



Leadership Development That Delivers
STRATEGY, EXECUTION & IMPACT





Leadership development that delivers

**BUILDING LEADERS. DRIVING STRATEGY.
DEMONSTRATING IMPACT.**

Credentials

- Vice President, AGH CPAs & Advisors
- Wichita SHRM Chapter Past President
- KS SHRM State Council
- Family Reunion Co-Coordinator
- Student Alumni Association, KU
- Student Council President, Wichita West High
- West Word Editor, Wichita West High
- Clarinet First Chair, Wichita West High Band
- Patrol Captain, Lawrence Elementary School
- Girls Scouts, One-match Fire Starter



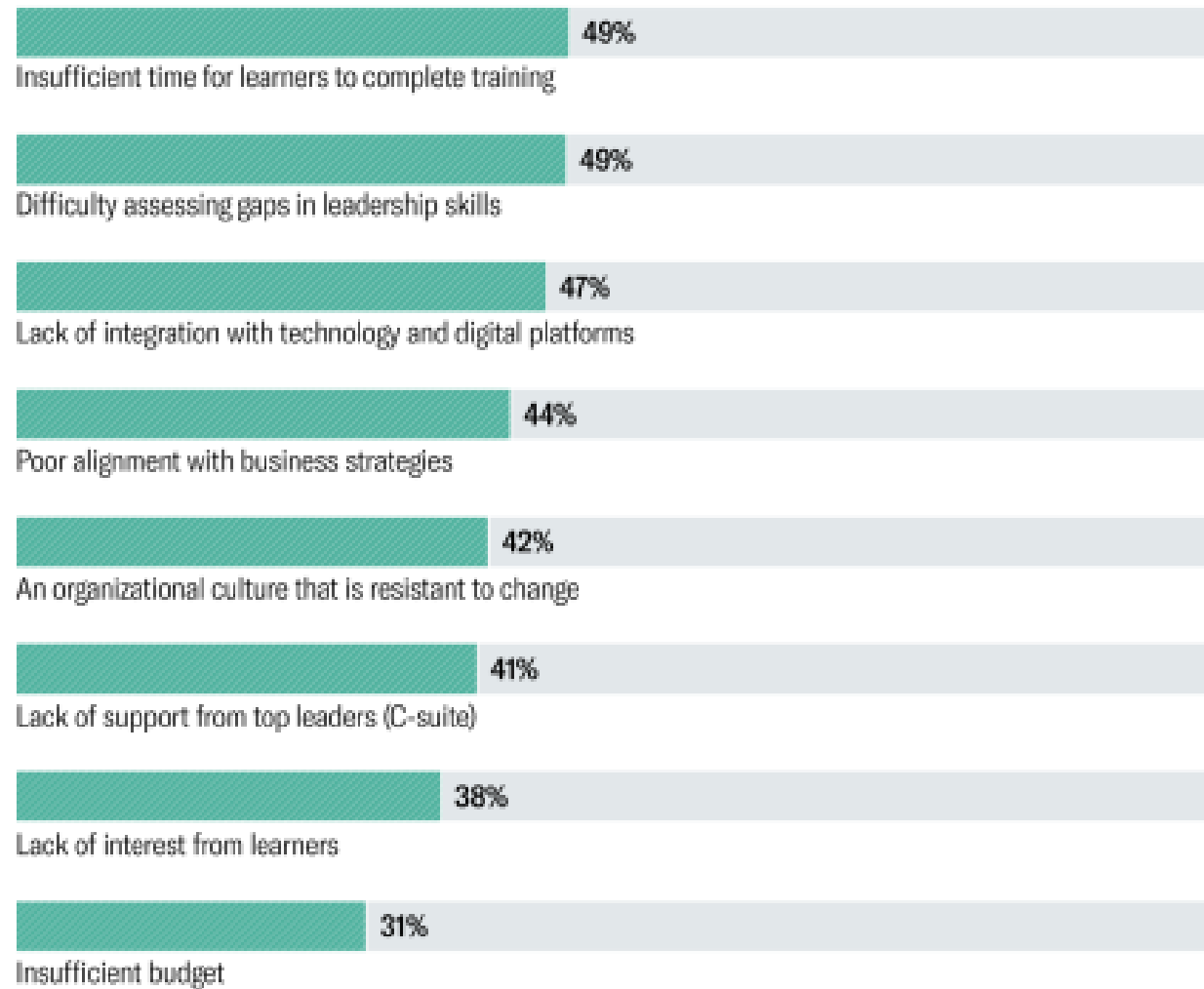
Leadership Development Needs

- Lead through constant change
- Build trust and engagement
- Develop future talent
- Navigate ambiguity
- Deliver business results

What is your biggest challenge?

