THE 2021 LEAD NOW! LEADERSHIP DEVELOPMENT TRENDS REPORT

Identifying the state of leadership development, what solutions are working (or not), and how you can apply these ideas to enable your organization's strategic objectives.

LEAD NOW!

STEWART LEADERSHIP

INTRODUCTION

As the workplace wrestles with remote work, social justice issues, mental health challenges, the increase of digitization, and political unrest, how does this impact the way we view and develop our leaders?

We expect leaders to set the tone, paint the vision, and remove obstacles to allow work to get done. Identifying the latest leadership trends is critical to inform what expectations, skills, and mindsets leaders need today as they rally their teams for the future.

This is exactly what the LEAD NOW! Leadership Development Trends Report provides. We surveyed over 300 human resource leaders across 15+ industries within the US to learn what is working (or not) as they develop leaders for the future. It is our strong belief that the findings in this survey will provide actionable insights to expertly guide, challenge, and elevate your organization's leadership capability and success.

What You Will Gain in this Report:
• Deep insights into the key emerging trends reshaping leadership & talent development
• The changing organizational mindsets that are shifting how we define future leadership success
• The leadership development solutions that are working in organizations—and what are not
• Specific strategies and approaches to turn these insights into an actionable plan to better prepare your future leaders

Reach out at any point as seek to build your leaders. We are here to support and partner with you!
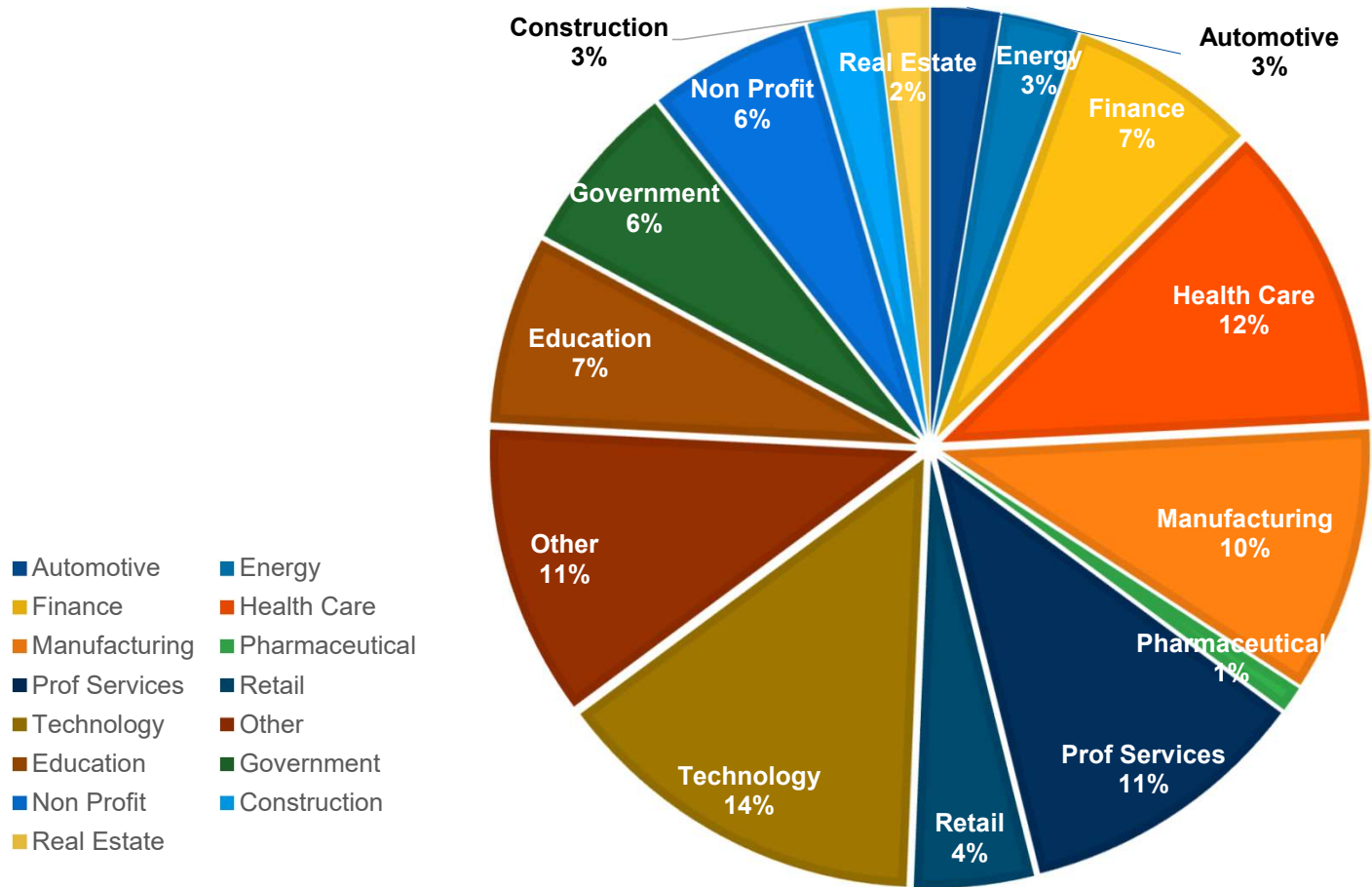
REPORT SECTIONS

