

# The Top Leadership Skills Most Programs Overlook – And How to Build Them



In today's fast-changing workplace, leadership development is more critical than ever. Yet, many organizations struggle with ensuring their leaders are equipped with the right competencies to guide their teams effectively. At Orange Grove Consulting, we've spent years developing leadership programs based on adult learning theory and research-driven insights from our Managing Partners. Our approach emphasizes the leadership competencies that are often overlooked - but that make the difference between good leaders and great ones.

## The Leadership Mindset Shift

One of the most common challenges we see is that leaders believe their primary job is to have all the answers. This misconception leads to micromanagement, decision-making bottlenecks, and disengaged teams. Instead, leadership should be about facilitating collaboration, motivating employees, and ensuring that the team aligns with a shared vision.

Dr. Jodi Detjen, Co-Managing Partner of Orange Grove Consulting and an expert in leadership competencies, has researched and written extensively about this shift in mindset. [Read more about her research here.](#) In her work, she emphasizes that leaders who frame their role as a facilitator rather than an all-knowing authority build more agile, innovative, and resilient teams.

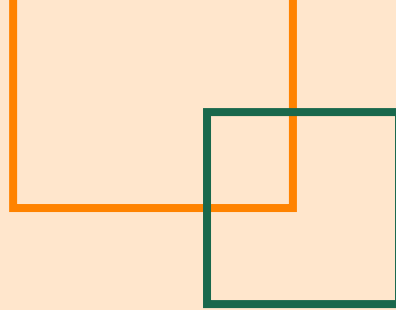
## The Overlooked Skills of Strategic Thinking and Facilitation

Two of the most overlooked competencies in leadership development are strategic thinking and facilitation. Many leaders get mired in the day-to-day details, failing to step back and see the bigger picture. Strategic thinking allows leaders to connect daily operations to the organization's long-term goals, helping their teams understand how their work fits into a larger purpose. [McKinsey discusses the need for strategic thinking here.](#)



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Similarly, facilitation - the ability to guide discussions, align stakeholders, and manage meetings effectively - is often undervalued. Many leadership programs fail to teach this skill, yet the ability to run productive conversations and empower teams to collaborate is a game-changer. Leaders who facilitate well ensure that their teams are engaged, heard, and aligned on execution. [Explore more about how this is a key leadership competency here.](#)

### Case Study: Leadership Development in Action

Our client sought to enhance leadership skills across all levels to foster a more collaborative and innovative work environment. The 21st Century Leadership Training program was designed to equip leaders with key competencies, such as navigating challenging conversations and facilitating decision-making.

- 96% of participants reported improved facilitation skills
- 93% gained greater recognition of different perspectives
- Overall, 72% of participants rated the course as **exceeding** expectations

### Breaking the Myths: Emotion, Humility, and Growth

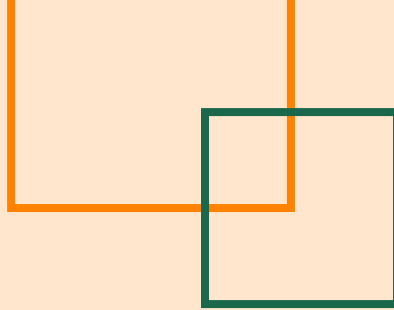
Another barrier to leadership effectiveness is the belief that leaders must always be stoic, unemotional, and all-knowing. This couldn't be further from the truth. The best leaders demonstrate humility by acknowledging what they don't know, fostering a culture of learning, and showing their team that leadership is about continuous growth, not perfection. [Learn more about research on the benefits of humility in leaders here.](#)

At Orange Grove Consulting, our programs are designed to develop leaders using adult learning principles, where leaders grow through peer discussions, case studies, and real-world application. This research-backed approach ensures that leadership development is not just theoretical but truly actionable. [Discover how adult learning principles enhance leadership development here.](#)



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### Tailored Leadership Programs for Maximum Impact

No two organizations are the same, and leadership development shouldn't be one-size-fits-all. Our programs are designed to be tailored to the organization's needs in order to address the specific skill gaps within their teams. Whether your leaders need stronger strategic thinking, better facilitation skills, or a mindset shift toward collaboration, we tailor our programs to ensure measurable impact.

### Ready to Elevate Your Leadership?

If your organization's leaders could benefit from strengthening their competencies and growing into their full potential, let's talk. [Contact us](#) to learn what a leadership program for your organization could look like.

# About Orange Grove Consulting



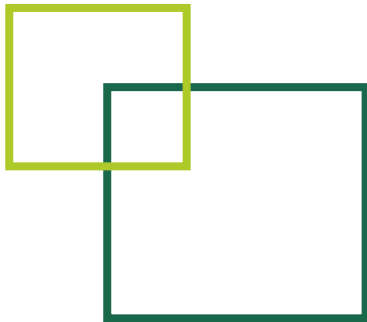
## Learn More

[Thought Leadership](#)

[Our Solutions & Approach](#)

## Focus

We specialize in helping organizations improve culture, engagement & talent management through a set of consulting tools and training programs. Our end goal is to improve talent management systems and operationalize processes that create more innovative, productive and competitive workplaces. Our network of consultants, trainers, and coaches provide a rich skillset, generations of experience, and the highest level of service for our clients. As your talent management and leadership development partner, we have solutions to make your teams more effective and your workplace less divided.



## Services

Searching for new ways to reach your talent management & organizational goals? Let us help! We offer a range of solutions including [Leadership Development Programs](#), [Assessment & Survey tools](#), [Strategy & Planning Options](#), [Compensation & Pay Studies](#), [Facilitation & Process Optimization](#), and [Data Analytics & Reporting Solutions](#).