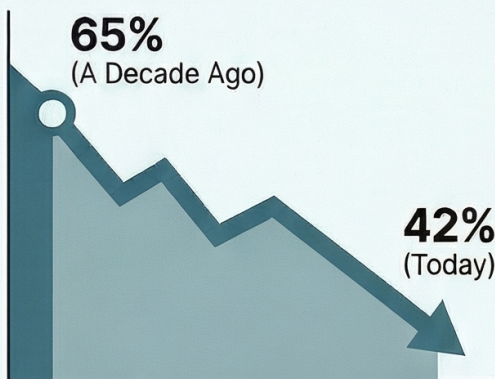


The Leadership Aspiration Crisis: Why Your Best People Don't Want to Lead (And How to Fix It)

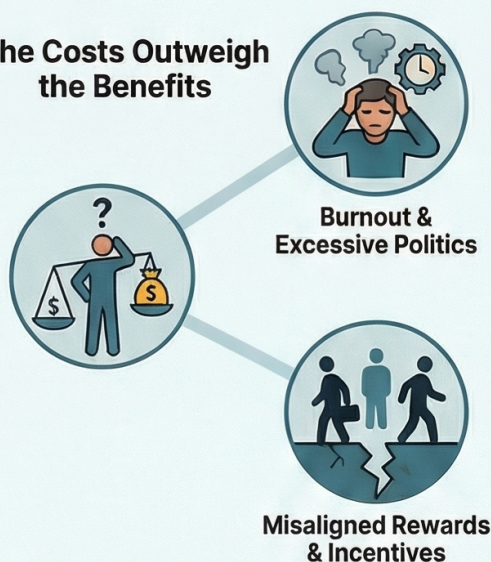
The Problem: Why High-Performers Are Opting Out



A Steep Decline in Aspiration

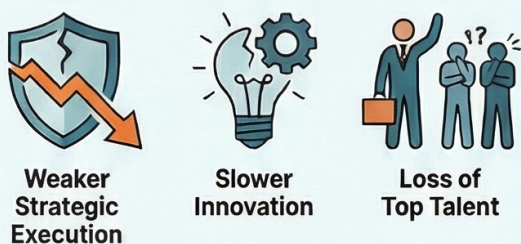
Only 42% of high-potentials now want senior roles, down from 55% a decade ago.

The Costs Outweigh the Benefits



High-performers decline leadership due to burnout, excessive politics, and misaligned rewards.

Severe Organizational Consequences



This crisis leads to weaker strategic execution, slower innovation, and the loss of top talent.

The Solution: A Blueprint for Redesigning Leadership



Clear Scope



Support Staff



Protected Strategic Time

Redefine roles with clear scope, support staff, and protected time for strategic work.

2. Align Rewards with Reality



Individual Contributor



People Management

Premium Pay
(25-40% more)



Dual Career Tracks



Premium Pay

Create dual career tracks and offer premium pay (25-40% more) for people management.

3. Grant Autonomy & Emphasize Purpose



Decision-Making Power



Leadership as Service

Give leaders true decision-making power and frame leadership as a service to others.