

# Proven Impact:

## The Power of Leadership Development Done Right



### Challenge

Organizations today are more aware than ever that leadership development is an important answer to their biggest challenges. But they need evidence that leadership programs provide the value and impact they expect. In many cases, the impact of these programs is not clearly defined.



### Solution

An extensive analysis of global data proves that CCL's leadership programs create measurable impact by:

Making leadership development a learning process, not just an event.

Informing the learning experience with cutting edge, global research.

Tying what participants learn in the classroom to key leadership challenges they face on the job.



### Impact

To test the value of CCL's leadership development solutions and assess the degree of organizational and individual transformation, CCL implements two processes to gather feedback on the quality and impact of our leadership programs. The data illustrated here was extracted from CCL's Return on Leadership Learning (ROLL) reports and Reflections 360° assessment. This data incorporates feedback from more than 5,000 CCL program participants globally – as well as 8,765 of their colleagues – 2 to 3 months after attending a program.

What clients told us shows the impact that leadership development can make when it's done right.

**94%** of participants said they were more effective as a leader as a result of their program.

**97%** of participants said they were better prepared for future leadership responsibilities.

**97%** of participants said the lessons they learned in the program were relevant to the challenges they faced as a leader.

**96%** of participants were able to apply what they had learned to their job.

**97%** of the participant's colleagues reported organizational impact post-program. Areas of greatest organizational impact included: Management capabilities, effectiveness, cross-boundary collaboration, and openness to diverse perspectives

**81%** of the participant's colleagues rated the participant post-program as better than other leaders within or outside their organization.

**99%** of participants reported having achieved success on their target goals. The most frequently targeted areas included: Communication, Influencing Across the Organization, Self-Awareness, and Implementing Change.