![GPStrategies logo]

# The Digital Leadership Suite

Program Showcase

April 30, 2024

# Introductions

Working with you side by side, every day

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Senior Director, Global
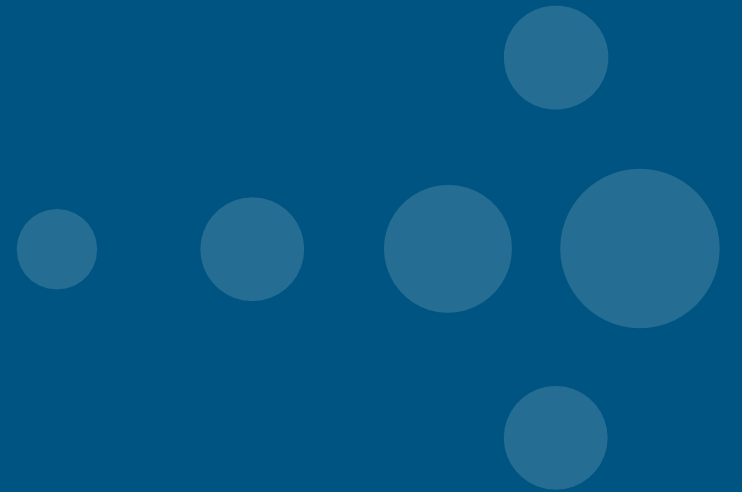Learning Innovation
GP Strategies

# Agenda

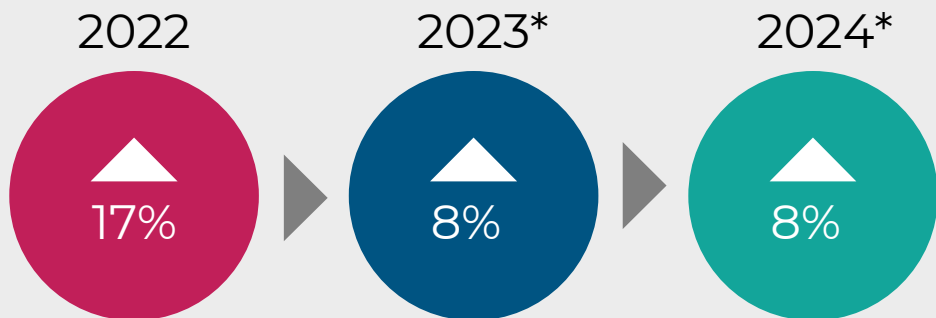April 30, 2024

**01**    The Current State of Leadership Development Training

**02**    The GP Digital Leadership Suite

**03**    Q and A

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01

The Current State of
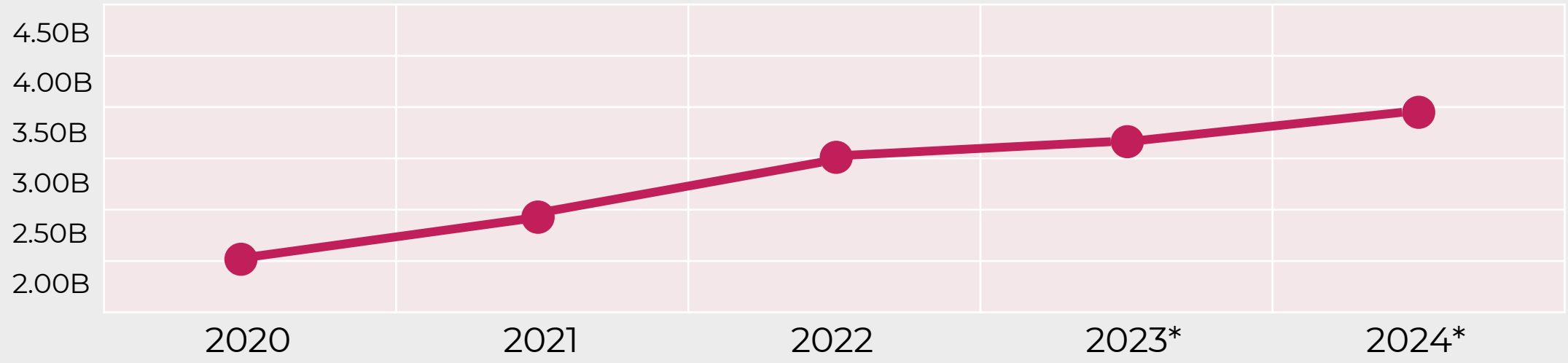Leadership Development
Training

