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## **Senior Executives Association, Deloitte Survey: Leadership Pipeline, Readiness and Transformation Abilities Among Top Concerns for Federal Executives**

*First-of-its-kind survey highlights issues impacting government executives and steps leaders can take to address them*

**WASHINGTON, Oct. 4, 2017** — A new survey of career senior federal government executives released today by the Senior Executives Association (SEA) and Deloitte highlights areas of concern for federal leaders as they implement change at their agencies. The survey, "State of Senior Career Leadership," includes feedback from more than 750 federal leaders. In addition, individual and agency action-step checklists are included to help improve efforts moving forward.

"Federal leaders are being asked to change the way they think and operate to drive transformation in their individual agencies," said [Bill Valdez](#), president, SEA. "While the survey results show how deeply career senior leaders care about their organizations, many leaders do not feel empowered with the right tools and support to make these changes a reality."

"This report arms our most senior federal government leaders with actionable data and practical recommendations to address the challenges they face while overseeing their organizations' critical missions," said [Sean Morris](#), principal, Deloitte Consulting LLP and federal human capital leader.

The SEA and Deloitte survey reveals three key focus areas to help drive agency transformation:

- **Leadership pipeline:** Of those surveyed, only 22 percent felt their agency is well prepared to retain top talent. Survey respondents felt an increased focus on soft skills will likely be required to lead federal agencies moving forward. Roughly three-quarters (76 percent) of respondents said there are exciting opportunities for workers of all ages, but less than half believe current leaders understand how to effectively manage a multigenerational workforce.
- **Executive readiness:** Preparing existing leaders for the changing needs of their agencies and roles is not being addressed equally across agencies, according to respondents. A stronger focus on making agency leaders life-long learners can help keep them at the forefront of innovation.
- **Transformational leadership:** Federal leaders surveyed highlighted a growing concern in the federal space that leaders are not prepared for the future workforce, citing cultural and digital barriers. Furthermore, only 28 percent of respondents felt their agencies had systems in place to enable knowledge-sharing across senior leaders.

SEA and Deloitte outlined a number of steps government executives can consider to start addressing these challenges, including:

- Use evidence-based assessments to help identify high-potential individuals with leadership skills, not just technical expertise.
- Design programs that build leadership capabilities through challenging experiences and frequent exposure to diverse leaders inside and outside the organization.
- Focus on re-evaluating the work and the workforce of tomorrow in order to make hiring decisions as opposed to just filling open needs.

To review the SEA and Deloitte report visit: <http://ow.ly/cKiT30fDk78>

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### **About SEA**

The Senior Executives Association is the nonprofit professional association representing members of the Senior Executive Service (and SES-equivalents) in the federal government. SEA promotes ethical and dynamic public service by fostering an outstanding career executive corps, advocates the interests of career federal executives (both active and retired), and provides information and services to SEA members.

### **Contacts**

Megan Doern  
Public Relations  
Deloitte Services LP  
+1 571 858 1990  
mdoern@deloitte.com

Ben Carnes  
Legislative & Communications Associate  
Shaw Bransford & Roth P.C.  
+1 202 463 8400 Ext. 345  
ben.carnes@seniorexecs.com

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