



# How Leadership Development Will Change For 2022 + Beyond

» **Why This Is An Important Issue Today**

» **Historically Speaking**

» **What's Next?**

**Why This Is An  
Important Issue  
Today**







**7 MONTHS OF  
"RECORD" QUILTS  
IN 2021**

**38.5 MILLION**

people quit the workforce in 2021





**Gen-X**

**Boomer**



**Gen-Z**

**Millennial**

# Historically Speaking











**Time On The Job**





## ABOUT THE COMPANIES:

400 - 1500 employees

Public and Private

Global, National, Regional

26,000 US Employees in Total

## WHO I SPEAK WITH:

Owner/Founder

CEO/COO

HR or Leadership Development

**Are you doing leadership development?**

**If yes, what demographic is getting it?**

**What are you teaching?**

**How are you teaching it?**

**How much money are you spending on leadership development?**





**Are you doing leadership development?**

**»» No!**

**If yes, what demographic is getting it?**

**What are you teaching?**

**How are you teaching it?**

**How much money are you spending on leadership development?**

**Are you doing leadership development?**

**If yes, what demographic is getting it?**



**FIRST-LINE  
LEADERS**

**What are you teaching?**

**How are you teaching it?**

**How much money are you spending on leadership development?**

**Are you doing leadership development?**

**If yes, what demographic is getting it?**

**What are you teaching?**

**How are you teaching it?**

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**COMMUNICATION SKILLS  
TEAM BUILDING  
BUSINESS DEVELOPMENT**



**Are you doing leadership development?**

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**VENDORS  
E-LEARNING  
MENTORING**

**Are you doing leadership development?**

**If yes, what demographic is getting it?**

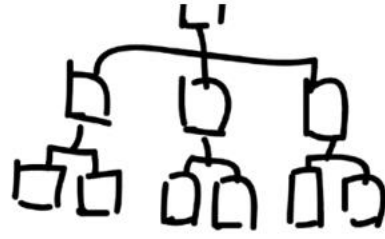
**What are you teaching?**

**How are you teaching it?**

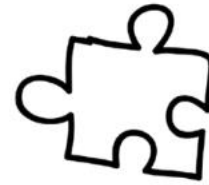
**How much money are you spending on leadership development?**



**ZERO  
NOT BUDGETED**



# STRATEGY





# What's Next

f u t u r e



# STRATEGY





**ACHIEVING THE FUTURE MEANS TAKING  
VALUABLE RESOURCES OUT OF  
PRODUCTION NOW**

# NO MORE TOP-DOWN LEADERSHIP





## »» Communicate openly and authentically ~

- Give more feedback than you're used to
- Be empathetic
- Ask questions (and listen)



## »» Develop leadership skills in everyone (ROI is huge)

## »» Be a "slow thinker" - stop making all the decisions

»» Embedded Learning

»» Coaching

»» Millennials + GenZ Expect  
Professional Development

»» Performance Appraisals



Thank  
you!

the  
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