

CEO LEADERSHIP

Chief Executive Officers or CEOs require strong leadership skills to effectively guide their organizations in meeting their strategic mission and goals. Every CEO leads in their own management approach. Some CEO leadership styles are more effective than others, dependent on the environment and industry. Great leaders do not follow a set formula but embrace their own leadership philosophy.

While CEO leadership styles and skills can be difficult to cultivate and understand, they are crucial to success. As a company's highest-ranking executive, the CEO makes the major decisions that affect the business, establishing a company culture, managing operations, and allocating resources. The CEO also may serve as the public face of the company, communicating with shareholders, board members, customers, employees, and media outlets to present information, gather feedback and track business progress.

According to a 13-year study by Harvard Business Review, CEOs are "always on," working an average of 62.5 hours per week, with almost 80% working weekends and 70% working vacation days. While spending significant time in routine meetings and review sessions, they need to be ready to respond at a moment's notice to any sudden business issues.

CEOs need essential leadership skills for success. Effective CEOs demonstrate the following key behaviors:

- Making fast and resolute decisions. High-performing CEOs are fast, resolute decision-makers, despite often having ambiguous or incomplete information.
- Engaging stakeholders. High-performing CEOs engage stakeholders like employees in building strategies and delivering results. Successful CEOs thoroughly understand stakeholder needs and values and align all initiatives with those needs.
- Adapting proactively. High-performing CEOs adapt proactively to changing markets and customer behaviors
- Being reliable. High-performing CEOs are highly consistent and reliable.

Additionally, successful CEOs must clearly communicate their ideas, inspire others, build trust, and earn respect. They need high emotional intelligence and an understanding of ethics and morals to lead their organizations into a sustainable future.

For most CEOs, the affiliative leadership style is primordial as it involves fostering a culture that nurtures employees and puts the people first. This is achieved by building loyalty, strengthening emotional bonds, and administering praise. The affiliative CEO maintains harmony and ensures that employees feel a sense of connection to the organization and its goals.

(By Dr. Fil and Nget Sokla)