Center for
Creative
Leadership

The Challenges of Scaling Leadership Training

April 2024

Welcome!

We will begin the presentation shortly.

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RESPOND IN THE CHAT

We know a lot about what keeps CEOs up at night but …

What keeps YOU up at night

in relation to scaling leadership training?

Today's Presenters

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*Senior Director of Programs &
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About CCL

CCL is a top-ranked, **global, nonprofit provider of leadership development** and a pioneer in the field of **global leadership research.** We know from experience how transformative remarkable leaders really can be.

Over the past 50+ years, we've worked with organizations of all sizes from around the world, including more than **2/3 of the Fortune 1000.** Our **hands-on development solutions** are evidence-based and steeped in our work with hundreds of thousands of **leaders at all levels.**

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Definition of Scale

MANY DEFINITIONS …

Business	Leadership Development	Alternative
• To set the stage to support growth and expansion in a proportional and profitable way [1]	• "The optimal way to create new capabilities across the enterprise, and to communicate to every member of your organization that they are valued and supported."[2] • "…about achieving organizational impact across a large volume of people with speed"[3]	• To climb up or reach, to surmount [4]

1 Cheng, H. (2023). What Does Scaling Mean In Terms Of Business And How To Do It. Freedom to Ascend.
2 Abraham, M., Howard, J. & Smith, M. (2023). Future-Proof Your Organization by Scaling Leadership Development. Center for Creative Leadership.
3 Lewis, A. (2023). Six Ways to Scale Corporate Leadership Development Quickly for Strategic Advantage. Harvard Business Publishing.
4 "Scale". (2024). In Merriam-Webster Dictionary. https://www.merriam-webster.com/dictionary/scale

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Why Is Scaling Leadership Training Important?

HOW DO WE MAKE THE CASE WHEN BUILDING A BETTER WORKPLACE CULTURE?

- Tie your business drivers to **talent development**

  1. Engagement
  2. Retention
  3. Recruitment

- Make leadership training **accessible** to everyone

Engagement

- **60%** improvement in engagement and ability to develop others
- **21%** improvement in profitability with higher employee engagement

Retention

- **81%** better prepared for challenge
- **86%** saw improvements in leadership effectiveness
- Studies show strong link between organization commitment and willingness to stay

Recruitment

- **77%** place a high value on gaining new skills

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What Are The Biggest Challenges In Scaling?

- Develop **strategy and plan** for success

- Create the **environment** to learn and thrive

- **Execute** your strategy

- **Measure and adjust**

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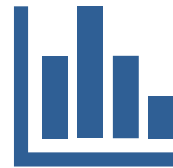
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RESPOND TO THE POLL

Which of these challenges is **most difficult** in your organization?

Challenge 1: Strategy & Planning

HOW DO I DEFINE A SYSTEMS APPROACH FOR DEVELOPING MY LEADERS THAT MOVES THE BUSINESS FORWARD?

Success	The Data Side	The Human Side
• Define what success looks like	• Tie leadership training to most important HR business drivers • Use data to influence and drive decision making for the business	• Evaluate your current culture and behavior shifts needed • Ensure senior leader buy in and sponsorship • Assess your talent

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Challenge 2: Creating The Environment

WHAT ARE THE CONDITIONS NEEDED TO CREATE A WORKPLACE CULTURE WHERE PEOPLE WILL THRIVE?

- Access to **world-class** quality **leadership training**

- Leverage your **learning ecosystem**

- Take an **inclusive approach**

- Creating a **safe environment** to learn and make mistakes

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RESPOND IN THE
CHAT

How is your
organization leveraging
GenAI tools?

Challenge 3: Flawless Execution

HOW DO YOU IMPLEMENT YOUR STRATEGY AND PLAN TO ACHIEVE SUCCESS?

- **Prioritize** your initiatives

- Ensure you have the **talent and tools** for a smooth rollout

- **Market internally** to your learners

- Embed the **new behaviors** into the business and culture

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Challenge 4: Measure & Adjust

ARE YOU MEETING YOUR OBJECTIVES? WHAT IS THE IMPACT?

- Tie to **HR business drivers**

- Use data for **storytelling**

- **Start small** and adjust

- Include a variety of **measurement tools** throughout the process

- **Celebrate** success!

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We've Reached the SUMMIT!

What's one key takeaway or insight?

Please submit your questions in the **Chat.**

How To Get In Touch

We love to hear from you! Please feel free to **request follow-up from CCL** in the Chat and we will be in touch. You can also **complete the contact us form** linked in the Chat.

JOIN US AT ATD24

New Orleans, LA
May 19-22, 2024

Center for
Creative Leadership
Booth 2819

Main   Entrance