



# Who Is To Blame For Organizational Chaos: The Disengaged Employee or The Ineffective Leader?

**Leaders heavily impact whether or not their employees are engaged**

**1** Managers account for at least **70%** of the variance in employee engagement

**2** **50%** of employees quit their boss, not their job

**3** **75%** of companies struggle with overwhelmed employees

**4** **34%** of workers are engaged while **13%** of workers are actively disengaged

**Employee engagement may be on the rise but more than half of workers remain not engaged**

**5** **53%** of workers remain not engaged

**6** **48%** of the workforce will be millennials by 2020

**7** Meanwhile, **67%** of millennials are looking for a new job

**8** Of those who stay, **91%** plan to stay at their current job fewer than 3 years

**Knowing leaders are vital to any organization's success, are we certain that we've properly developed the next generation of leaders?**

**10** **ONLY 19%** of organizations say they are "very effective" at developing leaders

**9** **84%** of organizations anticipate a shortfall of leaders in the next 5 years

## What Have We Learned?

- Leaders are the engine that powers organizations.
- **And, leaders are responsible for keeping employees engaged.**
- **But, more than half of employees are currently Not Engaged.**
- And, not enough is being done to develop the next generation of leaders.
- **Therefore, we may be heading for a serious decline in employee engagement unless we find a way to better prepare the next generation of leaders.**

### Sources

1-3 <https://www.officevibe.com/blog/shocking-statistics-manager-needs-know>

4-5 <https://news.gallup.com/poll/241649/employee-engagement-rise.aspx>

6-10 <https://www.infoprolearning.com/blog/13-shocking-leadership-development-statistics-infopro-learning/>