

# WHY TRAINING YOUR NEXT GENERATION OF LEADERS DRIVES SUCCESS



71%

of organizations said their leaders are **not ready** to lead them into the future.

Source: Brandon Hall: State of Leadership Development 2015

To date, more than 25 million Baby Boomers have turned 65, and until 2022, 10,000 more will reach retirement age every day. As Baby Boomers retire, younger generations are joining the workforce in greater numbers than ever before.

For many organizations, the foundation of their ongoing success—and a major factor in attracting a continuous supply of top new talent—is their reputation. To ensure a successful transition of the products, services and brand reputation, it is imperative for businesses to draw in and retain talented employees and establish a plan for developing the next generation of leaders.

Leadership is a learned skill that takes time and experience to build. Many companies now support the “leaders at all levels” mindset, trusting employees to:

- Think critically
- Make good decisions quickly and confidently
- Work effectively with a diverse set of people internally and externally
- Be prepared to embrace change as part of the natural process
- Solve challenges across the organization through creativity, innovation and collaboration

## Leadership development to rise through the ranks

To build up a pipeline of leaders, employees must learn in environments that are designed to encourage exploration, practice/application and growth. Leadership development programs should emphasize self-awareness, self-discipline and an understanding of human relationships, as well as strategic and tactical skills.

SkillPath Enterprise Solutions brings a customized, creative and collaborative approach to leadership development. We provide a clear learning path for leaders in a broad range of organizations, including Fortune 1000 companies, government entities, small businesses and nonprofits.

### **Modular learning experiences for multi-generational leaders**

Our experiential learning approach supports the learning styles of all generations. We offer in-person facilitated workshops, virtual workshops (webcasts), on-demand videos and Webinars, and eLearning to learn at your own pace—all designed in one-hour modules to optimize efficiency, generate interactive discussion and enhance long-term application.

Our unique approach provides an ideal environment for employees to learn how to coach and mentor their teams, give and receive feedback and effectively lead a cross-generational workforce.

## **Leadership development**

enables new and seasoned leaders alike to establish authority, boost credibility, communicate effectively and earn respect from employees, peers and executives. **And it is a crucial part of the company's continued success.**