

DEVELOPING THE MODERN LEADER

ESSENTIAL SKILLS AND TRAINING TIPS

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

What does it take to **lead in a modern organization**? From frontline managers to vice presidents, the capabilities and skills leaders need now are often different than what organizations expected of leaders in the past.

THE SKILLS

Modern leaders **need to be...**



RESILIENT



SELF-AWARE



EMPATHETIC



INCLUSIVE



AGILE



VULNERABLE



COURAGEOUS



PURPOSE-DRIVEN

Modern leaders **must be able to...**



Lead remote and hybrid teams



Ask the right questions and use active listening when responding



Think critically



Hold themselves accountable



Build trust



Model self-care



Manage change



Learn more about the skills required of modern leaders on the “Business of Learning” podcast:

[Episode 27: Inclusive Leadership ▶](#)

[Episode 32: Developing Leaders Who Can Succeed During a Crisis ▶](#)

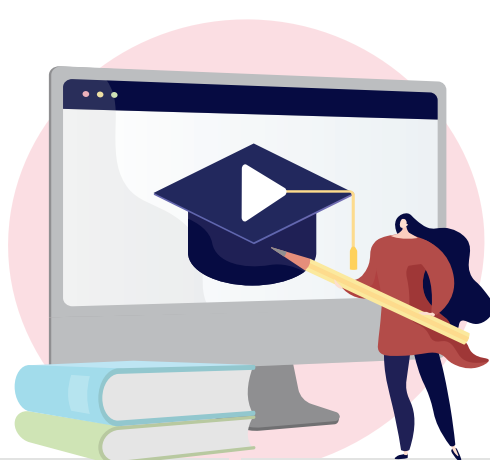
Read about change management in the November/December 2020 issue of Training Industry Magazine, “L&D’s Role in Change Management.” ▶

THE DEVELOPMENT

It’s a tall order — but **learning and development** can help by...

PROVIDING TRAINING

Include a variety of digital options:



Simulations

eLearning

Virtual instructor-led training

Skill practice

Online coaching

Internal social networks

Job aids

ALIGNING LEADERSHIP DEVELOPMENT WITH THE BUSINESS

Make sure that the leadership capabilities you’re training leaders on are **aligned with business goals**. This will ensure that training makes an impact — and help you secure executive support.



EVALUATING EFFECTIVENESS

When developing a **leadership training strategy**, always include an **evaluation plan** to ensure you know if your development programs are working — and how to improve the ones that aren’t.



SUPPORTING COACHING

Personalized coaching is key to developing high-performing leaders who thrive, and technology is making it more **accessible** and **scalable** than ever.



Find training partners and learn best practices from the market in our research report “The State of the Leadership Training Market.” ▶

Improve your leadership development programs by taking our course on leading leadership development. ▶

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