

“Leadership hiring is shifting fast. Our analysis of 4,654 CXO movements (2024–25) reveals what separates successful hires from costly missteps.”



External hiring dominates (82%)

Internal succession planning remains weak in most organizations. Start identifying potential leaders at least 12 months before you need them.



Hire for transformation, not tenure

CXOs chosen for change initiatives close faster and stay longer. Prioritize adaptability over years of experience.



Timing matters (July–September surge)

Leadership churn follows appraisal cycles. Begin your search and shortlisting ahead of the season.



Large firms attract most leaders (64%)

Smaller and mid-sized companies now compete by offering autonomy, visibility, and purpose rather than just titles.



BFSI, Technology, and Media lead demand

These sectors are driving leadership hiring in 2025. Benchmark compensation and expectations accordingly.



Board misalignment delays closures

Most hiring delays stem from unclear expectations among founders, boards, and investors. Align on role priorities early.



Cross-sector CXOs outperform

Leaders hired from outside the industry often bring innovation and agility. Keep your talent pool open.



Counter-offers are rising (40 percent plus)

Strong candidates have multiple offers. Move from shortlist to final offer within 60 days to secure them.



Culture fit outweighs résumé strength

More than 70 percent of failed CXO placements are due to cultural mismatch. Assess chemistry and leadership style early.



Digital fluency is now baseline

Every senior leader is expected to be data-literate and AI-aware. Evaluate digital readiness in every interview.

“Leadership hiring in 2025 isn’t about filling a role - it’s about aligning your board, investors, and culture for transformation. Sapphire Human Capital helps organizations make that alignment faster, smarter, and safer.”

Need support for your 2025 CXO search? Talk to a Sapphire Partner.

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Source: Sapphire Human Capital — CXO Moves Report 2024–25 (4,654 movements)