

# LEADERSHIP

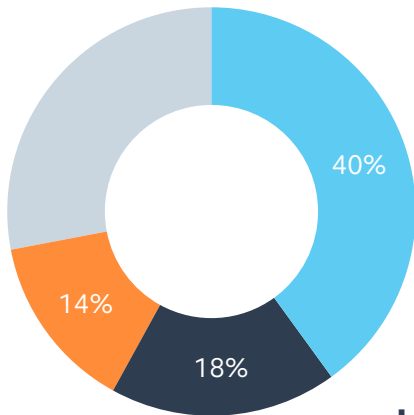


Of all the skill gaps we identified, perhaps the most noteworthy validation was the pressing need for leadership development. In fact, a significant majority of survey respondents cited leadership as the area where they already saw the greatest skills gap within their organizations. While there are certainly other skills worth considering, it's clear that today's pace of change has only amplified the need for strong leadership.

## What Is The Greatest Skill Gap You're Focused On Improving In 2023?

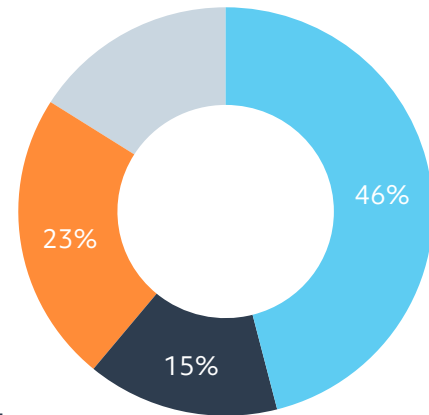
### All Industries

● Leadership ● Sales ● Communication



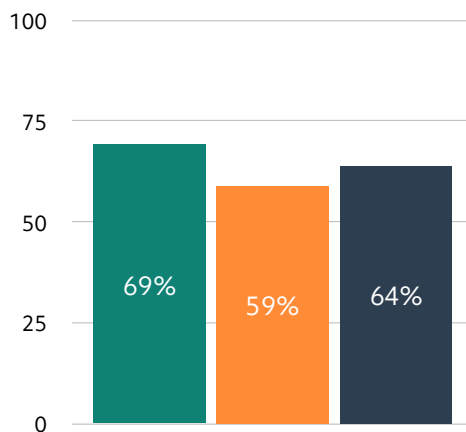
### C Suite - All Industries

● Leadership ● Sales ● Communication



### Leadership By Industry






■ Life Science & Healthcare  
■ Finance (Banking & Insurance)  
■ Manufacturing



% of Entries within an Industry who Identified Leadership as Greatest Skill Gap



## Companies that Struggle with Leadership Training Often Experience:

-  Poor Communication
-  Coaching Without Giving Feedback
-  Inability to Motivate Team Members
-  Failure to Delegate
-  High Employee Turnover

**Effective leadership is critical to the success of any organization. While some people may have natural leadership abilities, becoming a great leader takes time and practice.**

It's not enough to promote individuals to managerial positions based solely on their technical skills or years of experience. Rather, leaders must possess a wide range of complex skills to effectively guide their team and drive the company's success.

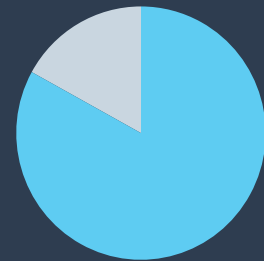
Furthermore, it is essential that employees develop the skills that align with their specific managerial role. After all, managers at different levels of an organization have unique responsibilities and require different skill sets.

By personalizing the training experience to meet these different roles, companies ensure that managers at all levels have the skills they need to succeed.



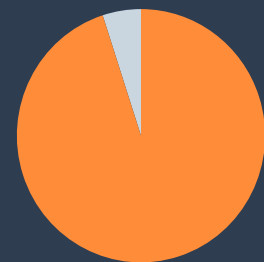
**79%**

of employees will quit due to a lack of appreciation



**83%**

of businesses agree that leadership development is important at every level



**95%**

of learning organizations plan to increase or maintain their current investment in leadership development



## Strategic Leaders

Strategic leaders focus on long-term goals. Their work is determined by the big picture and how they can remain on the path to reach those long-term goals. They look at the skills employees will need in the future, analyze the competition, and look at how what they're doing today will impact the future. A good strategic leader has a vision and a mission. They know where they want to go and what they need to do to get there.

When looking at the overall picture of a leader in general, there are some traits that stick out.



### **Strong Communicator:**

They practice active listening but also can deliver a message the way they intend to. Ensuring that what they are trying to communicate is what is interpreted, whether is a difficult communication, or a positive communication.



### **Emotional Intelligence (EQ):**

A good leader has developed the ability to manage and understand their own emotions. As a leader, they set the tone of an organization and by mastering emotional intelligence they increase their skills in the other traits.



### **Open-Minded and Creative:**

They see the goal, but they also understand that there is more than one way to get there, and their way may not always be the best. They hear others' opinions and thoughts and validate them to grow the organization and the competencies of their employees and teammates.



### **Passion:**

Not only do they know the goal, but they can motivate others to achieve the goal.



### **Empathy:**

Their strong EQ also allows them to empathize and feel the needs, emotions, and thoughts of others.

## Tactical Leaders (Managers)

Tactical leaders or managers are looking at daily goals rather than the big picture. They are more focused on the short-term, day-to-day activities that get the job done, project management, delivering feedback and coaching, and organizing and running meetings. They use a list and cross things off as they go. A good tactical manager can make sure things are done right so that the job gets done.

There are also traits that stick out when looking at successful managers, some of which are similar.



### **Team-Oriented:**

They work closely with their team members and need to ensure that they are getting the best out of each one. They must be able to address issues as they arrive and set the tone for their team.



### **Strong Communicator:**

They work to bridge the gap between employees and leaders and need strong communication skills to work together with their team. Managers should strive to become strong communicators.



### **Dependable:**

They should be trustworthy and accessible for their employees and team.



### **Management:**

They must have a clear understanding of the organization's goals and values so that they can instill the correct culture and working environment for their employees.

# TOP 7 BENEFITS OF LEADERSHIP DEVELOPMENT TRAINING

When companies invest in effective leadership training, they equip their leaders with the specific knowledge and skills they need to excel in their roles. As a result, those employees become strong leaders positively impacting the company in return.



## Engage Employees:

Helps create an emotional commitment to their work and workplace.



## Increased Productivity:

Help employees recognize areas for growth and then work to develop them.



## Retain Employees:

Employee dissatisfaction with managers and leaders is a top reason they leave a company.



## Build Confidence:

Prepare employees with the knowledge & tools to lead.



## Develop Emotional Intelligence (EQ):

An emotionally intelligent leader can handle the pressures of their job more effectively.



## Promote Communication & Feedback:

Develop skills & strategies for effective two-way communication between managers and employees.



## Prepares Employees for Internal Promotions:

Identify & nurture rising stars by preparing current employees for future company roles

