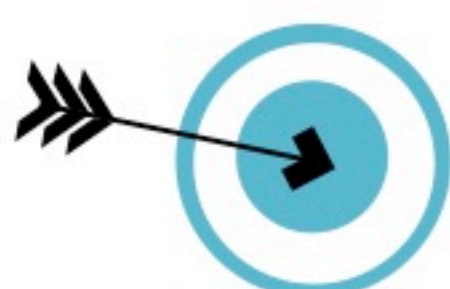


The TRANSFORMATION of LEADERSHIP DEVELOPMENT

SOURCE: BRANDON HALL GROUP
2015 State of Leadership Development
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1. A DRAMATIC CHANGE IN DEMOGRAPHICS MILLENNIALS IN, BOOMERS OUT



2. A REPRIORITIZATION OF LEADER DEVELOPMENT SPECIAL FOCUS ON MILLENNIAL LEADERS

3. A SHIFT IN LEARNING DELIVERY 'JUST FOR ME, WHAT I NEED, WHEN I NEED IT'



4. THE ARRIVAL OF PREDICTIVE LEADERSHIP ANALYTICS 'WHAT IF?' LEADERSHIP FORECASTING

WHAT ORGANIZATIONS MUST DO:



1. UNDERSTAND THE NEW LEADERSHIP WORKFORCE DEMOGRAPHICS

10,000 OR MORE
BABY BOOMERS ARE
RETIRING DAILY



2. ACCELERATE DEVELOPMENT TO CLOSE IMPENDING LEADERSHIP GAPS

MILLENNIALS
OCCUPY JUST **15%**
OF MANAGEMENT POSITIONS TODAY



3. INSTITUTIONALIZE 'JUST FOR ME, JUST WHEN I NEED IT' LEARNING

56.3% OF ORGANIZATIONS
ARE STILL DEPENDING ON
FORMAL CLASSROOM TRAINING



4. USE PREDICTIVE LEADERSHIP ANALYTICS

ONLY **7%** OF ORGANIZATIONS
HAVE FULLY ADOPTED
PREDICTIVE CAPABILITIES