- Developing new managers
- Executive buy-in
- Budget
- Measuring ROI
- Succession planning
- Something else

Which of the following are significant challenges your organization faces in developing leadership capabilities?



Source: Harvard Business
2025 Global Leadership
Development Study

Today's Agenda

- Framework for designing leadership development
- Panel insights from experienced leaders
- Opportunity to reflect and apply your learning

LEADERSHIP DEVELOPMENT IS A SYSTEM

A clear connection. A continuous impact.



THE FIVE QUESTIONS **THAT DRIVE IMPACT**

A clear plan. Aligned execution. Measurable results.



WHO

Who are we developing?



WHAT

What experiences are we providing?



HOW

How is it aligned to the business?



PROOF

How do we measure impact?



BUY-IN

How do we sustain support?

WHO:

Who are we developing?



- Identify leadership populations and segment by needs
- Define the capabilities that matter most
- Consider readiness, potential, and business priority

WHO



Different leaders.
Different challenges.
Different development.

How do you think the time spent on the following learning and development types will change for each leadership level in your organization in 2025?

Significant increase
Slight increase
No change
Slight decrease
Significant decrease

Formal (e.g., online/classroom training, simulations, conferences)



Senior leaders



Midlevel leaders



Frontline leaders/team leaders/supervisors

Informal (e.g., on-the-job learning, peer coaching, self-directed learning)



Senior leaders



Midlevel leaders



Frontline leaders/team leaders/supervisors

Source: Harvard Business
2025 Global Leadership
Development Study

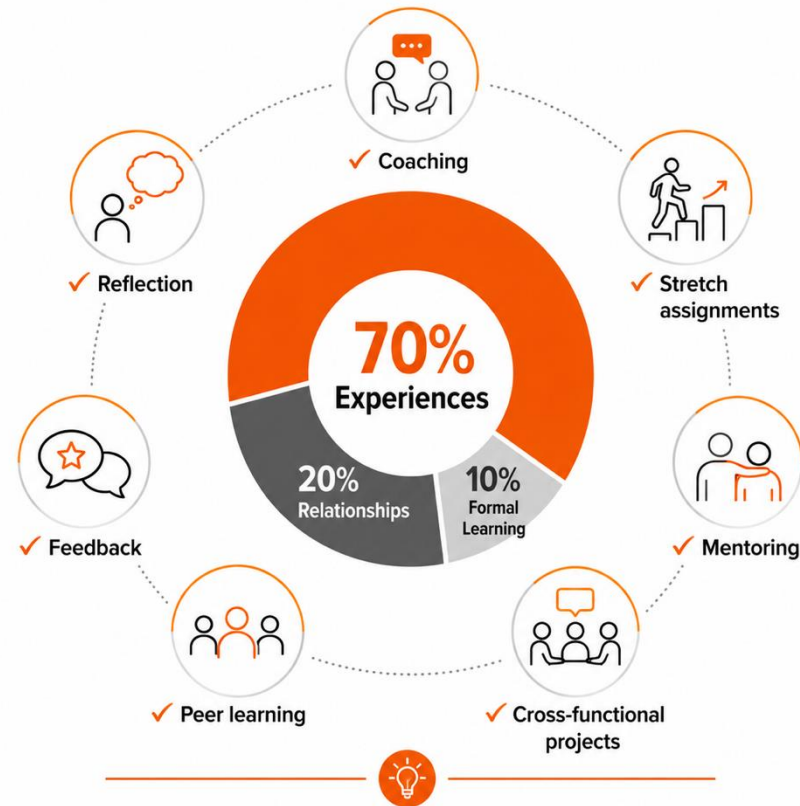
WHAT:

What experiences are we providing?



