

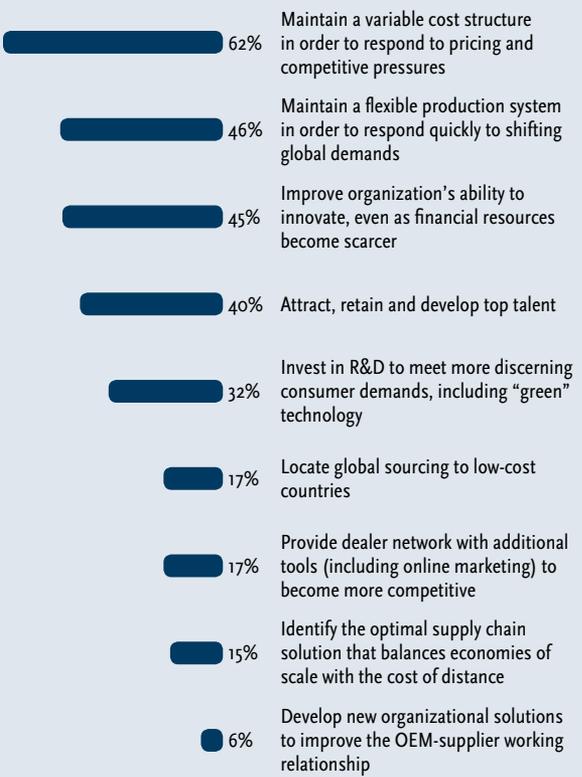
Spencer Stuart European Automotive Leader Survey Findings

Spencer Stuart surveyed nearly 100 senior executives at European Tier 1 suppliers and OEM passenger vehicle companies, including CEOs, executive vice presidents, senior vice presidents and vice presidents in various functions. Here is what they had to say about key industry challenges and the skills they are looking for in leaders.

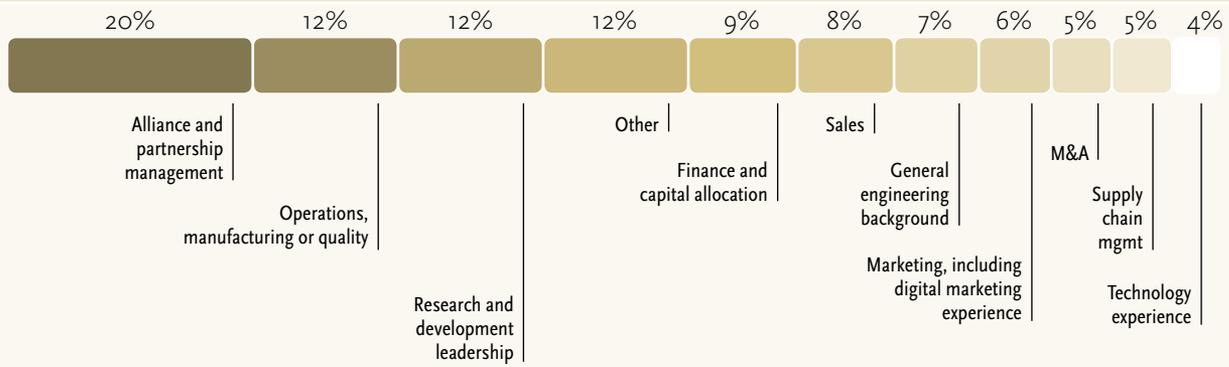
What industry trends represent the greatest challenge to the automotive industry?[†]



What are your company's top strategic priorities?[†]



What functional experience will be most important for senior general management during the next five years?

