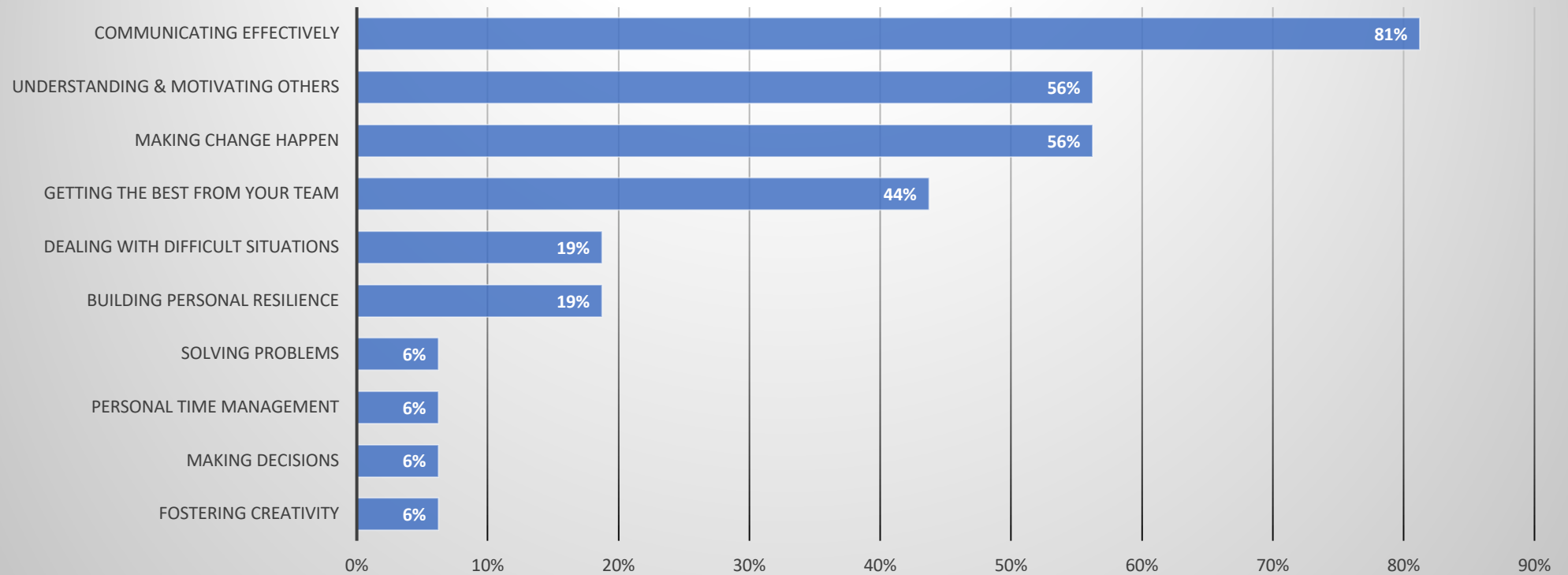




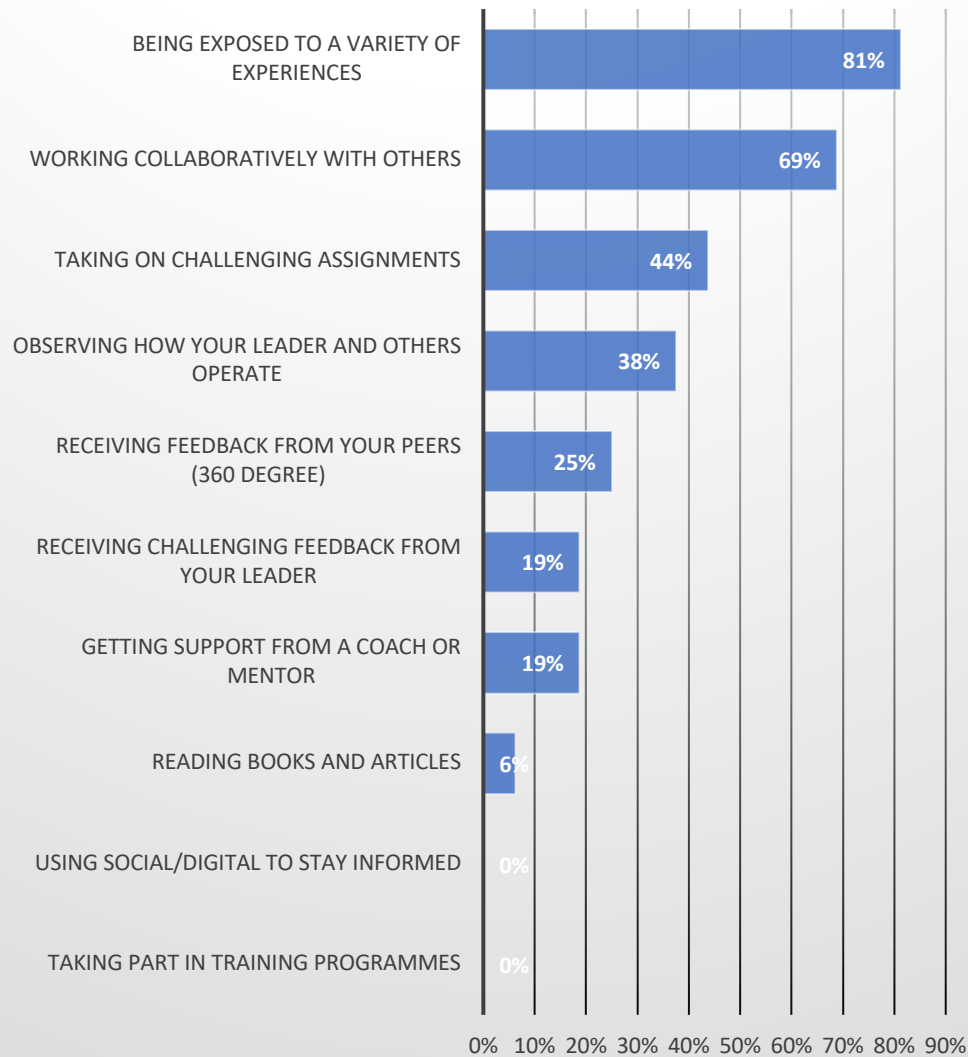
Poll on management practices completed by 16 CEOs and C-Suite members at mid-sized professional services firms on 15 October 2021 as part of the 'Re-tuning your firm' European show.

Which THREE management practices do you consider to be the most effective at achieving business goals?

