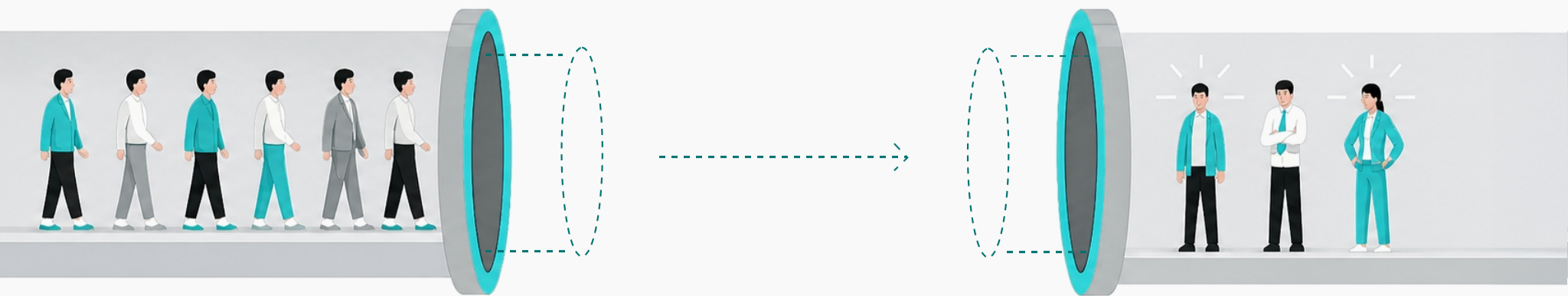


The Leadership Pipeline Gap

5 Numbers Every CHRO Should Know



The Context

A demographic wave is cresting while internal development has stalled in the post-pandemic reshuffle.

The Tension

Companies over-promote on urgency, under-invest in readiness, and externally hire at record premium.

The Ask

Treat the pipeline as a balance-sheet asset. Measure it quarterly. Fund it like R&D.

5 Figures: 1 Uncomfortable Picture

01. 53% of Managers Are Burned Out

(Source: Harvard Business Review)

- Managers carry the heaviest load in organizations.
- Burnout reduces readiness for the next role.

What it means: Your pipeline is already under strain before promotion happens.

02. 50-70% of New Leaders Fail Within 18 Months

(Source: World Economic Forum)

- Transition support is weak.
- Skills don't match role expectations.

What it means: Promoting without preparation weakens the pipeline further.

03. 70% of Transformation Efforts Fail

(Source: McKinsey & Company)

- Leadership gaps are a primary reason.
- Execution breaks at the middle.

What it means: Weak pipelines directly impact business outcomes.

04. 1 in 2 Managers Feel Unprepared for Leadership Roles

(Source: DDI)

- Lack of ongoing development.
- Learning stops after promotion.

What it means: Your future leaders don't feel ready, because they aren't being built.

05. Only 14% of Organizations Feel Confident in Their Leadership Bench

(Source: DDI)

- Succession plans exist, but aren't actionable.
- Pipelines lack depth.

What it means: Most organizations are operating without real backup.

Where The Pipeline Breaks

- Too many direct reports, not enough development.
- No structured path from manager to leader.
- Senior roles filled reactively, not built over time.

What Strong Pipelines Do Differently

- Build leaders before the role opens.
- Develop middle managers continuously.
- Create visible, structured leadership pathways.
- Reinforce skills in real work, not one-time training.

Build leaders before you need them

Learn how Infopro Learning helps you develop leaders at every level—consistently, at scale.

[Connect with Us](#)