

# 3 Reasons YOU Need a Real Leadership Program

## Three Reasons YOU Need A Real Leadership Program

Guest Post by Kyle Lagunas

Irene Becker | [www.justcoachit.com](http://www.justcoachit.com) | 3Q Leadership™ Blog

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## 3 Reasons YOU Need a Real Leadership Program

Why is the process of finding a leader—whether to backfill someone or to fill a new role—often treated as an isolated event rather than an ongoing process? With the cost per hire only rising, why do so few organizations have a process for identifying and cultivating leaders within their existing talent pool?

3 years ago, Neil Nicoll, President and CEO of YMCA warned that, "Until [we] become much more intentional about development of internal talent, we are doomed to an ever-growing leadership deficit."

**Regardless of whether you ultimately hire leaders from within, simply having a leadership development program yields important benefits for any organization. Here are reasons to do it:**

## **Reason One: Leadership Programs Boost Employee Engagement**

A study conducted by ACCOR found that although 90% of leaders say employee engagement impacts business success, 75% have no engagement plan or strategy. To that end, development programs give employees the opportunity to strive toward something more meaningful and valuable than their day-to-day work. And that makes them happy.

Leadership development is serious stuff. It takes time and dedication to make it work. If you're going to adopt an official leadership development program, be sure to first identify your goals for the program.

## **Reason Two: Leadership Programs Increase Employee Performance**

It's hard to deny a linkage between development and performance. As John Robak, Executive Vice President and Chief Operating Officer at Greeley and Hansen, attests, "Those individuals in our organization who are inspired tend to outperform. That's because the more well-rounded you are, the better you're able to perform."

Makes sense, right? The companies outperforming you certainly think so. In fact, the highest performing organizations spend 36% more on development than their less successful counterparts. And the organizations that are doing this effectively understand what their future needs are going to be, and understand how to engage their potentials and give them the opportunity to develop the skills that they need to succeed in the operation.

## **Reason Three: Leadership Programs Improve Retention Rates**

Many organizations see investments in employee development—leadership development, in particular—as a gamble. If the employee leaves, those investments walk out the door and potentially into the hands of a competitor. For those who cite turnover as a reason not to invest in developing employees, though, the truth is that leadership development and opportunities are actually a leading retention strategy.

“Gen Y tends to be more fluid and move more frequently, which can be intimidating for employers worried about turnover. We see the exact opposite,” says Robak. Don’t get me wrong—turnover is a valid concern, but if you’re hemorrhaging top performers, it’s rarely because you’ve invested too much in developing them.

**Companies need to change the way they are sourcing leadership talent.** Rather than look outward when a leader is needed, they should instead continuously look inward to identify candidates with leadership aptitude and invest in honing their skills with development programs.

What successes have you had in developing leaders internally?

What challenges is your organization faced with when developing a pool of leadership candidates?



## About the Author:

**Kyle Lagunas is the HR Analyst at Software Advice** – an online resource for reviews and comparisons of HR software. He reports on trends and best practices in talent management technology, with work featured on **Forbes, New York Times, Business Insider, and InformationWeek.**

**More on Leadership? YOU Betcha! 10 Most Popular Leadership & Communication Posts**

**Time to REACH- Redirect-empower-actualize-communicate and harvest? Irene Becker, Just Coach It for leadership & communication coaching and training programs that work and stick.**



**Helping smart people and organizations communicate and LEAD forward smarter, faster and happier is what I do best. Better reach, resonance and results.**

**Irene Becker, Chief Success Officer, Just Coach It-The 3Q Edge™**

Toronto and Virtually Everywhere | [www.justcoachit.com](http://www.justcoachit.com)

[Twitter @justcoachit](#) [Skype: beckerirene](#) [Tel: 1-416-671-4726](#)

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## **Top Ten Posts > Leadership-Communication-Success at the Speed of Change**

**Top Ten Most Popular Posts (June 2012 to Aug 25, 2012)**

## And...Two Most Popular Guest Posts

The following Ten Most Popular Posts (in order of popularity) are all about LEADING FORWARD , COMMUNICATING and developing the 3Q Skills & new focus/perspective (like constructive discontent) a that can help us LEAD forward at the speed of change, challenges, and opportunities.



Against All Odds | A True Story of Courage, Hope & Leadership

7 Ways to Turn Conflict and Communication Problems Around

What Does Leadership Really Mean?

Leadership Means Developing a Community of Purpose

The 18 Word Success Formula

What is a Community of Purpose and Why Do YOU Need One?

Extraordinary Woman Interview

Success = The Reach and Resonance of the Human Heart

Is There Something Constructive About Discontent? YOU Betcha!

10 Tips & Posts

Meaningful Work>Building a Leadership and Management Must

## Two Most Popular Guests Posts

Rising to the Challenge Before Us-Leading Forward –

Thank YOU Jesse Lyn Stoner, Seapoint Center for hosting this post

Interview with International Coaching Pioneer Irene Becker

Thank YOU Dr. Amit Nagpal for a terrific interview

**Gratitude:** I work, write and tweet in service and so appreciate the incredible support for my articles and posts on Twitter in particular. Thank you clients, colleagues, friends & Twitterverse.

**Results:** This week I was honored and humbled to be #5 Canada, #602 English Speaking Countries and #1660 Globally (rating of most recommended on twitter via Follow Friday)

**My Request:** IF there are particular areas of leadership, communication, career development that interest you; please email me [irene@justcoachit.com](mailto:irene@justcoachit.com).

**It is my aim to provide and share great content that will help changemakers LEAD Forward!**

**Is it time to REACH- Redirect-empower-actualize-communicate and harvest YOUR potential to lead forward? Just Coach It.** Helping smart people and organizations lead and communicate forward smarter, faster and happier is what my work is all about.



**Irene Becker, Chief Success Officer, Just Coach It-The 3Q Edge™**

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Twitter @justcoachit Skype: beckerirene Tel: 1-416-671-4726

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**the Table?**