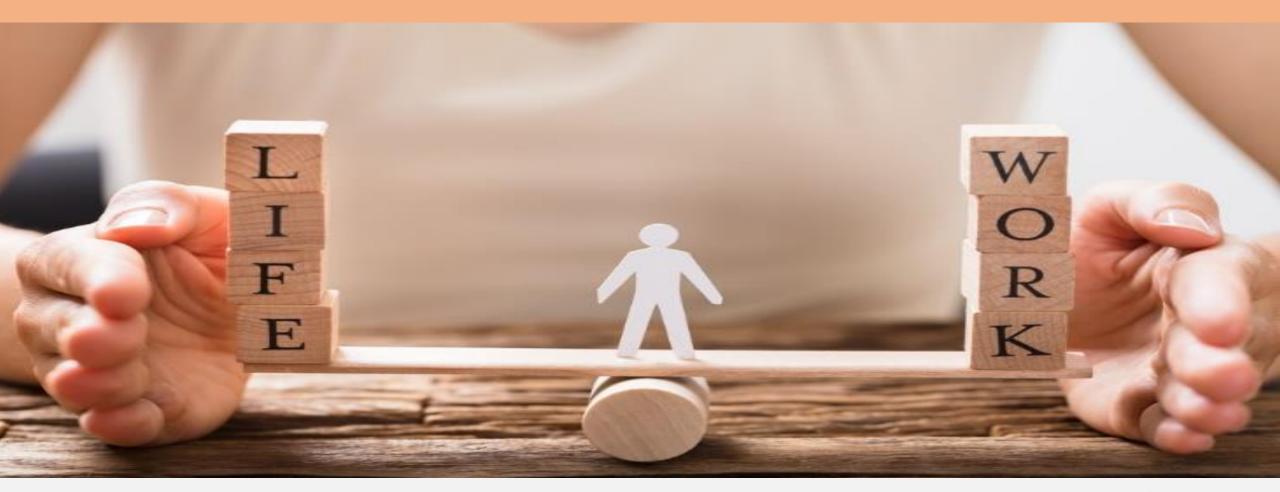
CXO DIARIES: LIFE AFTER COVID-19





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



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



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



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



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