## Leadership Training Market Year-Over-Year Change

**2022**
17% ▲

**2023***
8% ▲

**2024***
8% ▲

## Global External Investment for Leadership Training Has Picked Up Since COVID-19
*Global external spending on leadership training trend.*

| | 2020 | 2021 | 2022 | 2023* | 2024* |
|---|---|---|---|---|---|
| 4.50B | | | | | |
| 4.00B | | | | | |
| 3.50B | | | | | |
| 3.00B | | | | | |
| 2.50B | | | | | |
| 2.00B | | | | | |

*\* 2023 and 2024 are estimated totals*

# Leadership Training Trends

## The 4 Most Popular Training Topics

Communication skills

Change management / leading change

Coaching for performance improvement

Teamwork and collaboration

## Emerging Topics

Agile leadership

Emotional intelligence
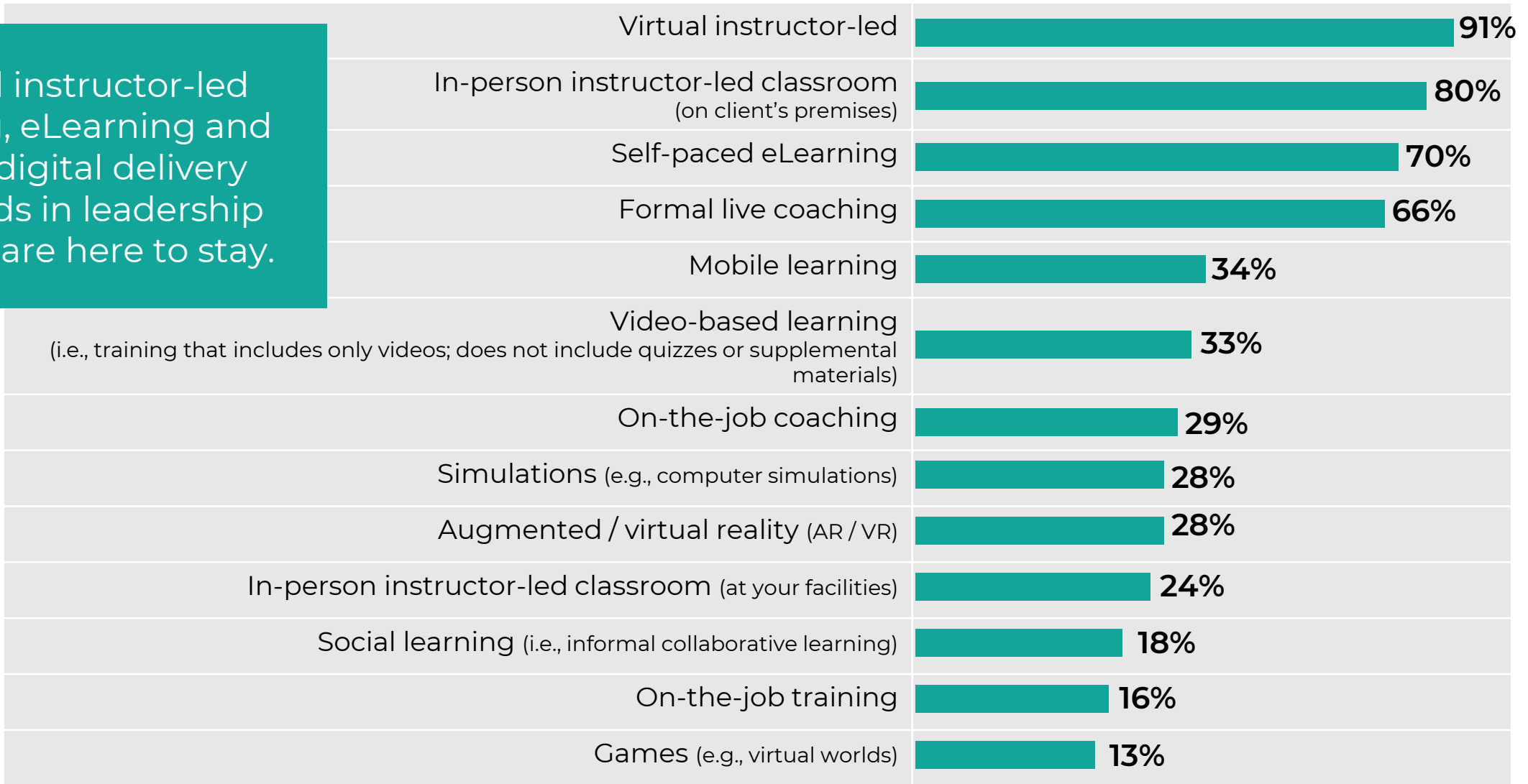
Virtual / remote leadership

