

WORKOUT

New leaders left to sink or swim

LEADERSHIP Management Australasia has released a book on workplace trends, which includes “breathtaking” claims that 30 per cent of first-time managers and supervisors in Australia fail within two years because they are not trained or supported for their new roles.

The Leadership Employment and Development survey consulted 160 decision-makers overseeing close to 500,000 workers in human resources, learning and development and organisational development over a 13-year period. The report found 51 per cent of Australian organisations were adopting approaches that did not provide first-time leaders with the support and resources needed.

LMA chief executive Andrew Henderson said loss of productivity, higher staff turnover and the loss of a generation of prospective leaders was occurring because of the “diabolical and outdated sink-or-swim approach”.

“While government and opposition leaders have expressed their concerns about our national productivity, here is one simple avenue to address the problem — fund specific training to help first-step leaders,” Mr Henderson said.

The survey found 85 per cent of decision-makers believed it was important for governments to provide sufficient financial support for the up-skilling, training and development of people taking on their first leadership role.



Andrew Henderson