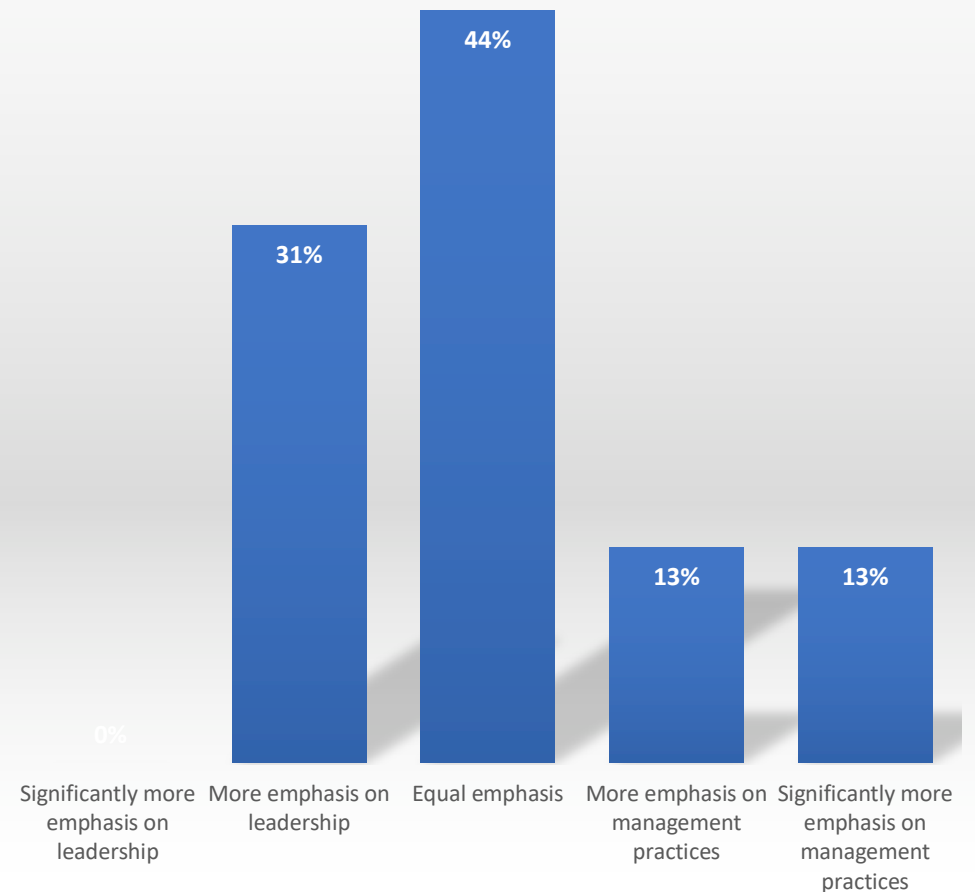


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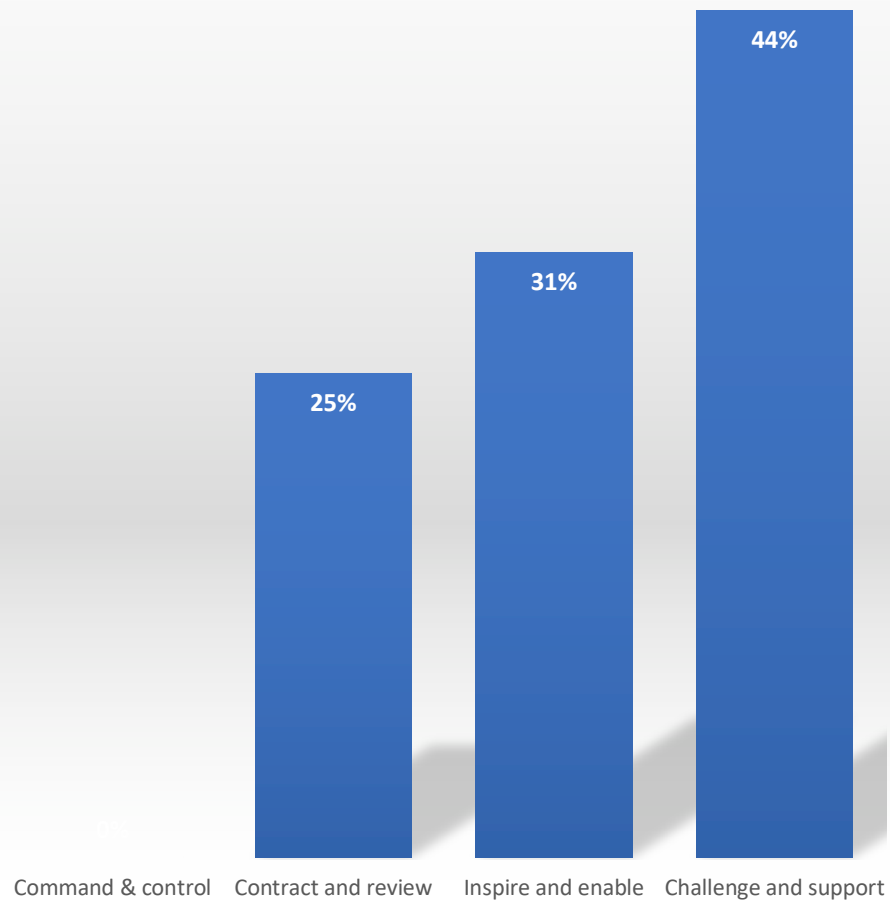
Which do you consider to be the **THREE** most effective ways to enhance management practices?