New leader fundamentals

DEI

# Virtual Instructor-Led Training Became the Dominant Modality Through COVID-19

> Virtual instructor-led training, eLearning and other digital delivery methods in leadership training are here to stay.
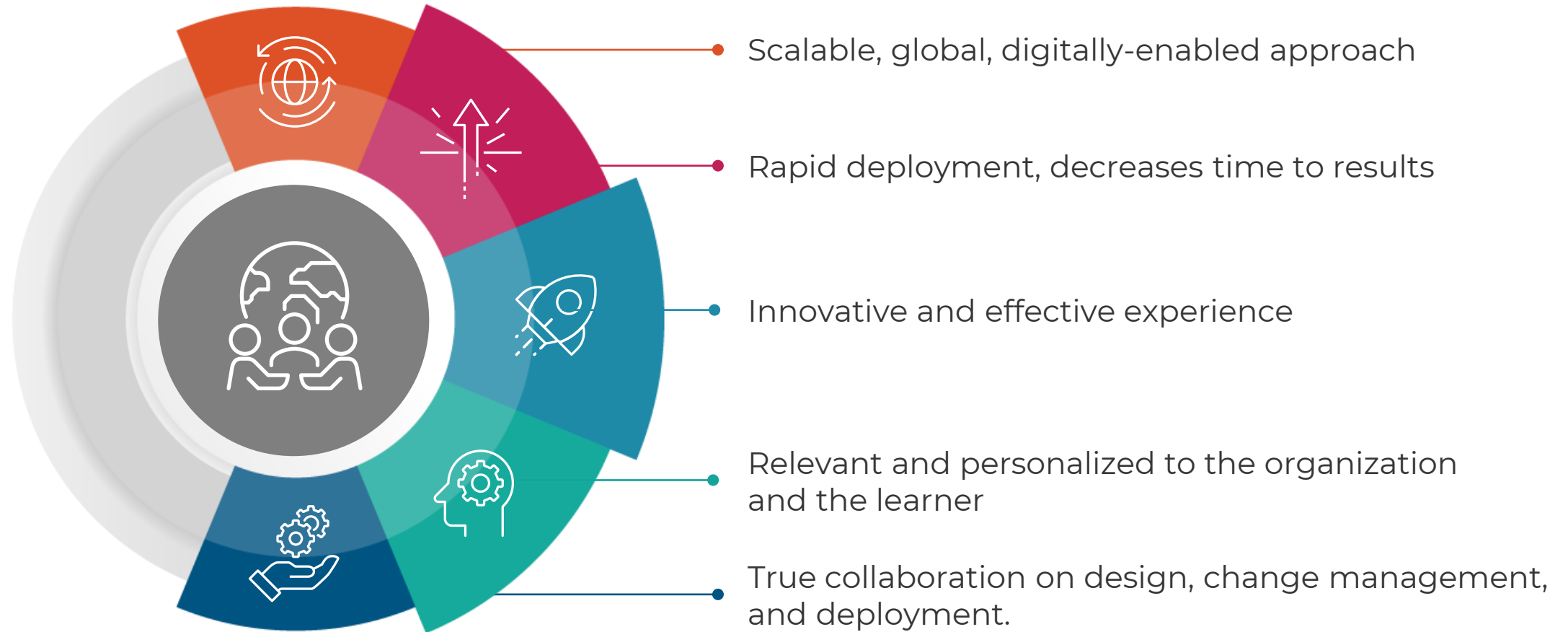
| Modality | % |
|---|---|
| Virtual instructor-led | 91% |
| In-person instructor-led classroom (on client's premises) | 80% |
| Self-paced eLearning | 70% |
| Formal live coaching | 66% |
| Mobile learning | 34% |
| Video-based learning (i.e., training that includes only videos; does not include quizzes or supplemental materials) | 33% |
| On-the-job coaching | 29% |
| Simulations (e.g., computer simulations) | 28% |
| Augmented / virtual reality (AR / VR) | 28% |
| In-person instructor-led classroom (at your facilities) | 24% |
| Social learning (i.e., informal collaborative learning) | 18% |
| On-the-job training | 16% |
| Games (e.g., virtual worlds) | 13% |

*% Providers: the percentage of providers that delivered leadership training through that modality within the past year.

