

**LTEN<sup>®</sup>2023**

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**Welcome and Thanks for Attending**



# LTEN<sup>®</sup>2023



## Leadership Development Benchmark Panel Discussion



# LTEN Multiple Presenters Slide



**Kristy Callahan**

Sr. Director Commercial Training & Development, **Baxter Healthcare**



**Jeff Taylor**

Sr. Director, L&D, **Harmony Biosciences**



**Scott Tinkel**

Director, Leader Development, **Takeda**



**Kevin Kruse**

CEO, **LEADx**

# The LEADx Leadership Development Report 2023

## Survey Design

- Distributed to 725 Members of “Leadership Development Community of Practice”
- 117 Companies Completed Survey
- Average size of company = 28,674
- Completed in Nov/Dec of 2022



## The 2023 budget forecast holds steady (mostly)

➤ Average Leadership Dev Budget per Manager **\$1,247**

➤ Median Leadership Dev Budget per Manager **\$1,059**

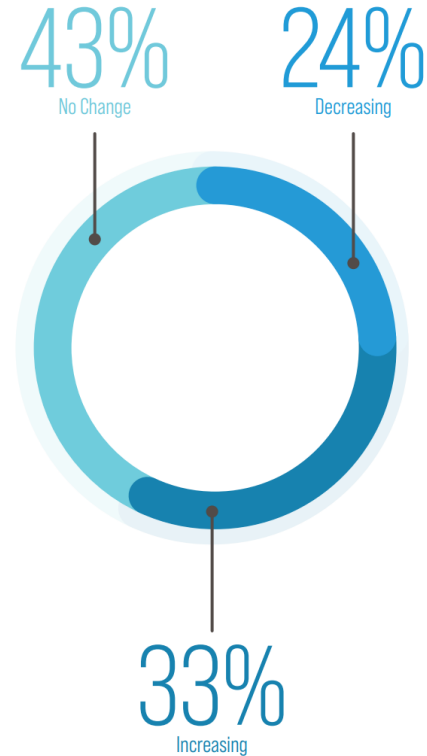
In past economic dips, leadership development has been one of the first places for budgets to dip.

In 2023, budgets are forecasted to stay strong. 33% of LDPs report an increase and 43% report no change.

Leadership Development has proven its impact, especially in times of change.

That said, 24% did report a decrease. And, with the current rate of inflation, a “steady” budget is technically a shrinking one.

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## Leadership Development Aims to Reach More Leaders.

New and updated programs topped the list this year for priorities.

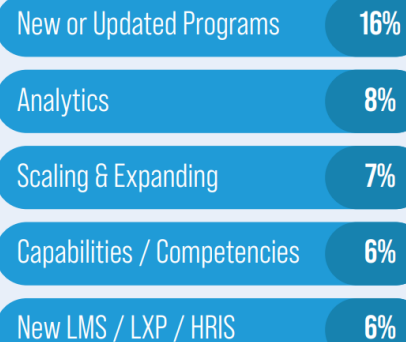
**And, the top 20 list of priorities includes:** New Hire programs, Emerging Leaders Programs, New Manager Programs, Frontline Manager programs, Manager of Managers programs, High-potential programs, and C-Suite programs.

**Point being:** As leadership development continues to prove its business impact, leadership development teams are building out new programs to support new audiences. They're also revamping their existing programs to maximize impact.

It makes sense then that Analytics and Scaling are a close second and third priorities. Analytics to track progress, understand what's working, and prove measurable impact. And, Scaling being the driver for many new program initiatives.

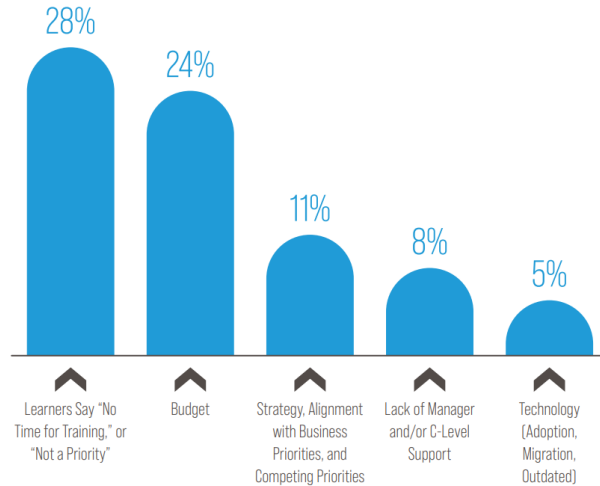
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What is your  
#1 leadership development  
priority for 2023?



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## What is your #1 problem/challenge related to your priorities for 2023?



