HEALTHCARE MANAGEMENT**

Promoting a healthy culture by providing onsite health clinics, biometrics, paid gym memberships, health reimbursement arrangements, walking meetings

▶ **UPWARD MOBILITY**

Develop and promote the best employees early and often

▶ **EMPOWERMENT AND TRUST**

Empowers employees to make decisions, provides tools to manage their careers and work most efficiently

▶ **CARING ABOUT PEOPLE**

Demonstrating a culture that cares about people with robust bereavement policies, employee assistance programs

Source: combination of 100 Best Places to Work, LinkedIn Top 50 Companies, Glassdoor Best Places to Work research

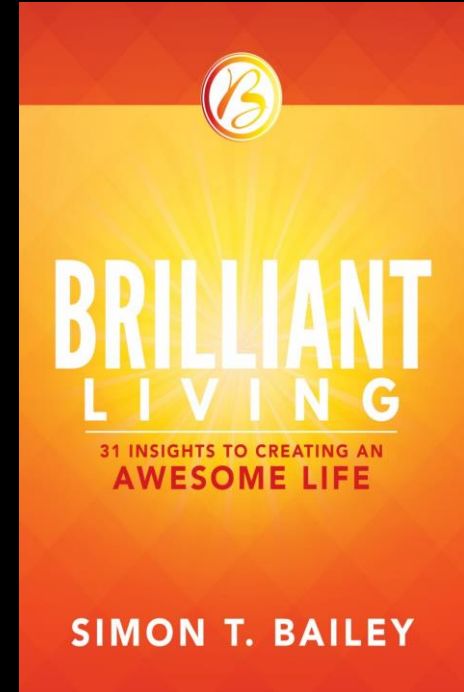
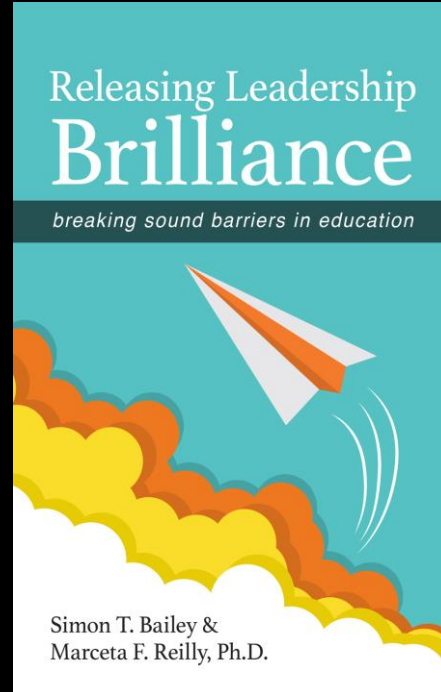
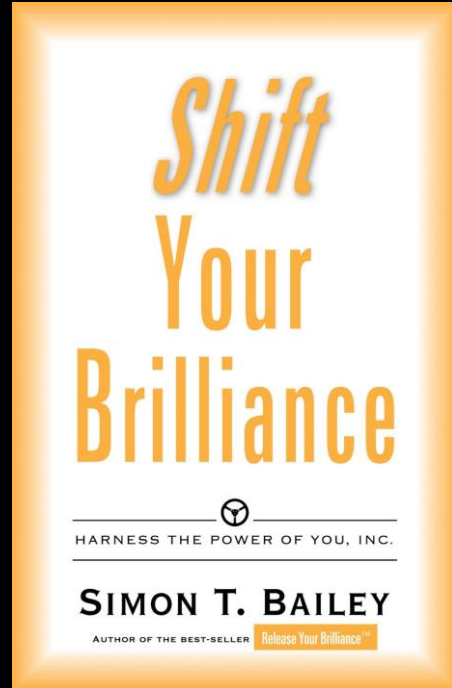
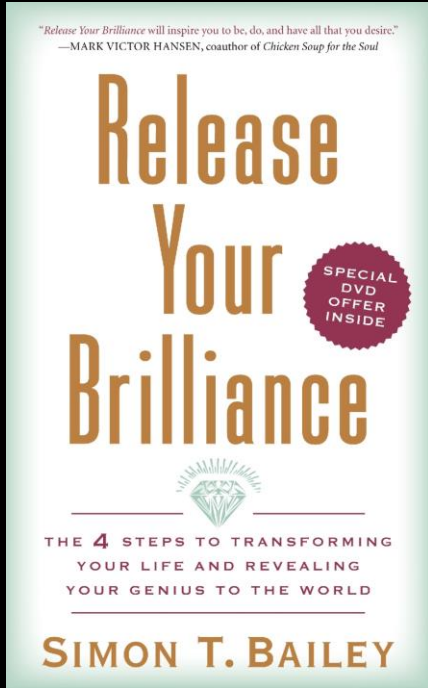
Amplify Mindset

- Strategic Life Plan
- Chief Breakthrough
- Officer
- Cheetah vs. Hippo
- Synthesizer





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