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Source: The State Of The Leadership Training Market, Training Industry, 2023

Question: Respond in the Chat

What percentage of your leadership
development training is **digital**
(not instructor-led whether virtual or in a
physical classroom)?

# Advantages of Digital



Scalable, global, digitally-enabled approach

Rapid deployment, decreases time to results

Innovative and effective experience

Relevant and personalized to the organization and the learner

True collaboration on design, change management, and deployment.

# How Our Digital Products Are Delivered

## Cohort-Driven
Moderated and facilitated experiences at scale

## Spaced
Learning and applying concepts over time

## Social
Communities interacting and learning together

## Micro
Short bursts of content and activities that are learner-driven

# What You Get When You Partner with GP

| Branding | Client Contextualization | Measurement | Marketing & Communication | Live Events | User-Generated Content | Coaching |
|---|---|---|---|---|---|---|
| Include visuals and language specific to you. Make it look and feel like your organization. | Add videos, links, or resources to set context and enhance relevancy with company-specific information.<br><br>Connect to your company values and leadership principles and share stories about what leadership looks like in your organization. | Receive weekly reporting on learner engagement; Compare pre- and post-program leadership measures to show learner growth and how you compare to benchmarks; see real-time transfer to the workplace via application and action-oriented activities. | Communicate with leaders and their managers to provide an understanding of the learning journey, manage the change associated with a new style of learning, and encourage everyone to stay engaged. | Connect leaders synchronously in a Program Kickoff, Program Wrap-Up, and Cohort Conversations.<br><br>Provide opportunities to network as they discuss, reflect, and apply the content. | Create space for leaders to learn from each other as they share successes, challenges, questions, and reflections through "Missions" and discussions. | Support leaders with a coach that answers questions, provides feedback, encourages conversation, and pushes for deeper thinking and application of skills on the job. |

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# 02

# The Digital Leadership Suite

# GP's Cohort-Based Digital Leadership Suite

## Leadership Essentials

**Audience:** Frontline/New leaders

**High-level overview:**

- 8 core skill topics
- 9 weeks

**Benefits to frontline leaders:**

Designed to expand self-awareness and abilities of frontline leaders and translate those into tangible business results.

Develops the mindsets, skills, and experiences necessary to be an effective, leader of others, regardless of experience.

## Leadership Evolution

**Audience:** Mid-level leader of leaders

**High-level overview:**

- 4 lenses of leadership
- 11 or 13 weeks (based on 1:1 coaching)

**Benefits to mid-level leaders:**

Designed to equip leaders with the skills, knowledge, and required behaviors to become high-impact leaders.

Establishes current leadership skills and abilities via a 360 assessment, then develops those skills through a highly personalized experience.

