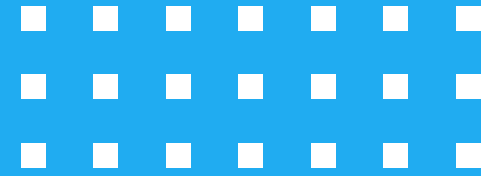


MARCH 2025

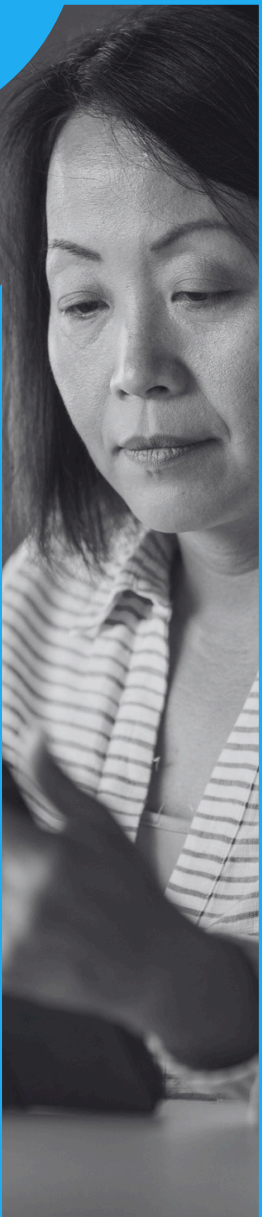
TOP 5 CEO ISSUES

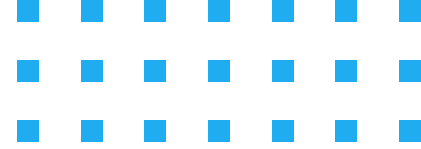




CEOs continue to face significant difficulties in attracting, onboarding, and retaining skilled talent. Leadership teams are grappling with staff not stepping up, generational shifts in expectations, and the need to upskill existing employees. With people costs comprising a large portion of business expenses, organisations are re-evaluating structures, roles, and accountability frameworks.

Talent and Workforce Challenges





The approaching federal election, global economic shifts, and geopolitical influences such as Trump-era tariffs are creating an uncertain business environment. CEOs report a cautious mood across industries, with stagnating growth, increasing fixed costs, and concerns around interest rates and inflation. These factors are prompting a more defensive posture and strategic reviews of business models.



Economic and Political Uncertainty



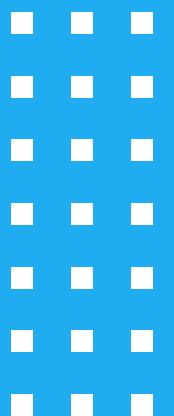
There is a strong focus on doing more with less, as CEOs look to increase productivity through better time management, automation, and clearer accountability. Time pressures and heavy workloads are straining teams, pushing leaders to reassess priorities and execution. Strategic use of tools like AI and process automation are seen as key enablers of improved performance.



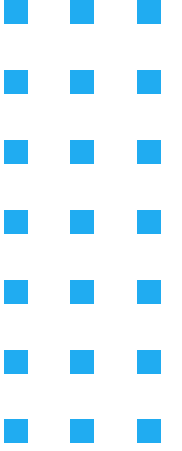
Productivity and Time Management

Governance and Board Structure

Several syndicates raised the importance of strong, independent boards that offer strategic oversight and robust discussion. Concerns were raised about dysfunctional or family-only boards, as well as the need for governance structures to evolve with the business. Selecting the right non-executive directors and chairs is viewed as critical to long-term success.



Cashflow and Cost Control



Cashflow challenges remain front of mind, particularly in light of cost escalation and slower revenue growth. CEOs are discussing strategies to improve debtor management, centralise operations, and restructure where necessary to improve financial resilience. The need to maintain margins while responding to external pressures is driving careful scrutiny of all expenses.

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