- Survey Demographics
- Economic Growth Outlook
- Organizational Strategic Imperatives
- Leadership Development Priorities for the Next 18 Months
- Leader Preparation to Deliver Results
- Organizations with a Leadership Development Plan & Level of Confidence in the Plan
- Future Leadership Development Investment
- Desired Future Leadership Style

- Leadership Development Topics for the Next 18 Months
- What Prevents Leadership Development
- The Best Leadership Development Approaches
- What Can Be Done Differently to Improve Leadership Development
- LEAD NOW! Leadership Development Model
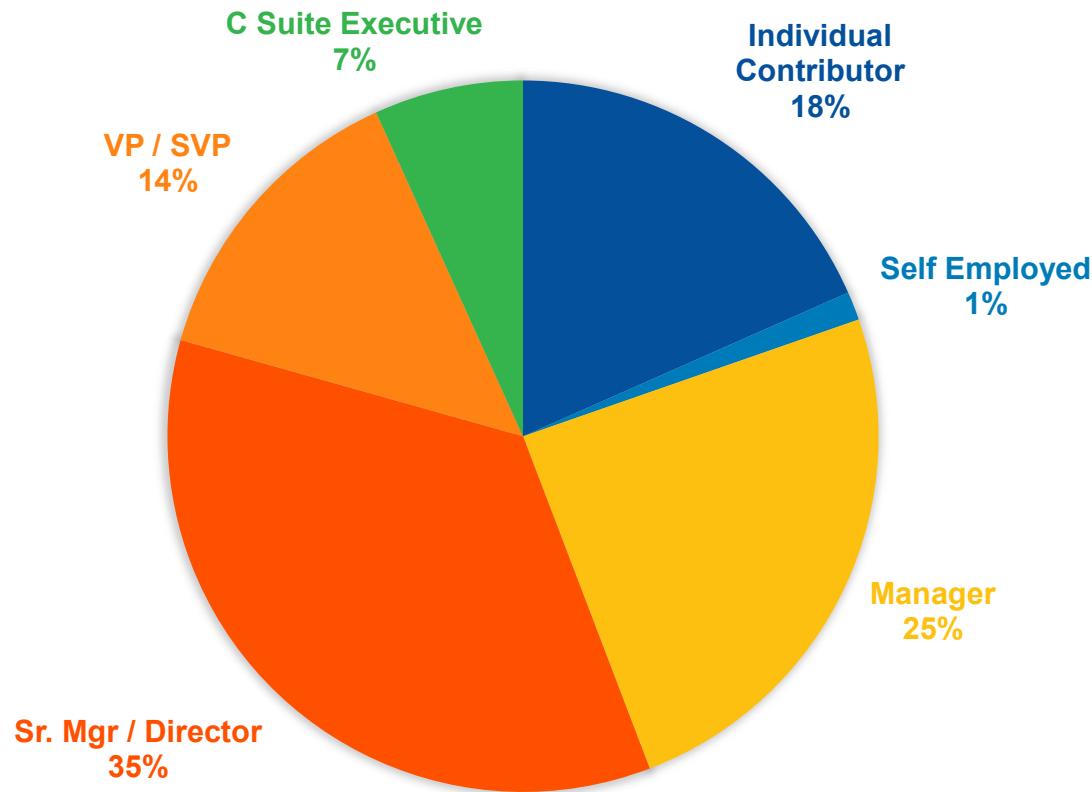- About the Authors & Stewart Leadership