## Leadership Acceleration

**Audience:** Senior leaders

**High-level overview:**
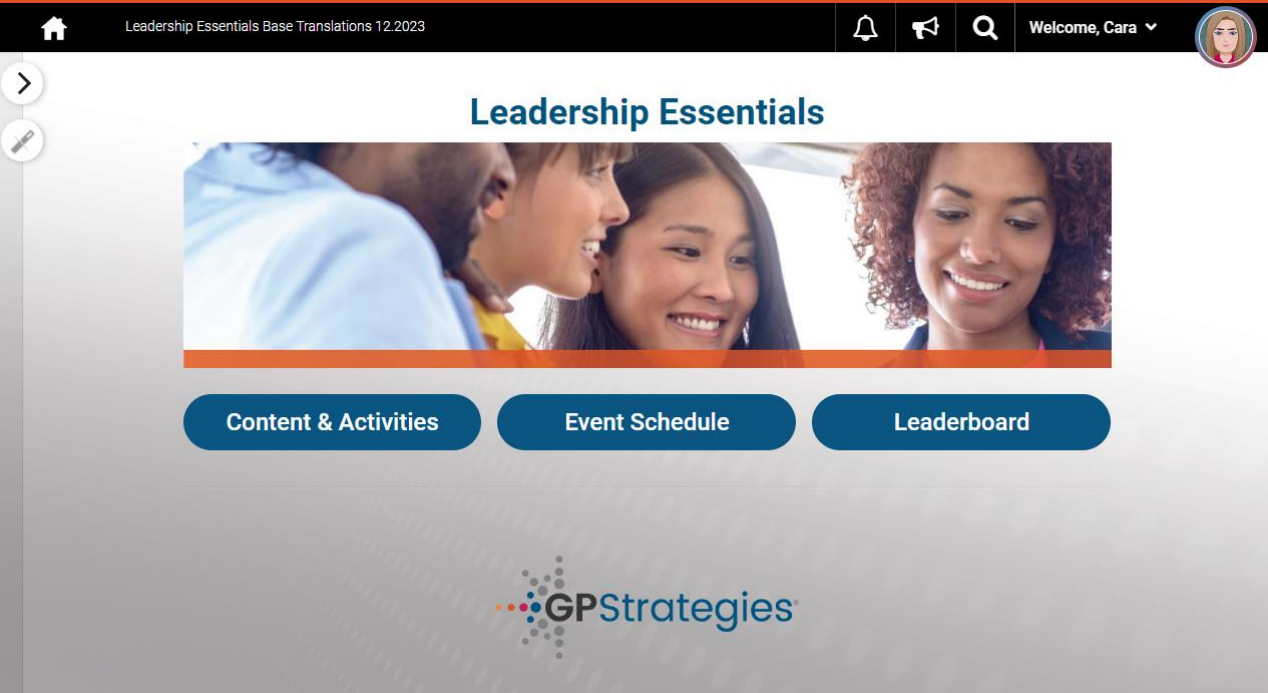
- 6 advanced skill topics
- 11 weeks

**Benefits to senior leaders:**

Designed to equip experienced leaders with the skills to deliver results, demonstrate competence, engage employees, and build connections with the people and teams they lead.
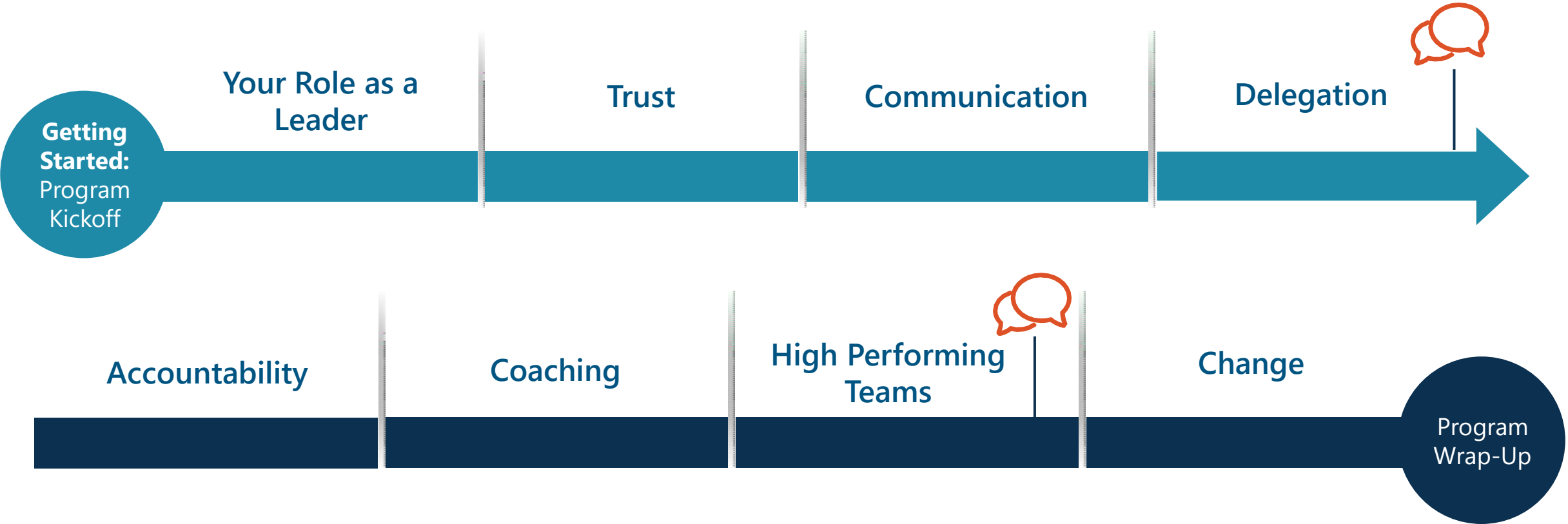
**COMING SOON...**

# Leadership Essentials

# Why Leadership Essentials?

This program is designed for people leaders who need to:

- Explore what it means to be a leader in their organization.

- Ready themselves if they are making the transition from individual contributor to leader of others, or if they are new to role.

- Develop (and practice) the mindsets, skills, and experiences to be effective.

