

LEADERSHIP DEVELOPMENT ROADMAP

Follow this actionable roadmap to help guide your considerations during the leadership development process. Starting from the needs assessment phase and finishing with evaluation and maintenance, discover the process that will set you up for success from start to finish. As an added bonus, explore the linked resources throughout the roadmap for additional information on each stage of the journey.



PROGRAM PLANNING

- Identify **target skills** for your learners.
- **Identify** key performance metrics (KPIs).
- **Align** KPIs to organizational goals.



PROGRAM DEVELOPMENT

- **Consider each lever** you have available to have an impact.
- Decide on the **best modality** for your learners.
- Determine resource requirements.
- Understand your in-house resources.
- **Understand** what should be **outsourced to a vendor**.



PROGRAM IMPLEMENTATION

- Think through your **logistics**.
- **Anticipate** potential areas of pushback.
- Address concerns up front.
- Clearly communicate expectations.
- Plan for progress **reporting**.



PROGRAM EVALUATION AND MAINTENANCE

- Get a **post-training** measure of KPIs from your Program Planning stage.
- Compare KPIs pre- versus post-training.
- Gather additional program metrics.
- Make any necessary revisions.
- Plan for continuous monitoring.

To discover more tips and tricks to set your leadership development programs up for success, explore Training Industry's **Leading Leadership Development Certificate**.

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