SURVEY DEMOGRAPHICS

INDUSTRIES REPRESENTED IN SURVEY

Legend:
- Automotive
- Energy
- Finance
- Health Care
- Manufacturing
- Pharmaceutical
- Prof Services
- Retail
- Technology
- Other
- Education
- Government
- Non Profit
- Construction
- Real Estate

Pie chart segments:
- Construction 3%
- Non Profit 6%
- Real Estate 2%
- Energy 3%
- Automotive 3%
- Finance 7%
- Health Care 12%
- Government 6%
- Education 7%
- Manufacturing 10%
- Other 11%
- Pharmaceutical 1%
- Prof Services 11%
- Technology 14%
- Retail 4%

Leadership Trends Survey:

310 participants representing over 15 industries

SURVEY PARTICIPANTS - LEVEL IN ORGANIZATION REPRESENTED

Pie chart: Level in organization represented
- C Suite Executive 7%
- Individual Contributor 18%
- Self Employed 1%
- Manager 25%
- Sr. Mgr / Director 35%
- VP / SVP 14%

Leadership Trends Survey:

Participants represented 5 levels in the organization with over 80% at Manager and above

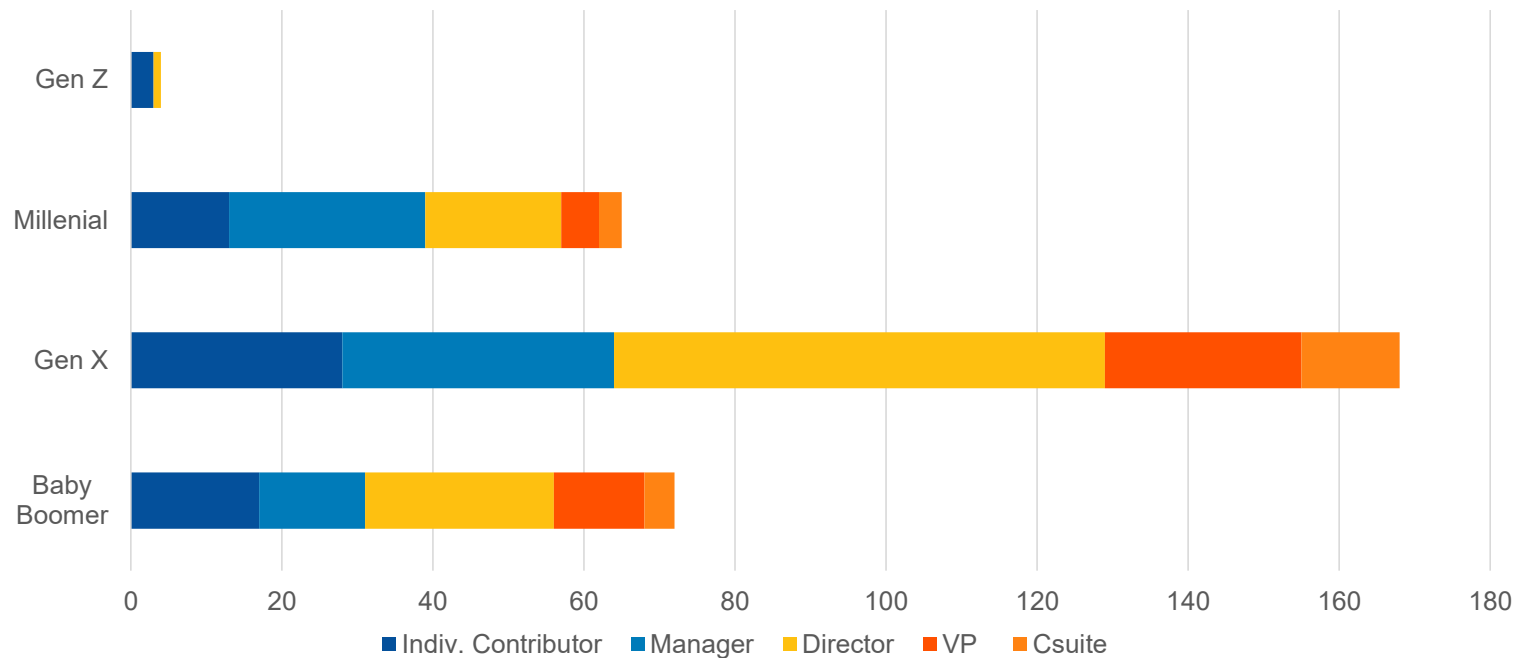# SURVEY PARTICIPANTS – GENERATIONS REPRESENTED