- Discover tools and approaches to get the most out of themselves and their employees by increasing contribution to the organization and personal satisfaction.

- Build a network of other leaders to share their management accomplishments and challenges.

# Leadership Essentials

Getting Started: Program Kickoff

Your Role as a Leader

Trust

Communication

Delegation

Accountability

Coaching

High Performing Teams

Change

Program Wrap-Up

= Cohort Conversation

Additional modules available: Emotional Intelligence & Inclusive Leadership
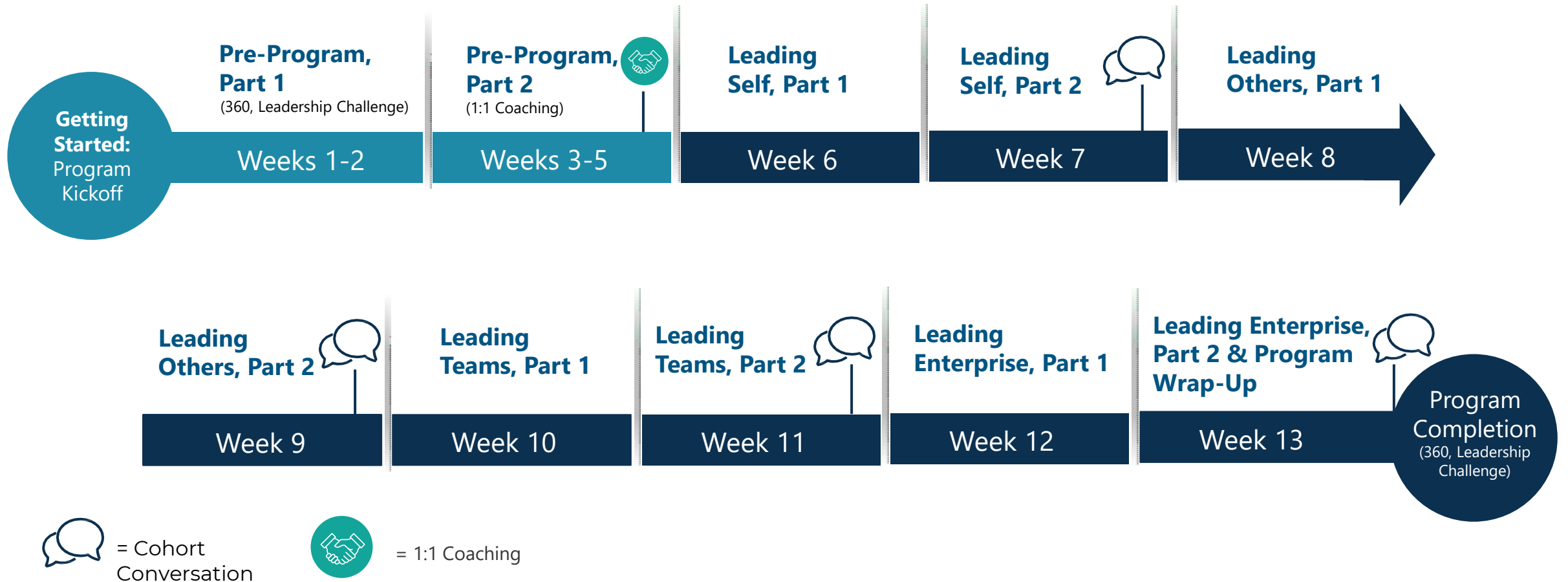
# Why Leadership Evolution?

This program is designed for leaders who need to:

- Develop a deeper self-awareness of their own leadership approach and brand.

- Empathize and understand the needs of their employees to build and sustain a high-performing team.

- Think bigger to develop the leadership skills of their team and maintain an enterprise mindset.

- Gain confidence in themselves and their ability to broaden their impact on the organization.

- Build a stronger peer network to support their success as a leader.

