

Leadership Monitor

Inclusive Leadership Paves the Way Forward

As businesses settle into a new reality, we are seeing leaders shift focus towards setting up for long-term success. The crisis underscored the importance of empathy, employee well-being and inclusion in building businesses that can withstand the toughest of times. It put the spotlight back on a business's biggest asset — its people.

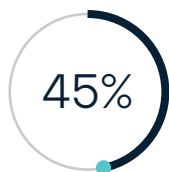


LEADERSHIP MONITOR

For the second edition of **Leadership Monitor**, a survey that aims to capture the pulse of leadership sentiment, we spoke to a total of 182 leaders across Asia Pacific to find out how they plan to adapt their roles and engage with their team. The survey found that leaders today are tirelessly experimenting with different communication styles and nurturing closer relations with their teams in response to the new ways of working.

In the past year, leaders have learnt to maximise flexibility and well-being while maintaining productivity in a hybrid environment. Now the challenge is to balance employee freedom with making the right changes to foster open communication and build an environment where culture remains authentic.

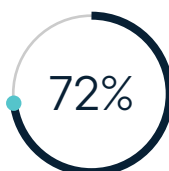
Leaders are embracing new ways of working and expect these changes to last well into the future.



45% of APAC executives reported that they expect **a lot** of the new ways of working that came about in response to the pandemic to become a permanent part of how their company operates.



Flexible and remote working arrangements served as a catalyst to embed more inclusive practices into businesses.



72% of APAC executives reported that they have changed their leadership style and the company's culture **a great deal or a lot** to become more inclusive in the past year.



Adding a more human touch to leadership and fostering more mindful conversations among all colleagues can create inclusive and happier teams that thrive.



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We are seeing a heavier focus on employees' well-being and are making it a conscious effort to redesign company benefits to suit differing needs.

- VP from India



To create empathetic teams and build an inclusive environment:

Lead through influence

Relying on influence rather than authority encourages inclusion as people feel part of something bigger. This enables leaders to connect people to the company purpose and work more effectively with their teams, senior executives, and the wider business ecosystem.

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Even when the pandemic rescinds, I would love to see global enterprises continue with an empathetic approach and we continue to execute and create a more inclusive environment for all of our teams.

- Jeremy Deutsch, President, Asia Pacific, Equinix

Watch Jeremy Deutsch's interview [here](#)



Create opportunities for cooperation

Employees have shown an increased preference for working in teams, suggesting an emotional need for connection as well as recognition that more can be achieved with fresh insights. To harness the power of their diverse teams, leaders can create opportunities for converging differing perspectives while ensuring all members get a chance to contribute.



I absolutely see empathy and a more humanistic approach to leadership coming through and that's here to stay, which I think is a good thing.

- Simon Tate, President, Asia Pacific, Adobe

Watch Simon Tate's interview [here](#)



Embrace an ownership mindset

Take personal responsibility for factors beyond financial metrics, such as how well the business treats employees and stakeholders. This builds trust across teams, bolsters inclusion and establishes an organization's reputation as accountable for their impact.

Leaders are looking for opportunities to build upon insights they have gained during the pandemic, with a focus on workplace inclusivity. The second edition of Leadership Monitor has captured leadership sentiment to better inform audiences on the trajectory of the hybrid working environment, as well as to provide a glimpse into what the future of work may look like.

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