Why Leadership Development Programs Fail . . . And What You Can Do About It
Reasons 1-4

WHY LEADERSHIP DEVELOPMENT FAILS	WHAT YOU CAN DO TO ENSURE SUCCESS
(1) Leadership development skills not tied to business results	❑ Identify the business results you are looking for. (Higher productivity? Lower turnover? Better cooperation across departments?) Ensure the focus of the leadership development program is aligned with (and will help you achieve) desired business results.
(2) There's no reinforcement of leadership skills (3) Leaders are not held accountable for applying newly learned skills (4) Leadership skills are not included in performance management plan	❑ Incorporate follow-on coaching into the leadership development program. **Companies such as Xerox have identified that 87% of leadership training is lost when follow-on coaching is not provided.** ❑ Involve the supervisor of each leadership program participant. Have supervisors hold their participants accountable for applying leadership skills. Include leadership skill application in weekly or bi-weekly discussions with participants. ❑ Involve direct reports of leadership program participants. Have participants inform their direct reports that they are participating in a leadership development program and identify the skills they will be focusing on. Participants ask direct reports for their feedback on how well the participant is applying these new skills. ❑ Have participants recognize and acknowledge each other when they apply newly acquired leadership skills on-the-job. This can be done verbally or electronically though an email. ❑ Incorporate the application of leadership development skills into your performance management system.

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