Percentage	Generation	Value
23%	Baby Boomer	72
55%	Gen X	168
21%	Millennials	66
1%	Gen Z	4

Axis: 0, 20, 40, 60, 80, 100, 120, 140, 160, 180
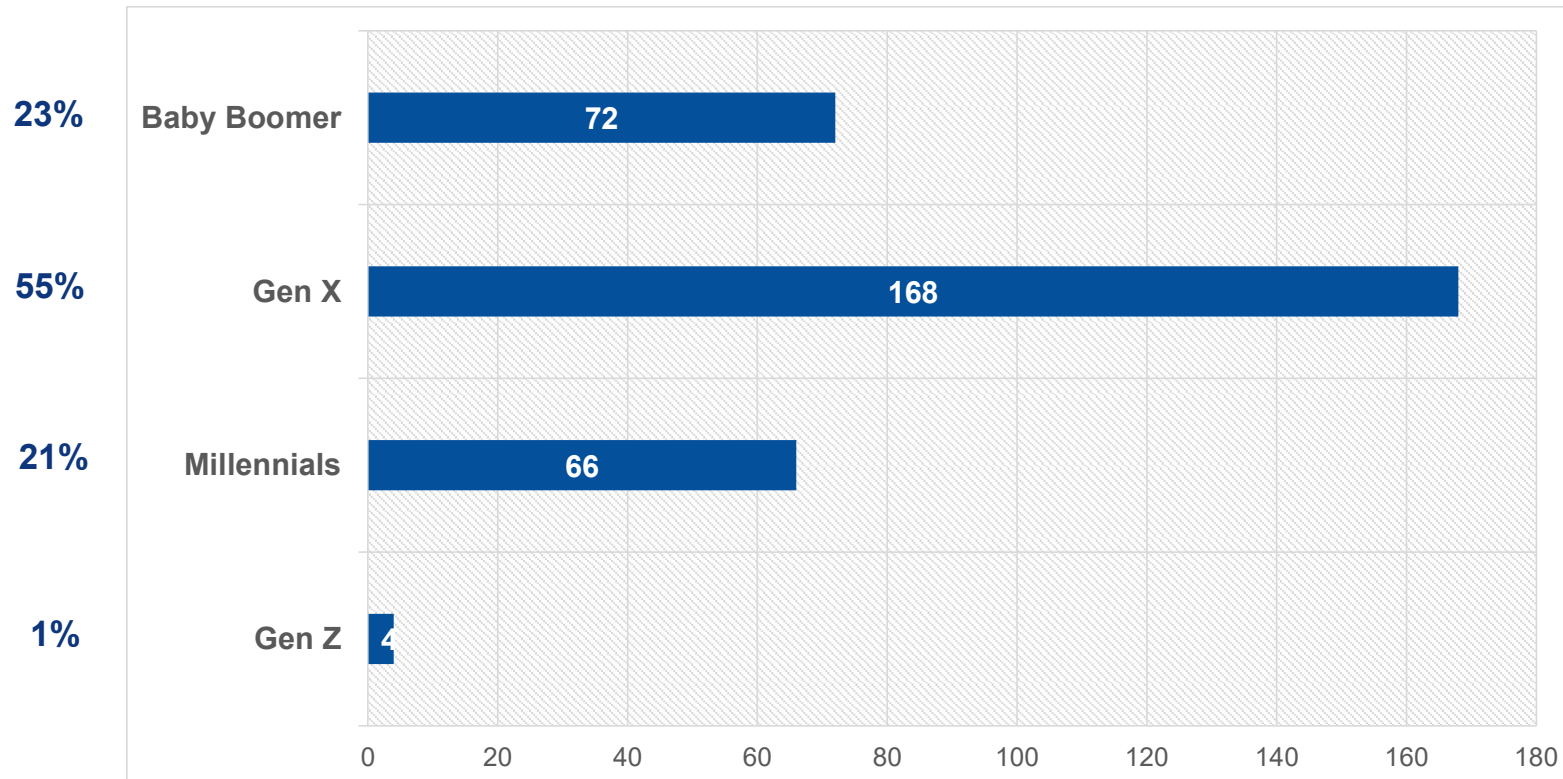
Leadership Trends Survey:

Four generations participated in survey; Gen X is most represented

GENERATION AND LEVELS:
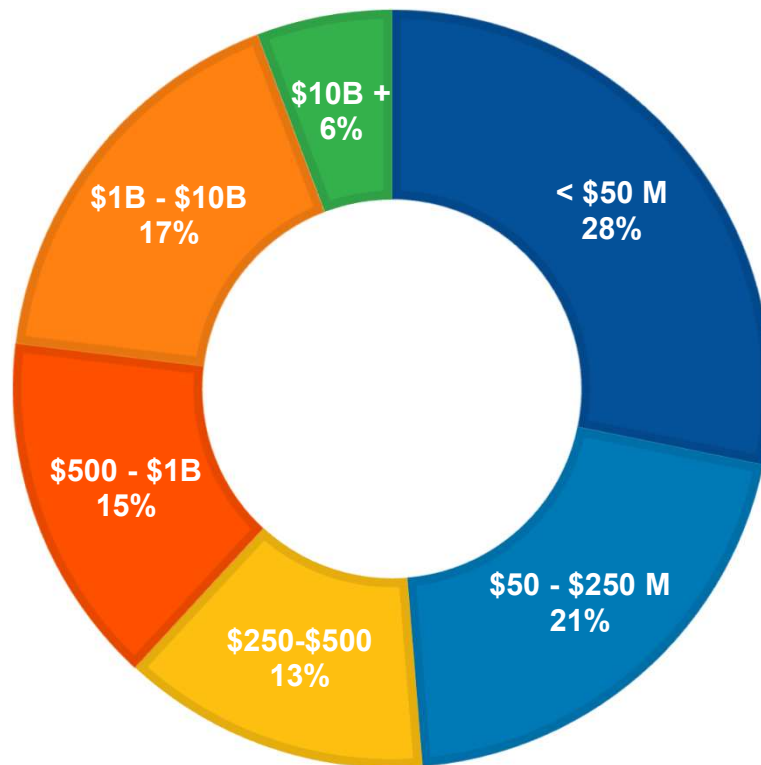# GEN X ARE THE LEADERS

Leadership Trends Survey:

Gen X hold most of the leadership positions among all surveyed

ORGANIZATION SIZE (REVENUE)