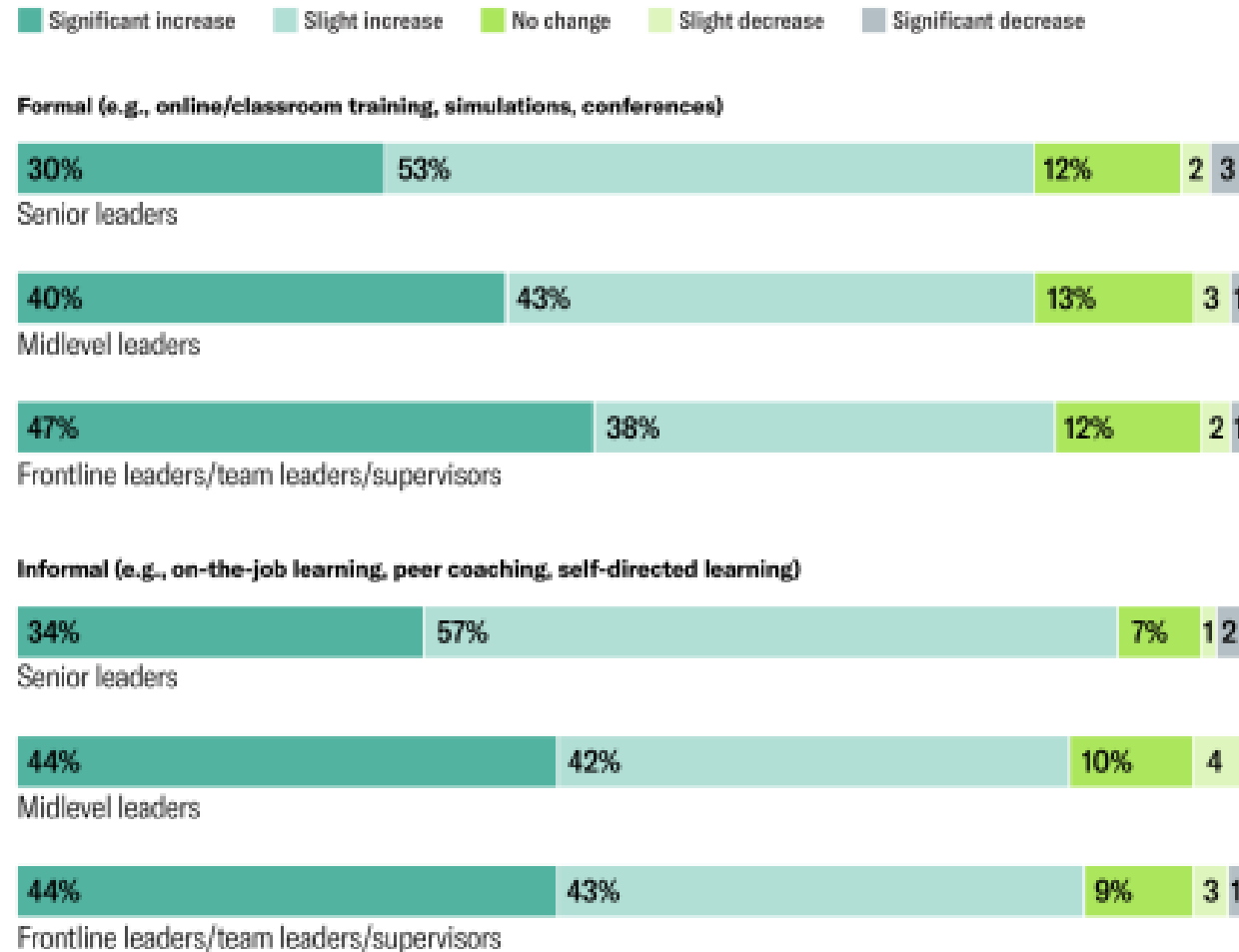
- Design a blend of experiences that build capability
- Include on-the-job, relationships, feedback, and learning
- Ensure experiences are intentional and progressive

WHAT



Training starts development.
Experience creates leaders.

How do you think the time spent on the following learning and development types will change for each leadership level in your organization in 2025?



Source: Harvard Business
2025 Global Leadership
Development Study

HOW:

How is it aligned to the business?

