

NEXT-GEN LEADERS: WHAT TODAY'S WORLD NEEDS FROM LEADERSHIP DEVELOPMENT

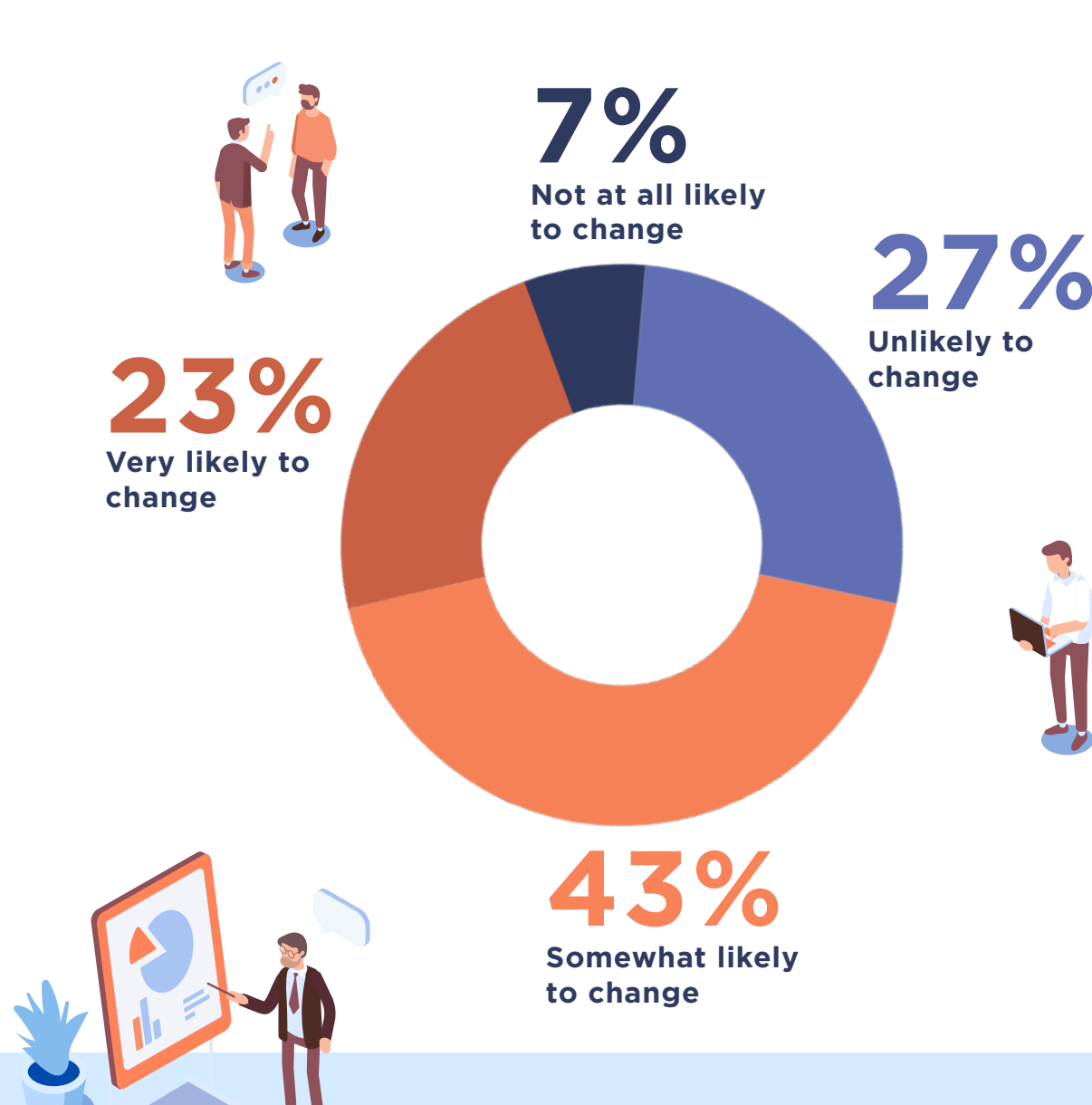
Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

In workplaces shaped by rapid technological evolution, hybrid workforces and shifting generational values, the function of leadership has been undergoing a profound transformation. Leadership development must also adjust to keep up with changing business practices.



