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LEADERSHIP DEVELOPMENT

Leadership development is an essential element of a comprehensive talent management strategy. Organizations that invest in leadership development programs can cultivate a pipeline of capable leaders who can effectively lead their teams and drive business success. This white paper discusses the importance of leadership development as a critical talent priority, the need for development at all levels of an organization, and the importance of creating customized solutions that meet the unique needs of emerging, frontline, and mid-level leaders in today's work environment.


Leadership Development as a Critical Talent Priority

Effective leadership is essential for creating a high-performing, engaged workforce and achieving business objectives. Leadership development is a critical talent priority because leaders significantly drive an organization's success. They are responsible for setting strategic direction, managing operations, and motivating employees to achieve their goals. Developing leaders at all levels of the organization ensures a pipeline of capable leaders who can take on new challenges and drive organizational growth.

Development at All Levels of the Organization

Leadership development is not just for senior executives. Development at all levels of the organization is essential for building a pipeline of capable leaders who can take on new challenges and drive business success. Development efforts also focus on emerging, frontline, and mid-level leaders, considering their unique needs to support the organization's objectives.

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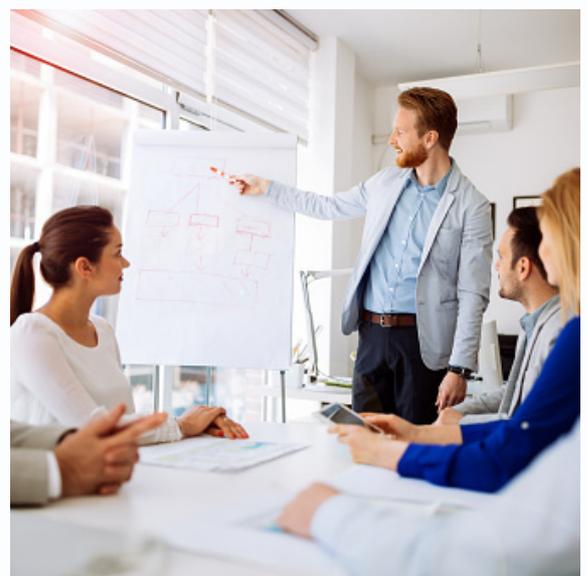
Emerging Leaders

Emerging leaders are individuals who have shown leadership potential but have not yet assumed formal leadership roles. They may be high-potential employees, recent graduates, or new hires. Developing emerging leaders is essential for building a pipeline of capable leaders who can take on new challenges and drive organizational growth. Emerging leaders need development opportunities to build core leadership competencies such as communication, decision-making, and problem-solving.

Frontline Leaders

Frontline leaders are individuals responsible for leading teams of employees responsible for delivering products or services to customers. They are typically the first point of contact for customers and are responsible for ensuring that their team delivers high-quality products or services. Frontline leaders need development opportunities focusing on building skills such as coaching, performance management, and communication.

Mid-Level Leaders

Mid-level leaders are individuals who are responsible for managing other managers or supervisors. They are responsible for setting strategic direction, managing operations, and motivating employees to achieve their goals. Mid-level leaders need development opportunities focusing on building skills such as strategic thinking, change management, and leadership agility.

Customized Solutions Based on Today's Work Environment and the 70/20/10 Framework

Creating customized solutions that meet emerging, frontline, and mid-level leaders' unique needs is essential for effective leadership development. Today's work environment constantly changes, and leaders must have the skills and competencies to adapt to new challenges. The 70/20/10 framework helps create customized solutions that meet the unique needs of leaders at all levels of the organization. The framework suggests that:

- 70% of learning and development should come from on-the-job experiences like stretch assignments and job rotations.
- 20% of learning and development should come from coaching, mentoring, and feedback.
- 10% of learning and development should come from formal training and development programs.

Creating customized solutions that leverage the 70/20/10 framework can help organizations build a pipeline of capable leaders with the skills and competencies needed to drive organizational success.

CONCLUSION

If you're interested in exploring customized leadership development options for your organization, contact Created2Catapult to set up a discovery call. Our team of experts can work with you to create a customized leadership development program that meets your organization's unique needs and helps you build a pipeline of capable leaders who can effectively lead their teams and drive business success. With our proven track record of success, we are confident that we can help your organization achieve its leadership development goals.

Contact us today to learn more.

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