Resource Bridge

Specialized, Unique Executive Search Firm

CEO Portrait
2024

ABOUT THE STUDY

CEO, CFO and the CXO team of 100 companies have been mapped in detail, with information sourced from Websites, Annual Reports and Open Search.

The landscape or portraits that follow should help you run a search mandate more smoothly - for instance, answer the questions like:

1. How old are the typical CEOs and hence, what is workable age range in which I should hire a CEO?

2. If the CEO candidate that I am looking at, has been in the current role for the last 3y, what does it tell about his career stability?

3. How big is the span under the CEO? should we have a larger or narrower span for the CEO role?

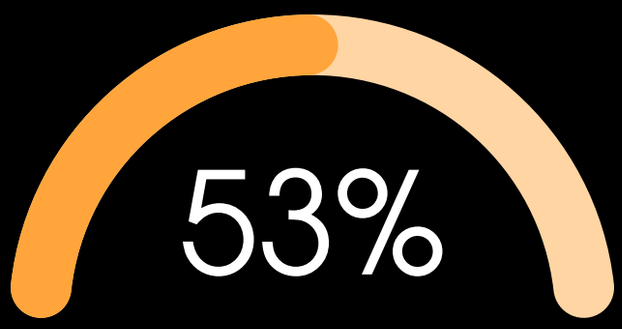
As a CEO and CFO specialist search firm, we have developed the portraits for CEO and CFO individually, but developed the CXO portrait for the rest of the CXO team put together.

AVERAGE INDIAN CEO

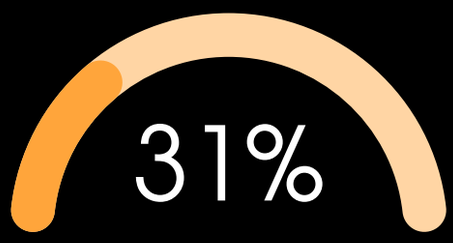
AGE

Average Indian CEO is **57**

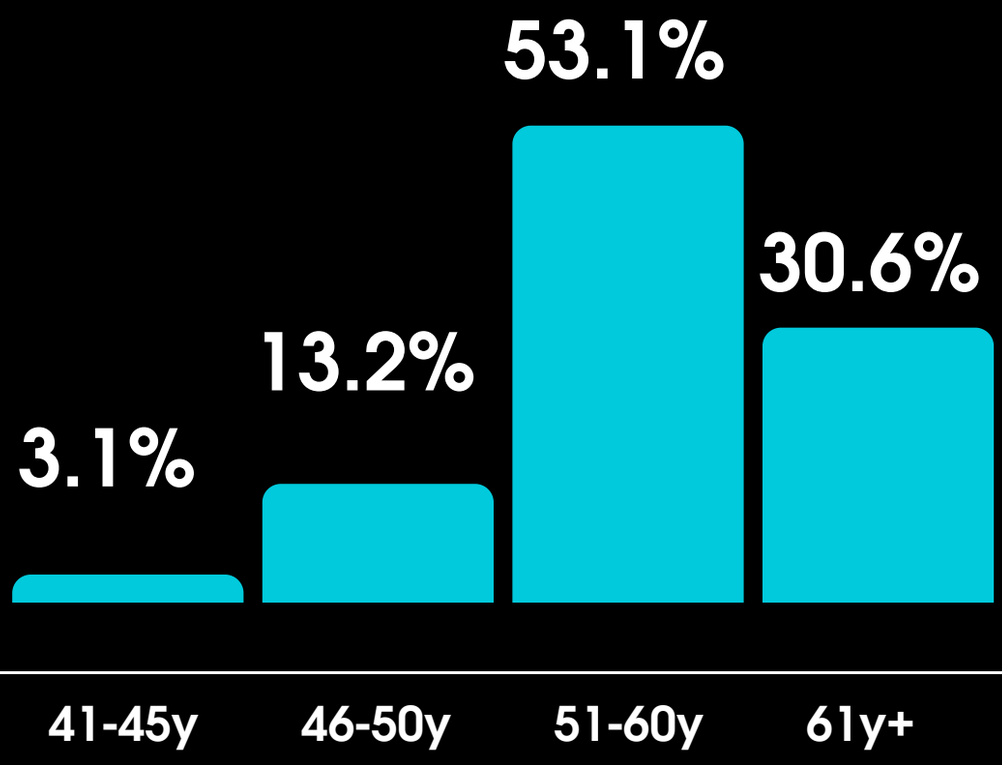
Which has gone up by 0.3y since our study last year



Of Indian CEOs are in 51-60y age band



Of Indian CEOs are in 61y+ age band



Indian CEOs are typically in their late 50s. This isn't surprising, given the rapid growth many companies are experiencing. At 15% CAGR, a company will be **3x** its original size in just 8 years, demanding a different skill set from its leaders.

