

## **Study: Malaysian CEOs lack emotional intelligence**

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MALAYSIAN chief executive officers (CEOs) are highly driven but lack emotional intelligence and coaching, according to a leadership consultant.

Linkage Asia president, Samuel M. Lam, said the study by Linkage Asia showed that Malaysian CEOs do not differ from global CEOs in terms of leadership ability.

"Global executives and Malaysian executives share the same high drive, and there is also no difference in terms of profile.

"But on closer examination, emotional intelligence and coaching/nurture are the lowest in Malaysia," he said at a breakfast forum in Kuala Lumpur last week.

Also on the panel of discussion at the forum were Bumiputra Commerce Holdings Bhd (BCHB) executive director Datuk Mohd Shukri Hussin and International Centre for Leadership in Finance (ICLIF) executive director David J. S. Winfield.

Emotional intelligence includes the ability to understand the impact of feeling and helping others to recognise their weaknesses.

Lam said global CEOs are also weak in coaching but they have high emotional intelligence.

"What makes Malaysian companies successful is their leaders' drive. But what needs to be improved is emotional intelligence and coaching," he said.

Lam also said that Malaysian CEOs talk about customer orientation and talent management but nothing much is done by them on both issues.

Lam, Winfield and Mohd Shukri strongly believe that moral compass is important in each leader, besides being highly ambitious and competent.