

## RESEARCH UPDATE: April 2021

Hyper-specialisation is not the best strategy for happiness or success. Research from HBR and Duke University found that while multitasking can reduce productivity and raise anxiety, devoting time – and passion – to different interests increases productivity and happiness [mixitup](#)

Leadership Freak Dan Rockwell advises us to consider what drives our one-on-one meetings. Fear and ego won't drive performance, but genuinely listening, seeking opportunities and rewarding success will build strong relationships which will deliver results [relationshipsmatter](#)

DDI global Leadership Forecast 2021 found that the greatest challenges CEOs face is attracting and developing leaders for the future. Key leadership skills for emerging leaders will be the ability to manage change, influence others and build partnerships [Leadershipforecast2021](#)

McKinsey and two lecturers from Stanford Graduate School of Business explain the value of humour in leadership. Laughter releases hormones which make you more trusting, creative and resilient to stress. This benefits us and our teams, and it works remotely too! [laughtolead](#)

The CIPD annual Health and Wellbeing at Work report found that employee wellbeing continues to rise up the corporate agenda and organisational responses are increasingly planned rather than reactive. This could be a silver lining from the pandemic cloud [CIPDwellbeing](#)

BCG reports that the Covid-19 pandemic has highlighted the importance of innovation with 75% of executives now reporting innovations as one of the top 3 priorities in their org. However, only 20% are innovation-ready according to BCG – that's a big gap to close... [mindthegap](#)

Deloitte's 2021 Global Human Capital Trends report identifies 'the superteam – where work happens. They observe that in this time of uncertainty organisations have turned to teams paired with technology to amplify human contributions and achieve better outcomes [Deloittesuperteams](#)