# Leadership Evolution *(with coaching)*



**Getting Started:** Program Kickoff

**Pre-Program, Part 1**
(360, Leadership Challenge)
Weeks 1-2

**Pre-Program, Part 2**
(1:1 Coaching)
Weeks 3-5

**Leading Self, Part 1**
Week 6

**Leading Self, Part 2**
Week 7

**Leading Others, Part 1**
Week 8

**Leading Others, Part 2**
Week 9

**Leading Teams, Part 1**
Week 10

**Leading Teams, Part 2**
Week 11

**Leading Enterprise, Part 1**
Week 12

**Leading Enterprise, Part 2 & Program Wrap-Up**
Week 13

Program Completion
(360, Leadership Challenge)

= Cohort Conversation

= 1:1 Coaching

# Leadership Acceleration

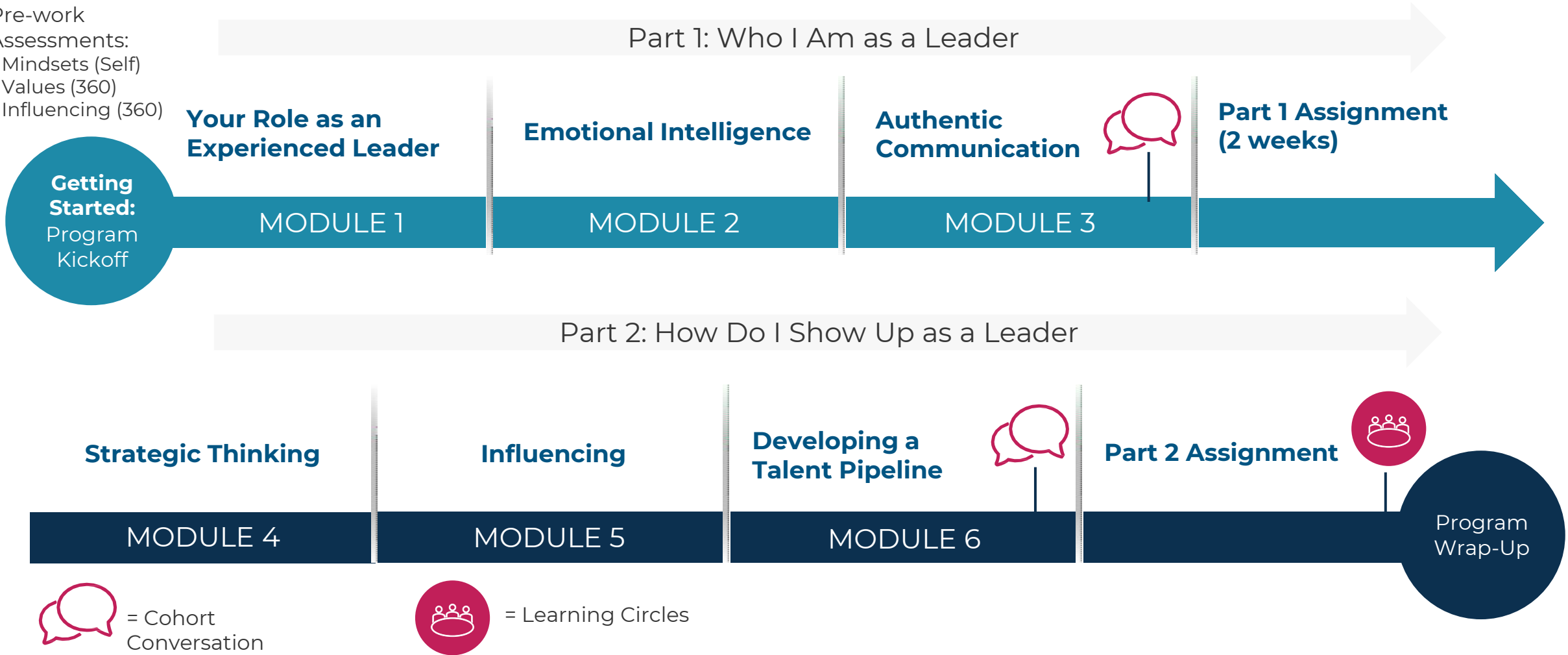# Why Leadership Acceleration?

This program is designed for experienced leaders who need to:

- Evolve their leadership skills to go beyond day-to-day execution and focus on how to be strategic and inspirational leaders

- Understand the importance of not only being a competent leader, but also staying connected to their people, and the impact of connection on employee engagement

- Balance the inherent tensions of their roles as they manage their teams while also crafting a vision for the future

- Recognize the need to bring an enterprise mindset to their role as they influence across the organization and consider how to build bench strength in their talent pipeline

If you can **connect** with people, you can engage them.

If you can **engage** them, they will contribute.

If they **contribute**, you can meet your goals.

