Mind map

Leadership training: what actually works, according to science

What the research shows

- start from a needs analysis
- include practice with feedback, not just content delivery
- run over several spaced sessions instead of one intense...
- combine different methods, such as discussion

Essential topics in a program

- Self-awareness: the leader's profile, strengths and blind...
- Communication and feedback
- Delegation and follow-up
- Performance management

Formats that work

- In person or live online
- Learning journeys
- Mentoring and coaching

Leadership training

How to measure impact

- Training without measurement is just an expense

Common mistakes

- One-off motivational events
- Generic content
- Absent bosses: if the participant's manager doesn't...
- No practice: leadership is behavior, and behavior is...

Frequently asked questions

1. Does leadership training really work?
2. How long should leadership training last?
3. Who should attend leadership training?

Key takeaway

Leadership training that delivers: what research shows, essential topics, formats that work and how to measure the impact on your team and results.

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