But are leadership needs really changing, or are core leadership skills still relatively stable? To find out, we surveyed a sample of 291 learning leaders. For two-thirds (66%) of organizations, their leadership needs are likely to change over the next year, and nearly a quarter of organizations see it as a near inevitability (see Figure 1).

Figure 1.
Likelihood of Leadership Needs Changing in the Next 12 Months



When asked further about their organizations' leadership development practices during times of change, learning leaders shared several key insights.

Most In-Demand Leadership Skills and Competencies



61%
Effective communication and feedback

57%
Motivating employees

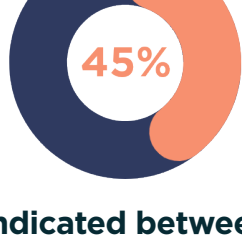
55%
Strategic thinking

53%
Empathy/emotional intelligence

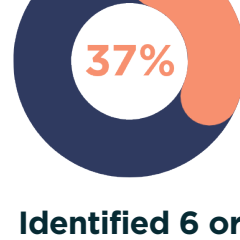
Leadership Skill Gaps Are Widespread



Of organizations had 1 to 2 gaps in leadership skills and competencies



Indicated between 3 and 5 gaps



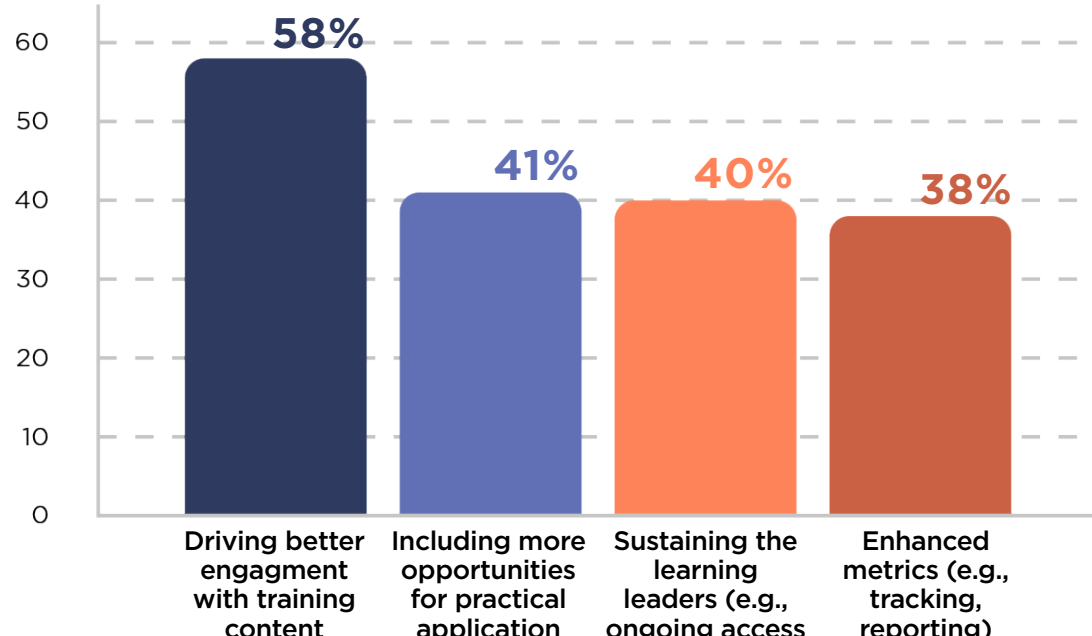
Identified 6 or more gaps in leadership skills

Willingness to Innovate

Only 8% of organizations are resistant to trying new methods to train leaders, and 23% are very receptive to trying new ways to improve. So, what can organizations do to enrich their leadership development? According to learning leaders, the most pressing issue is content engagement (see Figure 2).



