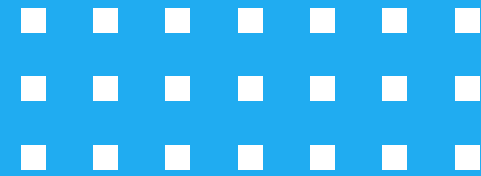


JUNE 2025

TOP 5 CEO ISSUES

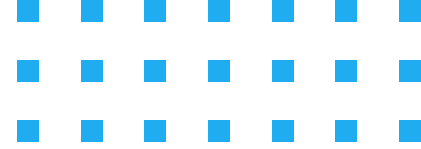




CEOs across all regions continue to grapple with how to effectively integrate AI into their businesses. Discussions focused on productivity gains, the risks of falling behind, and the need for clear implementation strategies. Many leaders expressed interest in learning from successful case studies and aligning AI with culture and existing processes.

AI adoption and organisational readiness





The slow recovery of the economy and tight margins remain top concerns. CEOs reported difficulty balancing growth ambitions with capability, particularly amid cautious consumer behaviour and reduced investment confidence. This has led to a stronger focus on cost control, scenario planning, and pressure to meet board expectations.



Economic uncertainty and growth challenges



Attracting and retaining quality staff continues to be a universal challenge, especially in technical roles.

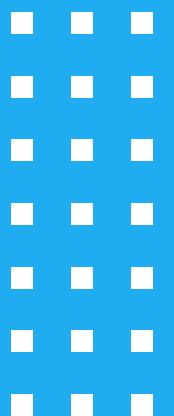
Leaders are also navigating issues such as underperformance, remote work policies, generational differences, and motivating employees in high-pressure environments. High-performing culture versus inclusive culture remains an ongoing balancing act.

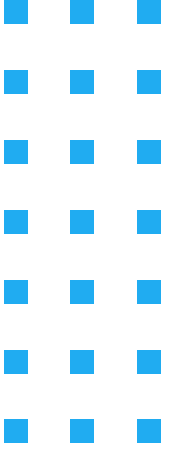


People, culture, and workforce management

Leadership fatigue and personal resilience

Burnout, imposter syndrome, and leadership overwhelm were reported widely, particularly among CEOs managing complex internal and external demands. Leaders discussed the need for mental health support, peer connection, and space to reflect on purpose and values. The pressure of decision-making during uncertainty is compounding the strain.





Governance & CEO/Board alignment

Multiple syndicates flagged the challenge of managing board expectations - especially where financial targets aren't being met due to macroeconomic headwinds. Other concerns included clearly defined authority for acting CEOs, succession planning, and balancing strategy creation with execution. Leaders are seeking clarity and alignment between vision, delivery, and governance responsibilities.



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