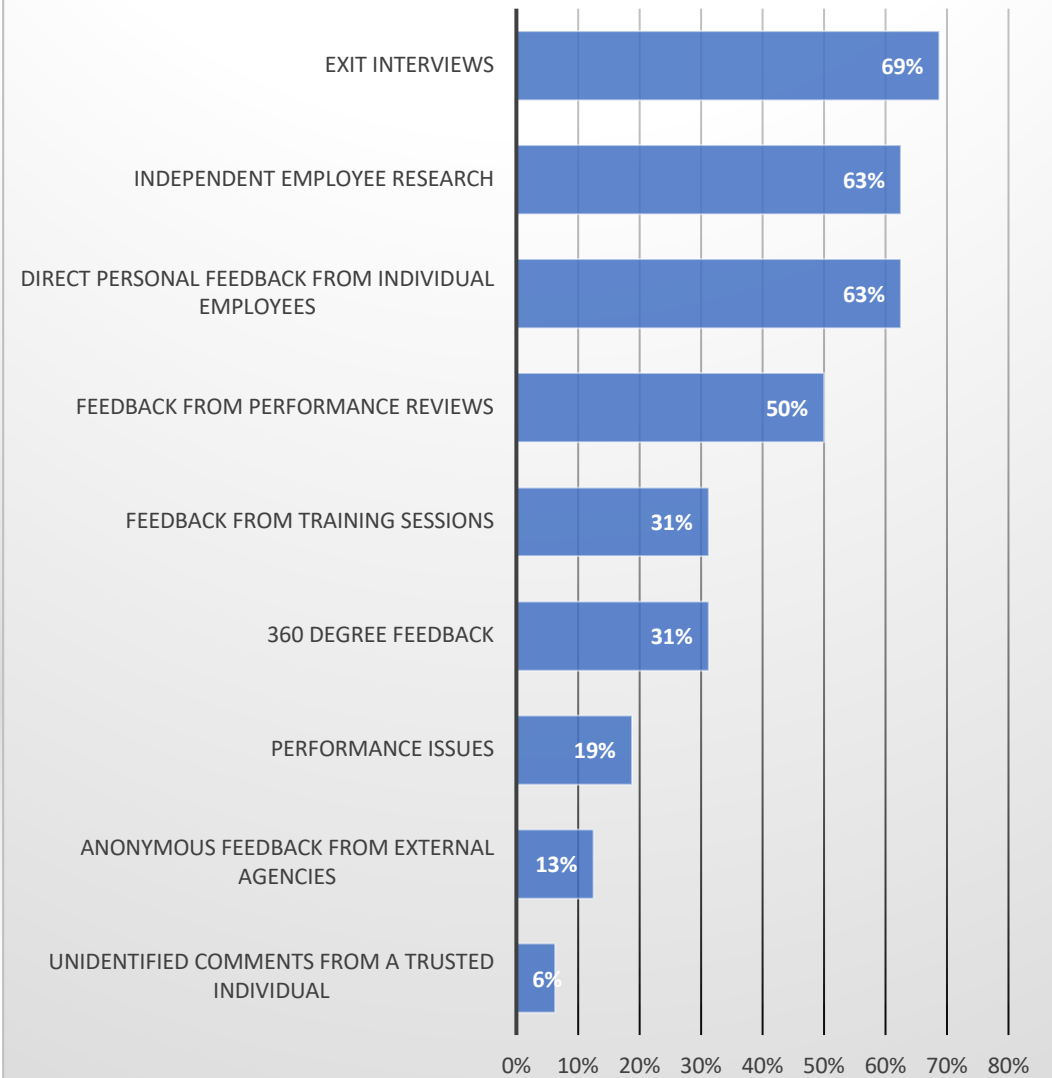
How would you describe the balance of emphasis between effective management practices and leadership at your firm?



