

ASSESSING YOUR COMPANY'S

LEADERSHIP DEVELOPMENT CONTEXT

When it comes to leadership training, there is no one-size-fits-all option. Our learners are diverse in their preferences and needs, and that impacts which training solutions we should utilize. To better determine your learners' needs, consider your context and its potential impacts on the best leadership training solution for your leaders.

Using the template below, consider how each of the following characteristics may impact your decisions regarding your training solutions. If you need help getting started, view the example on the second page.

Characteristics	My Context	Possible Implications
 Leadership Level		
 Organizational Structure		
 Geographic Dispersion		
 Function		
 Industry		
 Diversity		

EXAMPLE

Characteristics	My Context	Possible Implications
Leadership Level	<i>Senior leaders</i>	Finding time and gaining buy-in will be critical. These busy learners will benefit from self-paced, easily accessible modalities.
Organizational Structure	<i>Decentralized</i>	Leaders of different branches have become siloed. I will need to dedicate some of my needs assessment to determining how needs differ across branches, and I may need to be more hands on in facilitating communications.
Geographic Dispersion	<i>National - U.S.</i>	Learners are dispersed across the U.S. I will need to consider their different time zones, and it may be best to use a remote modality for any live portions of the training to avoid costly and time-consuming travel.
Function	<i>Marketing</i>	These learners will probably be keenly aware of how their training materials are packaged and communicated, since that's their area of expertise. I also may be able to leverage some of their communication skills and find champions of the training to help me roll out my communication strategy.
Industry	<i>Fashion/Retail</i>	Being in the retail industry, these learners are facing a challenge of how to innovate in an increasingly online market. Being aware of this concern can help me communicate the value of training by tying it to relevant goals.
Diversity	<i>Moderate - Same country but different regions and demographics</i>	Being in the same country, I won't have to worry about language barriers or translating my content. During my needs assessment, I may ask a few questions to ensure that all our diverse leaders are feeling respected and safe within the culture of our organization. If not, a diversity and inclusion strategy may be necessary.

Considering your learners' needs will help you understand and determine the leadership solutions that your organization needs. For more leadership tools and resources, explore Training Industry's [Leading Leadership Development Certificate](#).

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