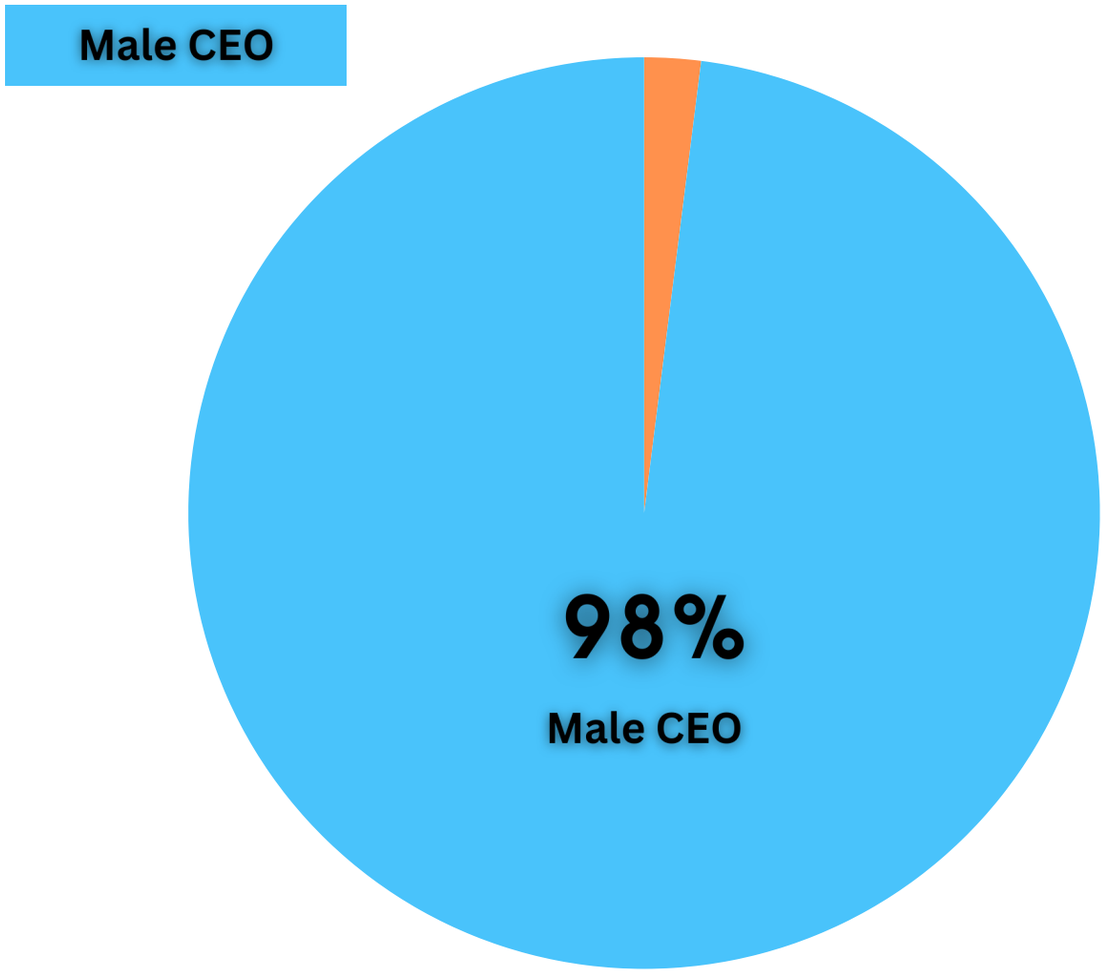
You can find our written commentary at

our LinkedIn post

and, at our blog post

Gender Diversity

Women CEO



Only

2% CEO are Women

compared to

4% CFO Women

“The lack of gender diversity is evident in both Promoter-CEO and Professional-CEO firms and continues to be a challenge”

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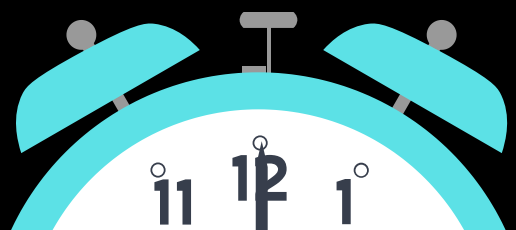
TENURE OF INDIAN CEO



Average Indian CEO has been in his current role for **9.3Years**

And is in current company for more than **2 Decade +**

(Avg 21y)

Almost

70%

CEOs are Home Grown

Indian CEOs typically follow a consistent career path: they are usually promoted from within, with over **70%** rising through their

company's ranks. Before becoming CEO, they typically spend **at least a decade with the organization**. Once in the top role, they tend to have long tenures (9.3y on average), **often serving as CEO for many years**.