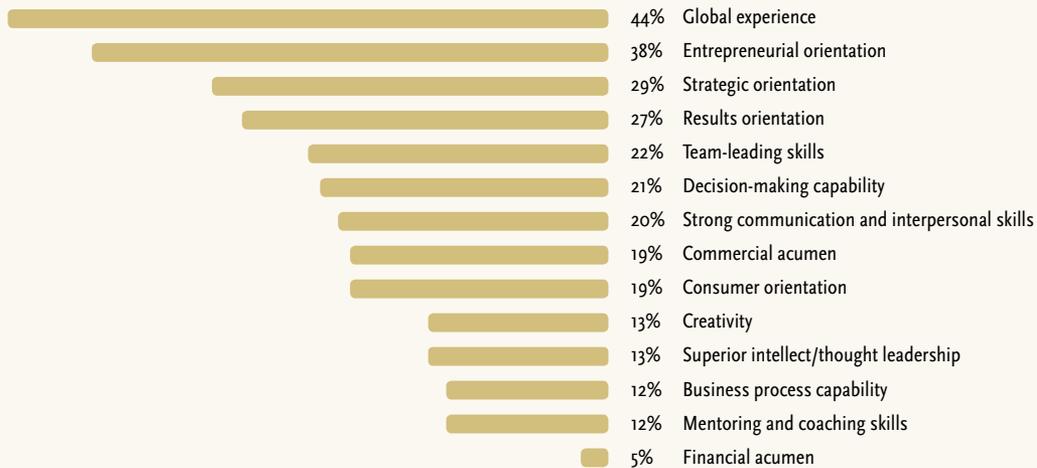


[†] Respondents were allowed to choose multiple responses.

What business experience will be most important for senior general management during the next five years?†



What characteristics and competencies will be most critical for senior general managers during the next five years?†

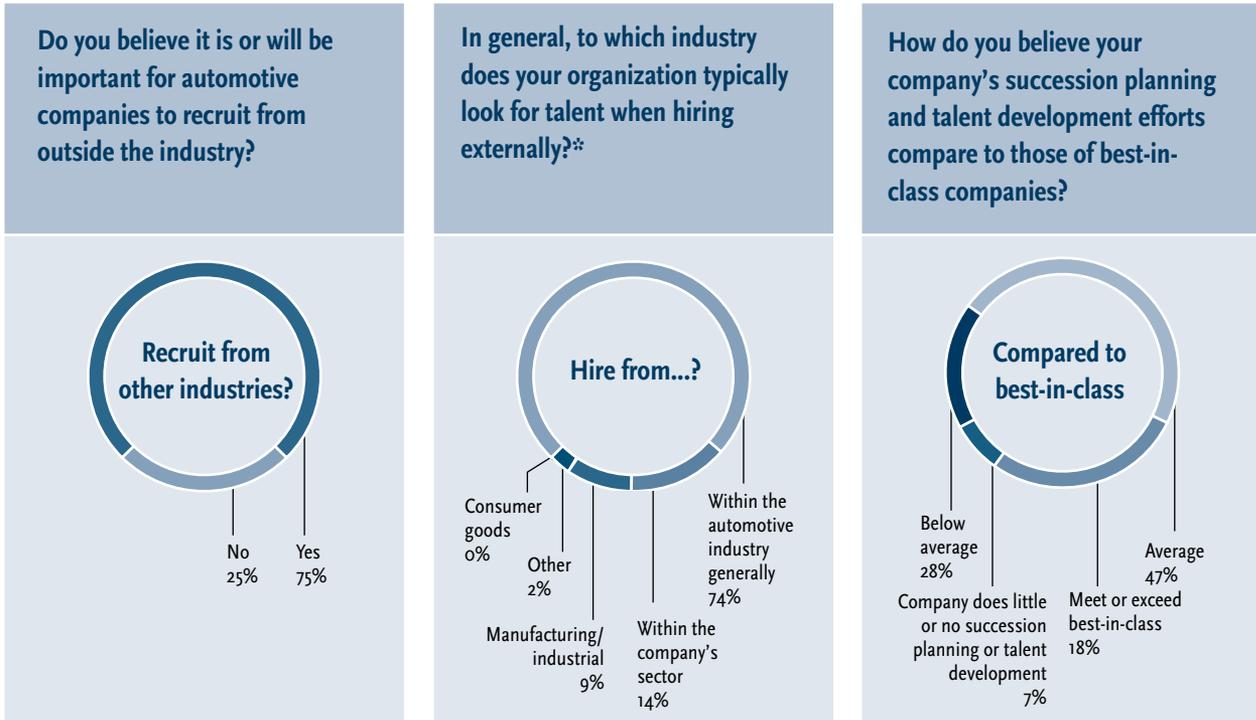


† Respondents were allowed to choose multiple responses.



