

# 4 Strategies to Upgrade Your Leadership Development

CEOs say their **#1 challenge** is leadership development, yet **nearly 80%** report that their executive development programs are only moderately effective.

Here are four steps to align your leadership development programs to your business' strategic goals:

## Define competencies for success.

Build a culture of coaching by defining the skills your managers need to succeed, and work with them to develop those skills.

## Focus on the future.

Prepare your future leaders to navigate through complexity, respond quickly to competitive threats and maintain effectiveness while operating in a digital environment.

## Measure the business impact of your leadership training.

Synchronizing your business and executive development strategies ensures goal alignment and helps measure the business impact of your executive training efforts.

## Link leadership training and performance management.

Your leadership development programs shouldn't exist in a bubble, so incorporate leadership training into your performance management program to continuously reinforce these critical skills.

Integrating a strong leadership development program into your **Continuous Performance Management®** strategy is an essential part of any business strategy. To learn more about building a pipeline of capable leaders to meet short- and long-term business needs, check out Betterworks' **"4 Steps to Upgrade Your Leadership Development Program."**

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SOURCES:

<https://content.betterworks.com/4-steps-to-upgrade-your-leadership-program>