

CIPD Conference 2010 – Survey Results

In November, we took part in the CIPD conference in Manchester – you may have met us there. While at the conference we ran a survey on our stand, to find out how delegates viewed themselves and their teams in terms of the Drives we identify.

**CIPD ANNUAL
2010
Conference
& Exhibition**

We will shortly be producing a full report containing our findings, along with their wider implications for individuals, teams and organisations, but in the meantime, here's our topline summary:

- As managers, the people we spoke to tried to be organisers (as represented by the blue Drive) and coordinators (the green Drive)

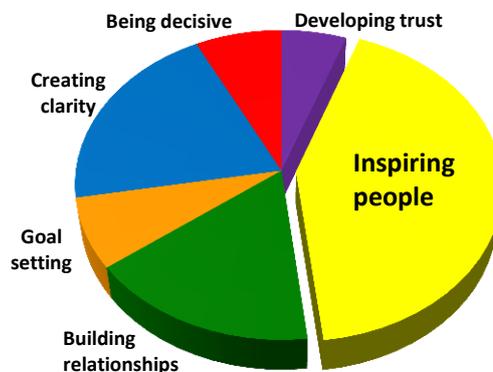
As a manager, I try to be:



however

- an overwhelming majority felt that good leadership was all about inspiring people (the yellow Drive).

Leadership is all about:

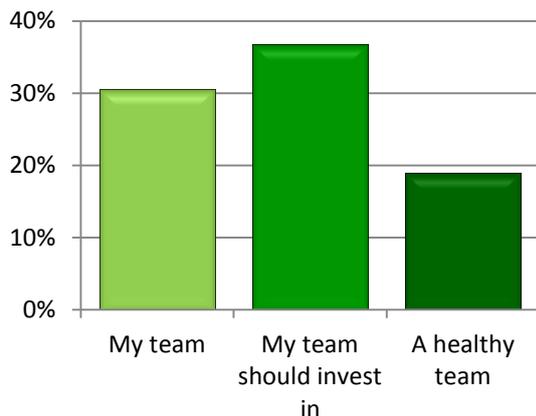


- When we asked people to think about the team they currently work in, most described it in terms of the green Drive, which is all about mutual support,

inclusivity, communication, cooperation, sociability and openness – and they felt that even more investment was needed in this area. However, when asked to describe a healthy team, the green Drive received a much lower score – suggesting that what a team thinks they need, and what they regard as an ideal balance are not necessarily the same thing!

- In contrast, this was not the case for the orange Drive, which represents challenge, stimulation, results and market share: the scores for “my team” and “a healthy team” were very similar and our respondents did not feel this was an area in need of investment.

**Mutual support and inclusivity,
communication and cooperation,
sociability and openness**



**Stimulating and challenging,
focused on (joint) results and
market share**