85% of the automotive executives we surveyed have worked outside their native countries for longer than 18 months — underscoring the importance of international experience

Recruitment and development



*Percentages may not total 100 due to rounding.

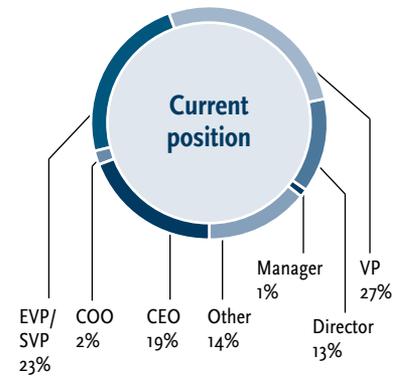


74% typically look within the automotive industry for talent but 75% believe it is or will be important to look outside the industry for talent

Profile of survey respondents

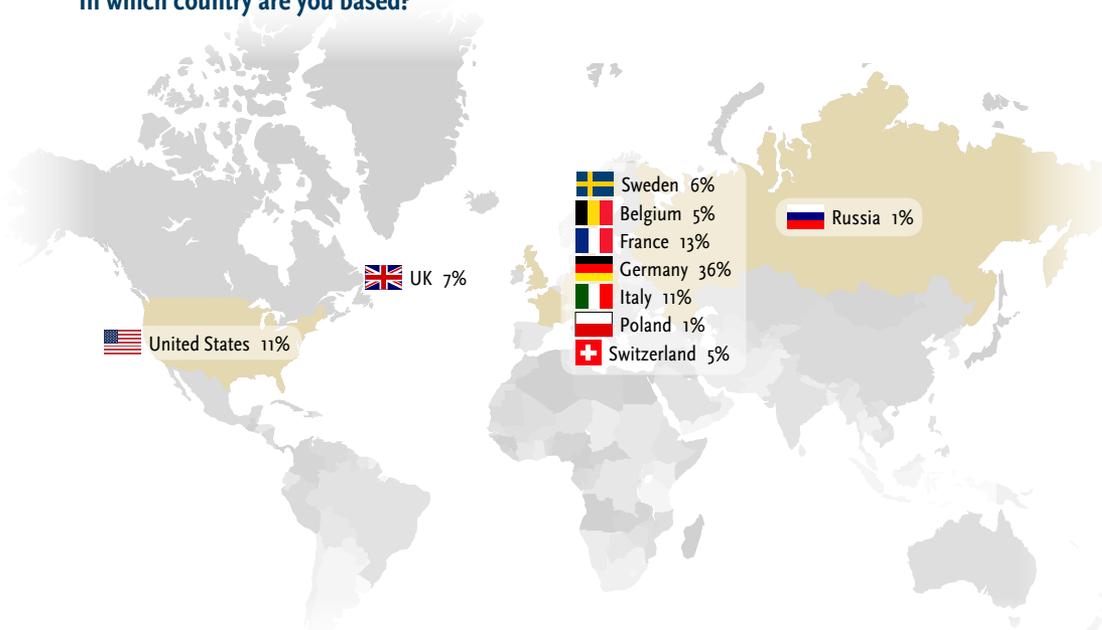


† Respondents were allowed to choose multiple responses.



* Percentages may not total 100 due to rounding.

In which country are you based?*



*Percentages may not total 100 due to rounding.