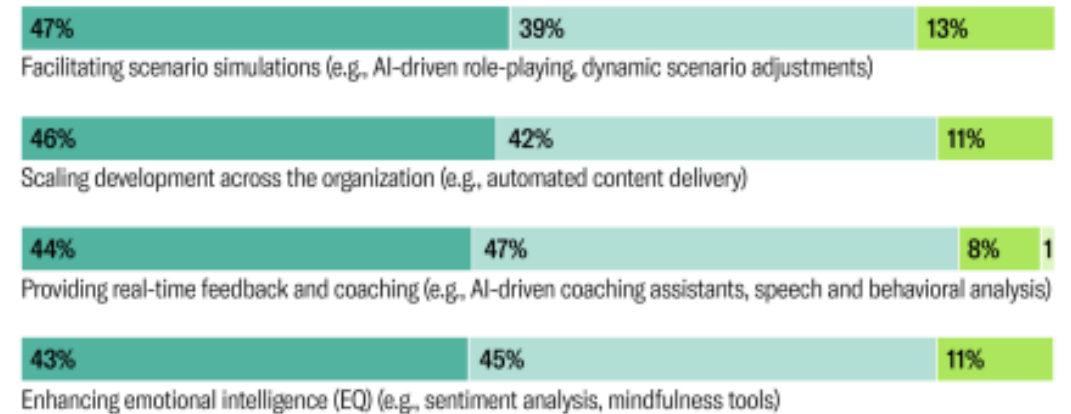
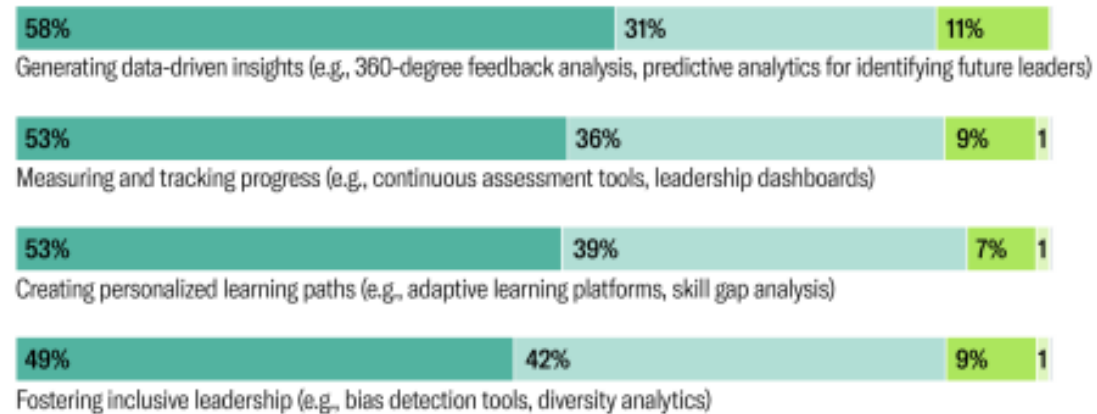


- Link development to business strategy and priorities
- Define the leadership behaviors that drive results
- Integrate with talent, performance, and succession processes

Incorporating AI

How is your organization leveraging AI in leadership development?

■ Using now ■ Plan to use in 2025 ■ Not using and no plans to use in 2025 ■ Don't know



Source: Harvard Business 2025 Global Leadership Development Study

PROOF:

How do we measure impact?

