Required Leadership Skills for the Next Leader: An Empirical Study of the Egyptian Pharmaceutical Industry

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ABSTRACT

Questions that may eventually arise from any successful organization that wants to continue its success and improvement are, "Who will be the next leader?" and "Who will be able to continue the changes and ensure the organization's success?" In most organizations, senior management level and leaders share the responsibility of selecting the coming leader from a group of managers. Which leadership skills are preferred in a manager who will take on the new role as leader? And who will be the prospective future leader? Our study will answer the question of who the next leader should be, according to John C. Maxwell’s laws of leadership. In this study, an identified set of skills have been measured in an endeavor to reveal the core leadership competencies favored in different business sectors. In particular, we reveal the core leadership competencies favored in the pharmaceutical industry from the point of view of leaders and possible leaders.

Key words: Leadership skills, Organizational excellence, and empirical research