

# CXO DIARIES: LIFE AFTER COVID-19



*A glimpse into CXOs changing priorities, mechanisms to cope with stress, skill gaps, future plans, and more*

# TABLE OF CONTENTS

---

## Introduction and Overview



- Scope and methodology
- Executive summary

## CXO Demographics: Gender, Age, Tenure and Education



- Respondent company profiles by revenue, ownership, sector, gender and designation
- Gender disparities – male vs female (8-way cross tab\*)
- Education profiles: highest degree obtained, level of education (graduate, post graduate, PhD), core field of study (8-way cross tab\*)
- Age and tenure with company (8-way cross tab\*)

*\*by sector, ownership, function, age, tenure, highest qualification, education at post graduate level*

# TABLE OF CONTENTS

---

## Changing CXO Priorities



- What are CXOs spending more time on? By key focus areas: leadership, business, people and technology; by position (CEO, CFO, CHRO)
- What are CXOs delegating more than before? By key focus areas: leadership, business, people and technology; by position (CEO, CFO, CHRO)
- Where are companies directing more resources? By key focus areas: leadership, business, people and technology; by position (CEO, CFO, CHRO)
- What Skills are Getting Hired/Acquired More? By key focus areas: leadership, business, people and technology; by position (CEO, CFO, CHRO)

## CXO Skill Gaps



- Perceived skill gaps in IQ and EQ, and four broad skill-groups: leadership, technology, business and interpersonal (8-way cross tab\*)
- Tools to address skill gaps (8-way cross tab\*)

*\*by sector, ownership, function, age, tenure, highest qualification, education at post graduate level*

# TABLE OF CONTENTS

---

**Coping with Stress**



- Mechanisms that help cope with stress; level-wise comparisons

**Career-related Challenges**



- Degree of worry with regards to career
- Career implications(8-way cross tab\*)

**Changing Jobs, Starting Businesses**



- Likelihood of a job change: Timeframes; by functions, groups (8-way cross tab\*)
- Plan to change jobs, by designations (8-way cross tab\*)
- Exploring the entrepreneurial route; choice of industry, timeframes

*\*by sector, ownership, function, age, tenure, highest qualification, education at post graduate level*

# TABLE OF CONTENTS

---

## The Impact on Retirement Plans



- Expected change in post-retirement status; by designation
- Expected impact on income/retirement status (8-way cross tab\*)

## Annexure



- Demographic splits by age, tenure, education (8-way cross tab\*)
- CXO priorities by designation (8-way cross tab\*)
- Coping with stress by designation (8-way cross tab\*)
- Implications on career by designation (8-way cross tab\*)
- Likelihood of job change by designation (8-way cross tab\*)

*\*by sector, ownership, function, age, tenure, highest qualification, education at post graduate level*