The primary way we connect is through **communication**
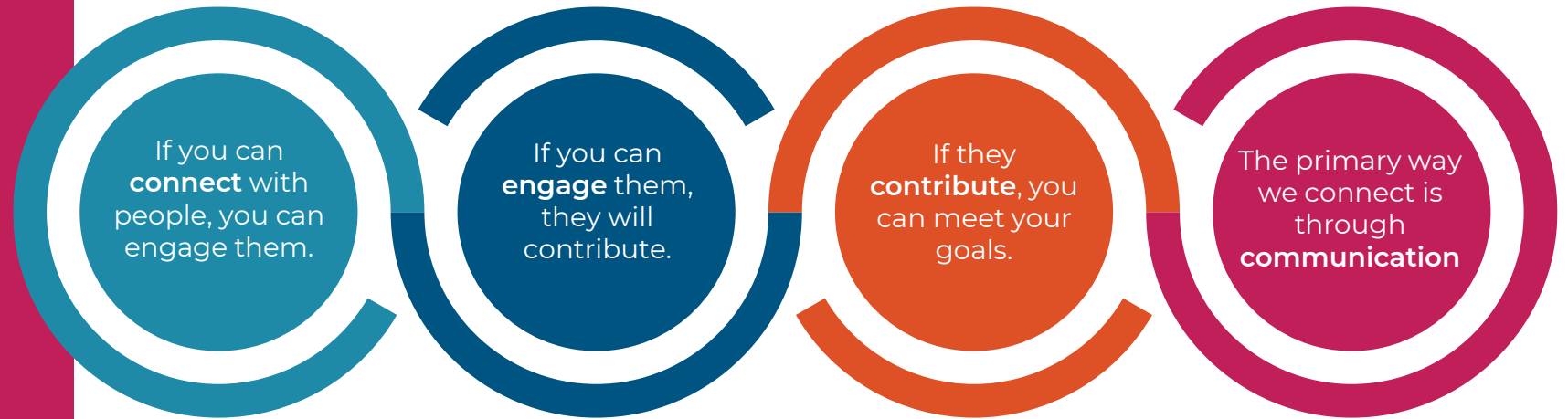
# Leadership Acceleration

Pre-work
Assessments:
• Mindsets (Self)
• Values (360)
• Influencing (360)

## Part 1: Who I Am as a Leader

**Getting Started:** Program Kickoff

**Your Role as an Experienced Leader**

MODULE 1

**Emotional Intelligence**

MODULE 2

**Authentic Communication**

MODULE 3

**Part 1 Assignment (2 weeks)**

## Part 2: How Do I Show Up as a Leader

**Strategic Thinking**

MODULE 4

**Influencing**

MODULE 5

**Developing a Talent Pipeline**

MODULE 6

**Part 2 Assignment**

Program Wrap-Up

= Cohort Conversation

= Learning Circles

**Best Unique or Innovative Leadership Program**

Brandon Hall Group
HCM Excellence Award
LEADERSHIP DEVELOPMENT
SILVER 2023

**8.4**

Participants gave this program an **8.4 satisfaction rating overall**

**97%**

of participants reported being able to apply what they have learned in this program to address their leadership challenge.

" **Loving the program! It is challenging me to think about myself and my leadership in new and different ways. I know I will grow from this experience!**

" **It was one of the best leadership trainings I've taken to date.**

**Financial Services**

Case Study

A Leadership Development Suite Offers Critical Opportunities

**GP**Strategies®

A global financial services company needed a leadership development program for all stages of leadership and to provide development opportunities that could be accessed in the flow of work, at the point of need, and anywhere in the world.

## GP Strategies' Solution

This human-centric development program covered three essential stages of leadership (first time leaders, leaders of leaders, and senior leadership). It democratizes leadership development opportunities and meets leaders where they are, offering bite-sized learning with live components and plenty of social networking.

- The pilot program suite earned a **favorability score of 41,** an **8.37 out of 10 satisfaction rating**, and a **90% utilization rate**.

- **88% of participants agreed** or strongly agreed that the "Program **increased my confidence** in being a leader."

- **84% agreed** or strongly agreed that the "Program **accelerated my ability to meet expectations** of me as a leader."

Brandon Hall Group
HCM Excellence Award
LEADERSHIP DEVELOPMENT
SILVER
2023

" This program helped me understand where I should be leaning in, how I can best support the crew on my team, the crew they lead, the division we are in, and the company as a whole.

- Program participant

# Want to Learn More?

**Join one of our open enrollment sessions.**

**Leadership Essentials (frontline leaders)**
May 21, 2024

**Leadership Evolution (mid-level leaders)**
Summer dates to be announced

**Schedule a Demo!**

# Q & A

# Thank you

Part of Learning Technologies Group plc *ltg*