

# Personalizing Leadership Potential for Today's Workforce

## TAILORING LEADERSHIP DEVELOPMENT FOR RESULTS

Talent developers, managers and executives all ranked "leadership skills" as the most important ability to learn from development initiatives.<sup>1</sup> Yet many companies don't personalize their programs to foster the best leaders and maximize their full potential.

### ONE SIZE DOES NOT FIT ALL

When leadership development programs aren't tailored to the individual level, results and efficacy drop considerably.

Despite 65% of organizations having high-potential programs,

**68%**

RATED THEM AS INEFFECTIVE.<sup>2</sup>

ONLY  
**48%**

of organizations use personalized development in their high-potential programs.<sup>2</sup>



### TOP 3 COMPONENTS FOR SUCCESS

The most effective leadership development is personal, innovative and collaborative.



#### COLLABORATION IS KEY

According to *Harvard Business Review (HBR)*, "Learning happens best when learners collaborate and help one another."<sup>3</sup> It's no wonder why the majority of employees want social workplace learning experiences and the ability to collaborate and help each other via forums, groups or direct conversations.



#### INNOVATION IS ESSENTIAL

NEARLY  
**80%**

of organizations say that greater innovation is needed in learning techniques used in development programs.<sup>3</sup>



#### PERSONALIZATION IS IN DEMAND

ONLY  
**32%**

of employees feel that their current development and coaching interactions are tailored to their needs.<sup>4</sup>

### TAKE THE LEAD ON DEVELOPMENT

A talent management platform like VAYABILITY™ provides personalized development and coaching for emerging leaders in your organization.

#### THE NEXT-GEN TALENT MANAGEMENT AND LEADERSHIP DEVELOPMENT (TMLD) SOLUTION ...

Helps high-potential employees be more successful in their current roles — and develop the skills and long-term positive habits necessary to become leaders of the future.

It blends proven methods such as:

- Management participation/buy-in
- Live coaching sessions
- Neurolearning/neuroleadership
- Leader boards and social media
- Coach-curated content
- Gamification
- Developmental program alignment
- Measurability



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