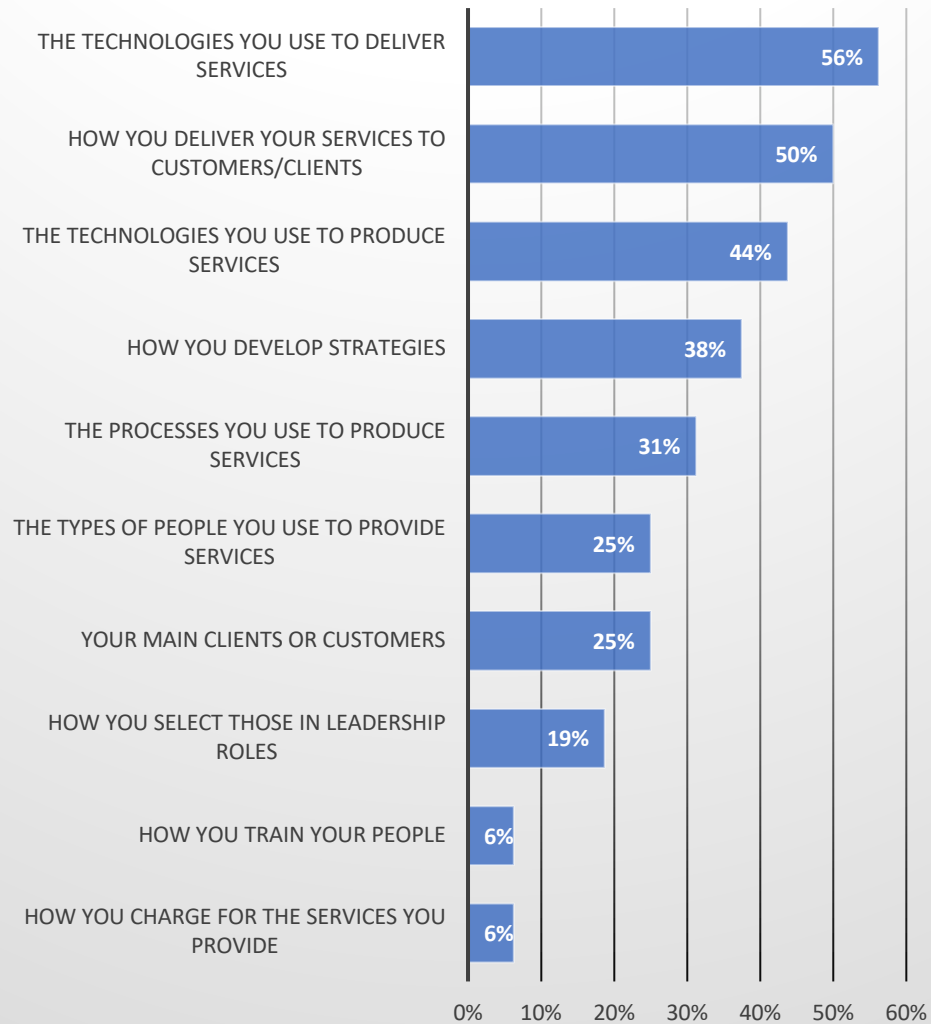
How would you describe the dominant leadership style at your firm?



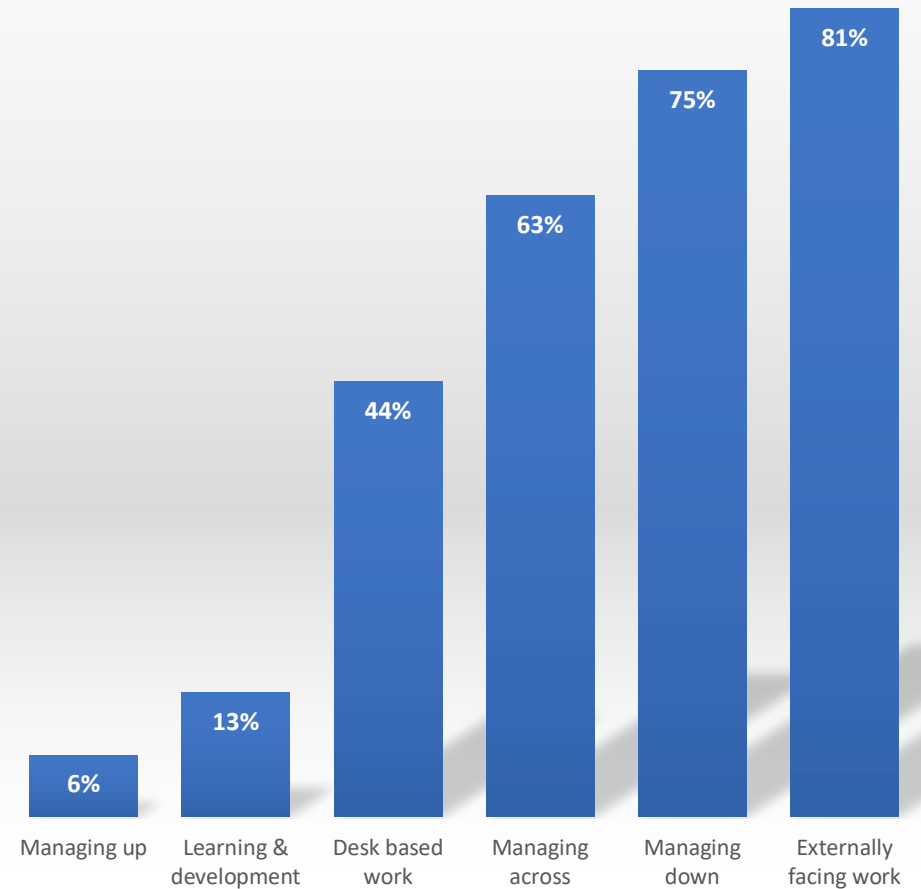
How do you find out what people feel about working for your firm?



