



Leadership Development Programs: Worth the Investment?

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Leadership Development Programs: Worth the Investment?

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20 minutes...let's go!



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Facts & Figures

1. 95% of organizations plan to increase or maintain their current investment in leadership development
2. Leadership training is **\$366B** global industry
 - \$166B in the US alone
3. SAME kicking off cohort #5 of the SAME LDP



How to make your LD program a success

1. Context: Program should match the needs of both the company and the individuals
2. Reflection vs. Real Work: Balance getting away from everyday issues with solving workplace problems
3. Changing Behaviors: Developing leaders may need to face uncomfortable truths before growing as leaders
4. Measuring Results: How can we ID success?





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Context

- One size does not fit all
- Identify the issues most important to your organization
- Narrow your focus for better results





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Reflection vs. Real Work

- Balance and blend philosophy and application
- Theory without action will not improve leadership





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Changing Behaviors

- Willingness to change:
 - Company culture
 - Personal behaviors



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Measuring Results

- What can you measure in your company
- ID those performance measures BEFORE you begin
- Review and update as you go





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SUCCESS
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THANK YOU

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