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“Learning can’t be something that’s carved off to the side. If your learning program is not integrated with business processes, you’re really missing the mark. You’re never going to be able to sustain it.”

**Christopher Shryock SVP,**  
CPO at Sam’s Club



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# The Top 10 Most In-Demand Topics and Competencies.

## Coaching Skills for Managers

With retention and internal mobility so heavily linked to each employee's relationship with their manager, training managers to hold effective coaching conversations is the top focus for many leadership development professionals in 2023.

## DEIB

It's worth emphasizing that after DEIB surged in 2020, it remains a stalwart priority for leadership development three years later. This shows that DEIB continues to solidify as a strategic priority and a competitive advantage; not a reactive hot topic.

"We see DEI purely as a strategy, not a program. There are programmatic pieces to it, but a program indicates a beginning and an end. DEI strategy work is very much iterative. There's always something new and interesting on the horizon that we need to be prepared to tackle and to take hold of. When we look at it from a strategy perspective, we're looking at it from hiring, we're looking at it from what we call accountability at all levels."



Janessa Cox-Irvin, Global Head of diversity & inclusion at AllianceBernstein

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What topics / competencies will you focus on in 2023?

#1 Coaching Skills for Managers

#2 Leading Change

#3 DEIB

#4 Resilience / Wellness

#5 Accountability

#6 Emotional Intelligence

#7 Feedback

#8 Performance Management

#9 Psychological Safety

#10 Employee Engagement

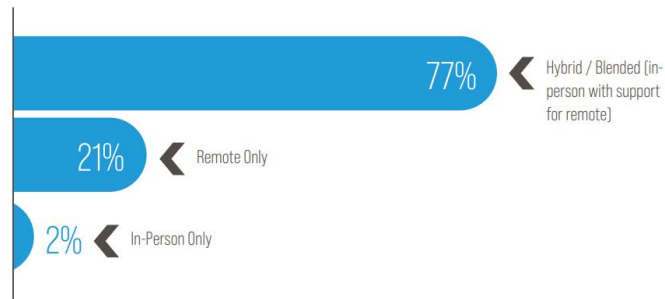
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## Leadership Development Training Is 98% Hybrid & Remote

The advantage will go to orgs that don't just take in-person training and make it remote/hybrid, but to those that continue to build with hybrid and remote in mind.

### How will your core training be delivered in 2023?



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# Top 6 Types of Tech Being Leveraged in 2023

Across all six types of technologies, a common theme emerges: **LDPs want to use technology to change behavior.**

They don't want to simply show learners videos or replace previous ways of learning with virtual formats.

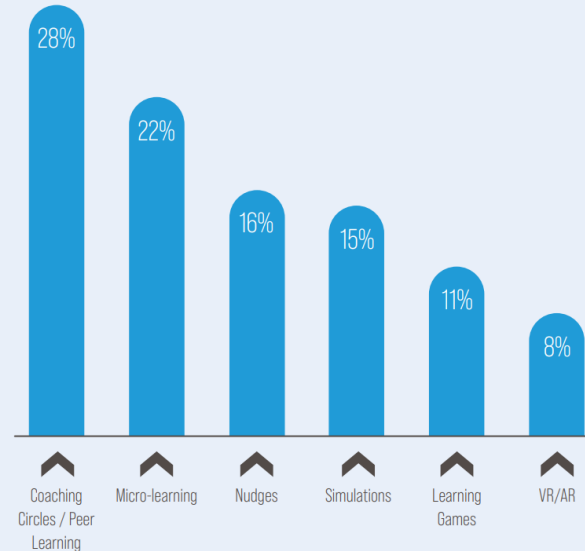
They want technology that elevates their training in a way they can't on their own.

**Peer learning networks, micro-learning, nudges, simulations, games, and VR.** All of these technologies help turn knowledge into habits. They emphasize taking learning and putting it to practice.

And, they enable LDPs to do so at scale.

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## What New Technologies Will You Use In 2023?



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## Take One Minute to Share Your Feedback

### From the app:

1. Select this Workshop
2. Click on Survey to Complete

Every Workshop Survey you submit enters you into a daily drawing for **one of three \$25 Amazon gift cards!**

A screenshot of a survey form titled "LTEN Annual Conference 2023". The form includes a home icon, a "Session Name" field, a question "How valuable did you find the information presented at this session?" with a rating scale from "Poor" to "Excellent" (represented by five stars), a text input field for "What information in this session was most useful to you?", another text input field for "What would have made this session better?", a "Done" button, and a "Privacy Policy" link.

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🏠

Session Name

How valuable did you find the information presented at this session?

Poor      Excellent

☆ ☆ ☆ ☆ ☆

What information in this session was most useful to you?

What would have made this session better?

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