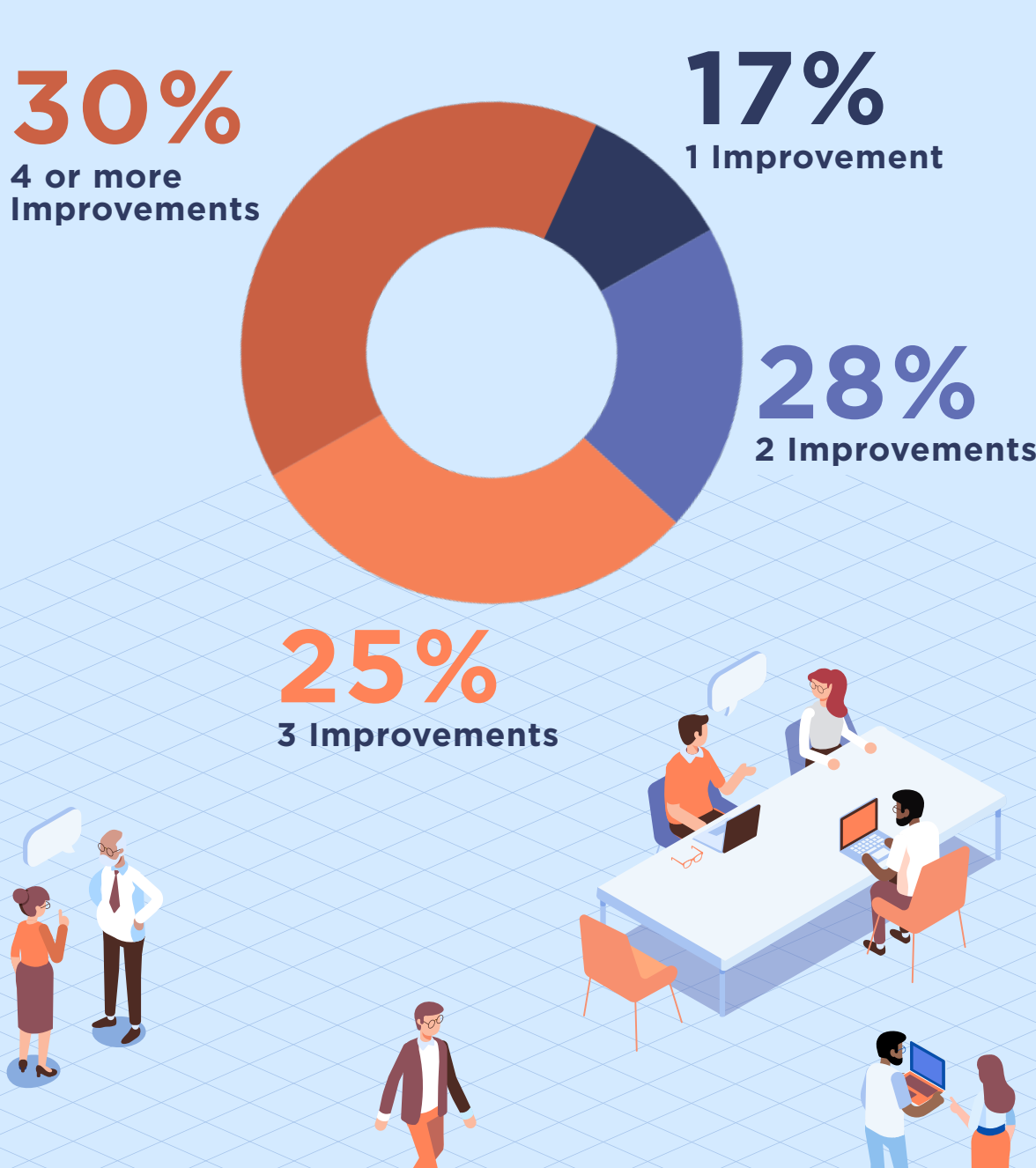
Figure 2.
Most Commonly Needed Improvements in Leaders' Learning Experience



However, no single solution can address all of these needs.

- 30% of organizations say that four or more actions need to be taken to improve leadership training (see Figure 3).
- In other words, nearly 1 out of 3 organizations need to address everything in Figure 2!

Figure 3.
Number of Needed Improvements per Organization



To keep pace with change, organizations must act now to:



Engage leaders with dynamic relevant content



Close critical skill and competency gaps



Embrace innovation in development strategies



The future of best-in-class leadership development belongs to those bold enough to grow — by reimagining development, embracing change and empowering leaders to rise with purpose and impact.