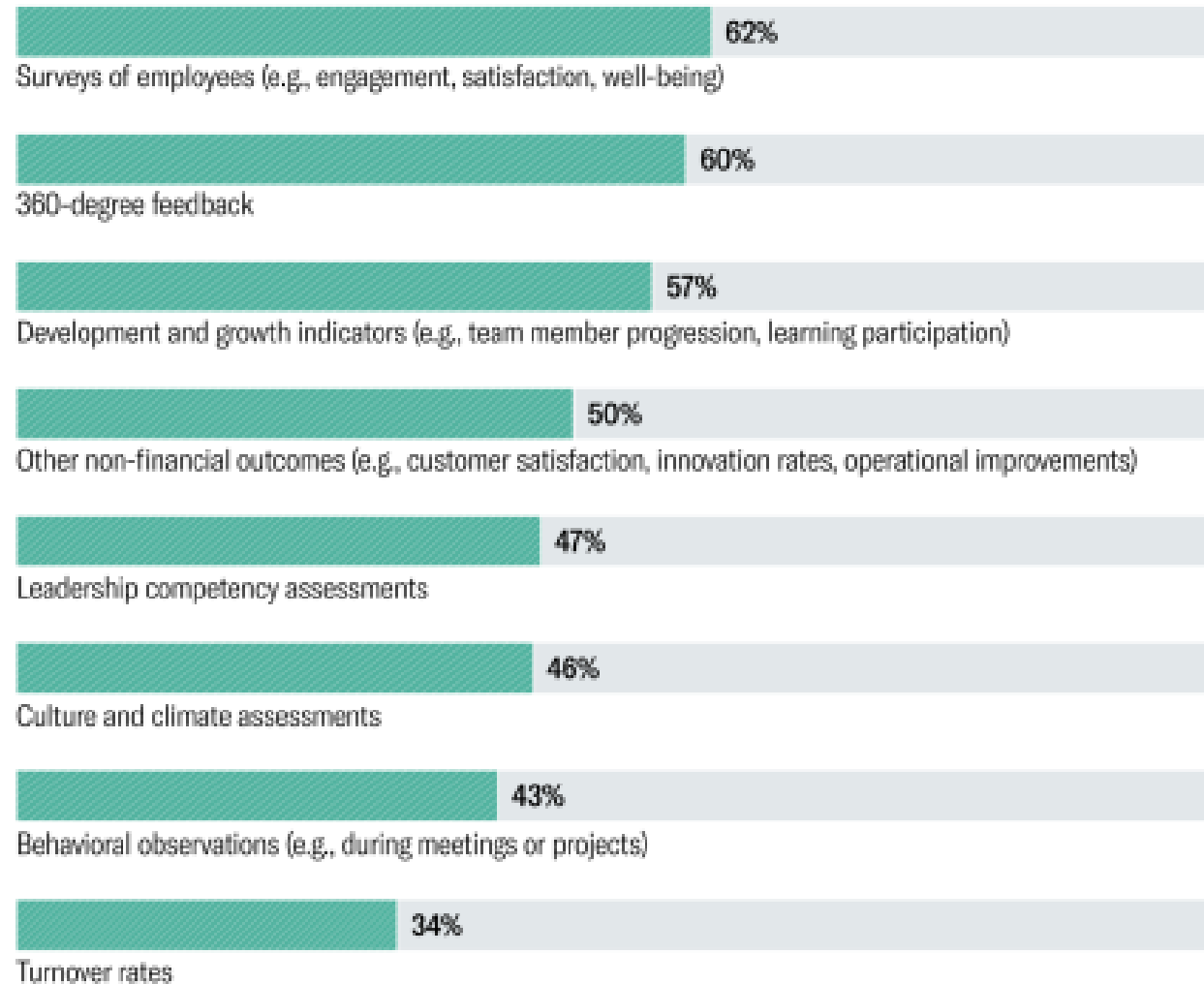


- Identify leading and lagging indicators
- Measure behavior change and business outcomes
- Use data to inform, improve, and tell the story

PROOF: Measuring what matters

- Internal promotions
- Bench strength
- Retention
- Engagement
- Leadership effectiveness
- Business outcomes

Which methods does your organization currently use to measure leader performance?



Source: Harvard Business
2025 Global Leadership
Development Study

BUY-IN:

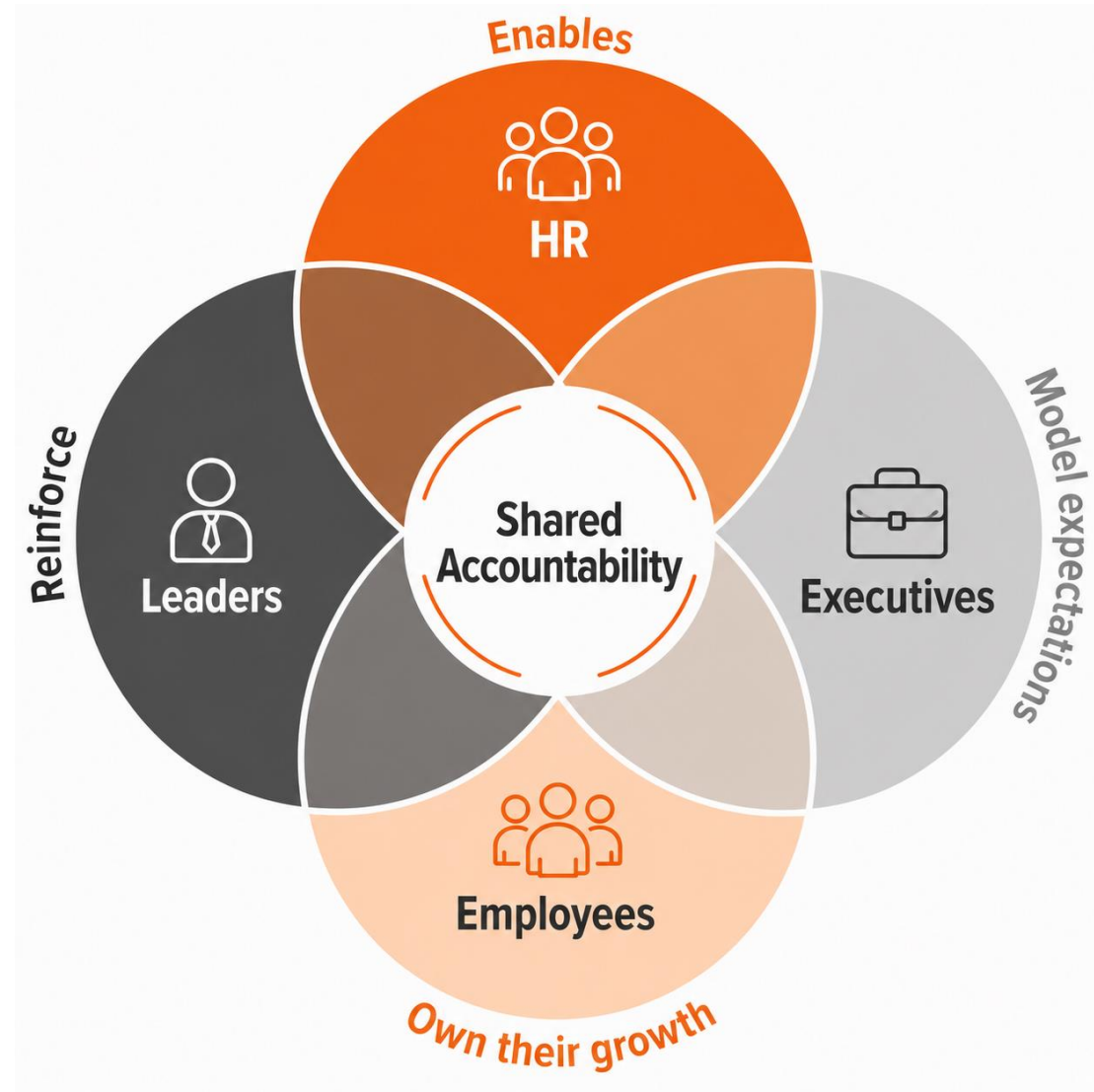
How do we sustain support?



- Engage leaders as sponsors and role models
- Communicate value often and transparently
- Celebrate wins and keep momentum throughout

BUY-IN

How do we sustain support?



Takeaways

- Leadership development supports business strategy – not HR.
- Different leaders require different development.
- Experience develops leaders more than training.
- Leadership is everyone's responsibility.
- Measure business impact – not activity.

PANEL FACILITATOR

Denise Sherman

Director, Center for
Management Development
and Executive Education

Barton School of Business
Wichita State University



PANEL



Nikki Beyrle
CHRO
LDF Companies



Stephanie Farley
Chief People Officer
Berry Companies



David Love
VP of HR
Marsh McLennan Agency



Shannon Ross
Sr. Director, Human Capital
Lange Companies



Activity

Define (or refine) your leadership development approach:

- Who are your priority leaders?
- What 2-3 development methods could you emphasize?
- How will you measure success?
- What's your biggest barrier to buy-in?

Carrie Cox

*Vice President,
Organizational Development & HR Consulting*

Carrie.Cox@aghlc.com

316.291.4022

linkedin.com/in/CarrieCoxHR



Check out our webinars!
AGHUniversity.com

