

Seven Hallmarks of Effective Leadership Development

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Summary

HR leaders face the challenge of developing effective leaders in today's evolving business environment. Learn how using seven targeted approaches to leadership development can boost the kind of leadership required for today and in the future.

Key Findings

- Only 36% of HR leaders believe their leadership development programs are effectively preparing leaders for future organizational challenges.
- Learning cohorts are more effective when the participants are diverse, but follow-up reflection after the training is more effective with “true peers.”
- In-person development sessions are better reserved only for connection-based activities rather than formal learning.

Recommendations

- Facilitate multiple social connection opportunities for leaders, integrating them between training sessions to help build trusted peer relationships that support ongoing learning.
- Ensure learning cohorts are diverse for enhanced effectiveness, while you conduct follow-up reflections with true peers for optimal impact.
- Reserve in-person development sessions exclusively for connection-based activities and incorporate experiential learning directly into the leaders' existing roles.
- Implement formal accountability measures within performance management to ensure leaders demonstrate the skills and behaviors targeted in leadership development. Encourage leaders to visibly engage in their own development efforts.

Figure 1: Defining Enterprise and Human Leadership



Source: Gartner

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Figure 2: Seven Hallmarks of Effective Leadership



Source: Gartner

Conclusion

These hallmarks provide a valuable framework that emphasizes the kind of connections, practice and accountability that enables leaders to effectively apply their learned skills. They enable leaders to evolve into the human and enterprise leaders essential for success in today's complex business environment.

Organizations can begin by prioritizing the hallmarks that address the most significant gaps between their current leadership development practices and the identified hallmarks, rather than following a specific sequence.

By systematically targeting these areas, organizations can tailor their approach to maximize impact and drive meaningful improvements in leadership effectiveness.

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