

# LEADERSHIP TRAINING EFFECTIVENESS

Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

Leadership development is a multifaceted journey that can include



These can be tailored to meet the unique needs of leaders at different levels within an organization.

A recent cross-industry survey of 293 leaders reveals differences in the perceived effectiveness of training and job satisfaction for leaders at different organizational levels:

|                   | Leaders Who Rate Training as Always Effective | Leaders With High Job Satisfaction |
|-------------------|-----------------------------------------------|------------------------------------|
| Supervisory       | <b>28%</b>                                    | <b>36%</b>                         |
| Middle management | <b>29%</b>                                    | <b>41%</b>                         |
| Upper management  | <b>31%</b>                                    | <b>52%</b>                         |
| Executive         | <b>58%</b>                                    | <b>60%</b>                         |

## 2.7x

Executives are more likely to receive highly effective leadership development training compared to supervisors.

As leaders advance in their careers, they tend to view training more favorably and report higher job satisfaction.

## 3.6x

Executives are more likely to have higher job satisfaction than supervisors.

By recognizing that leadership development is less a type of training and more a comprehensive strategy, organizations can create more effective and engaging programs that cater to the diverse needs of their leaders. This holistic approach:



**enhances individual growth**



**supports differences in the learning experience**



**secures future organizational success**