Select the THREE items that have changed most extensively over the past three years at your firm

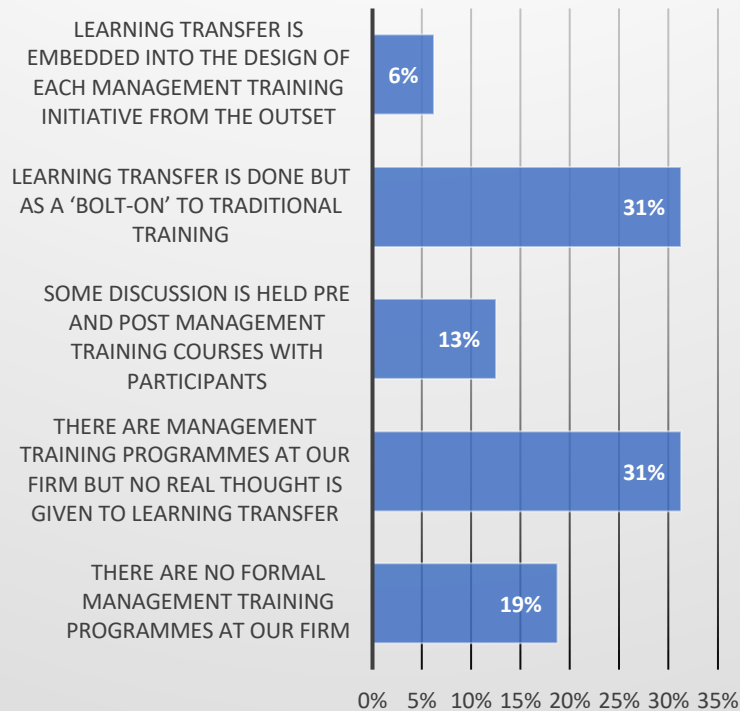


On average, in which THREE activities do those responsible for business management at your firm spend most of their time?

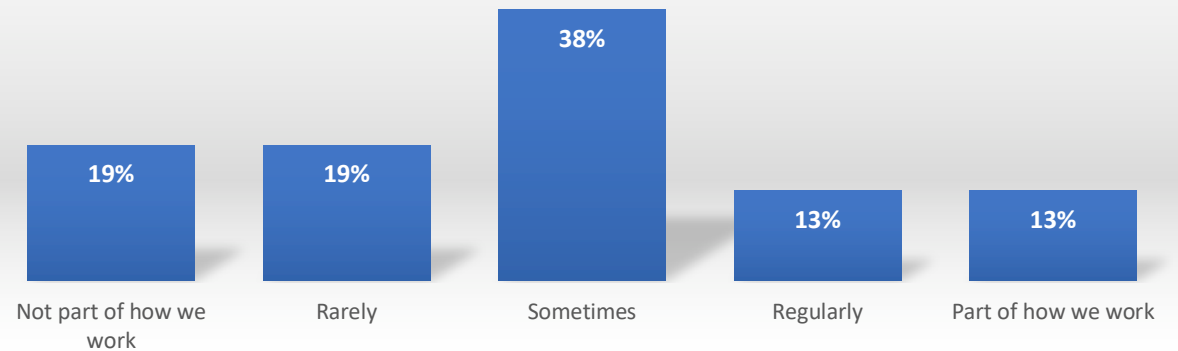


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To what extent is learning transfer (the transfer of formal learning into desired new ways of working and sustained behaviour change) embedded into the management training programmes at your firm?



How consistently is management performance reviewed at the end of each initiative at your firm?



To what extent are the outputs of your firm's performance management system linked to the compensation of your business managers?