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CEO OR COO? OR JUST CEO?

93%
COMPANIES

Have a "Pure BU" structure (all functions report to BU), with some having a "Hybrid BU" structure where the BU focuses on commercial while COO manages the operations

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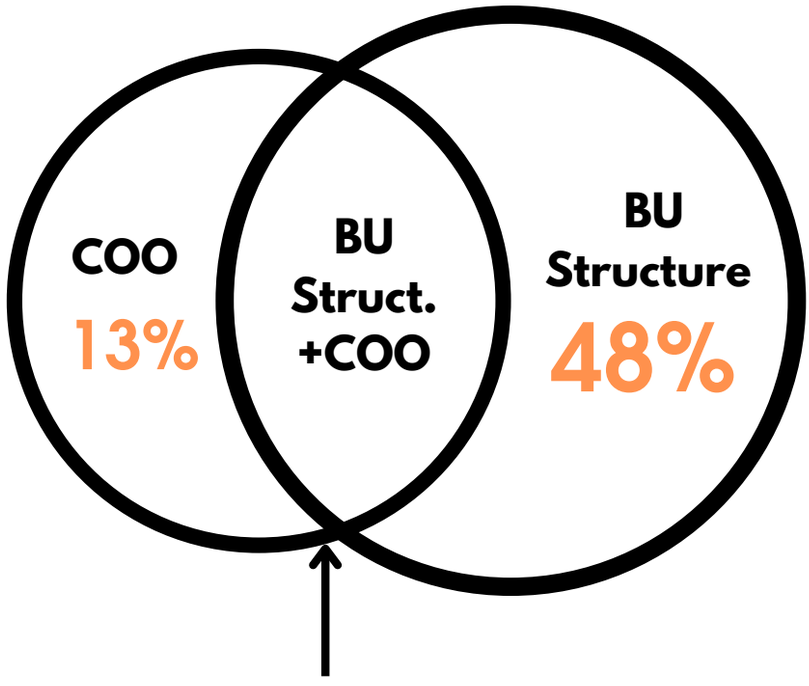
And within those, "Pure SBU" Structure is more prevalent with

60%

COMPANIES

And a Typical SBU Structure has **3-5** SBUs

"Companies are prioritizing growth over cost concerns"



32%

CEO directly managing the entire operations = 7%

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INDIAN CEO PROFILE: QUALIFICATIONS AND BACKGROUND

A **typical Indian CEO**, whether a promoter or not, **is with**

‘PROFESSIONAL QUALIFICATIONS’

and that being essential for **non-promoter CEOs**

57% Sales and Marketing

22% Finance, SCM and Ops

10% Strategy

Functional Backgrounds of Professional CEOs

CEOs primarily come from **Sales and Marketing** backgrounds. However, the trend of CEOs emerging from **Strategy or Consulting** roles is growing. There are now as many CEOs with Strategy backgrounds as those with **Finance or Supply Chain** and Operations experience.

You can find our written commentary at our LinkedIn post

Professionalization is well and truly underway

Almost

70%

of the companies are led by professionals

with the remaining 30% led by Promoter-CEOs.

(precisely, 67% Professional Led and 33% Promoter led companies)

And CXO layer below is

98% professional

Approximately 1.9% companies turn Professional (From Promoter CEO to Professional CEO) every year

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SPAN OF CONTROL OF THE CEO

Fortune 500 Firms

11 CXOs

VS

Indian Firms

9 CXOs

CXOs Reporting to CEO

A typical Indian CEO oversees 9 CXOs:

- 3-5 Business Unit (BU) Heads
- 4-6 Functional Heads (CFO,CHRO etc)

As Indian firms grow, we should expect the number of reports to CEO to also grow, driven both by business complexity as well as technological developments (e.g., Chief Digital Officer) as well as regulatory developments (e.g., Head - GRC).

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Resource Bridge

Specialized, Unique Executive Search Firm

We are a specialized executive search firm and we focus on two roles only - CEO and CFO.

Our focus and specialization, along with specific interventions that we bring during the mandate and after the candidate joins, enable us to deliver an impactful, 'WOW' experience

CEO Search

CFO Search

Transition Coaching

+91 90046 66495

www.resource-bridge.com