Legend: ■ < $50 M ■ $50 - $250 M ■ $250-$500 ■ $500 - $1B ■ $1B - $10B ■ $10B +

- $10B + — 6%
- < $50 M — 28%
- $1B - $10B — 17%
- $50 - $250 M — 21%
- $500 - $1B — 15%
- $250-$500 — 13%

Leadership Trends Survey:

Organizations from $50 M - $10B + participated, 62% of organizations were $<$50 M - $500M
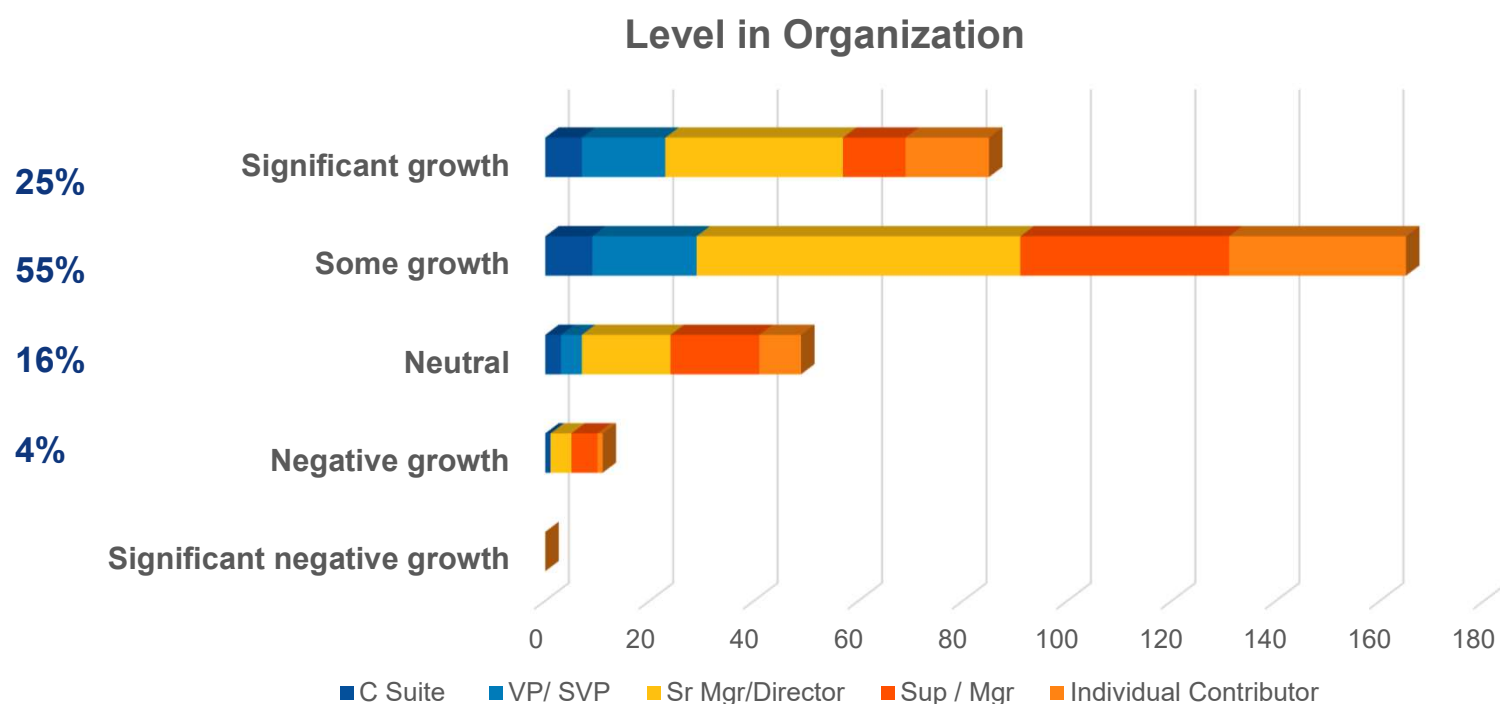
GROWTH OUTLOOK

GOOD NEWS:
ANTICIPATED GROWTH IN NEXT 18 MONTHS
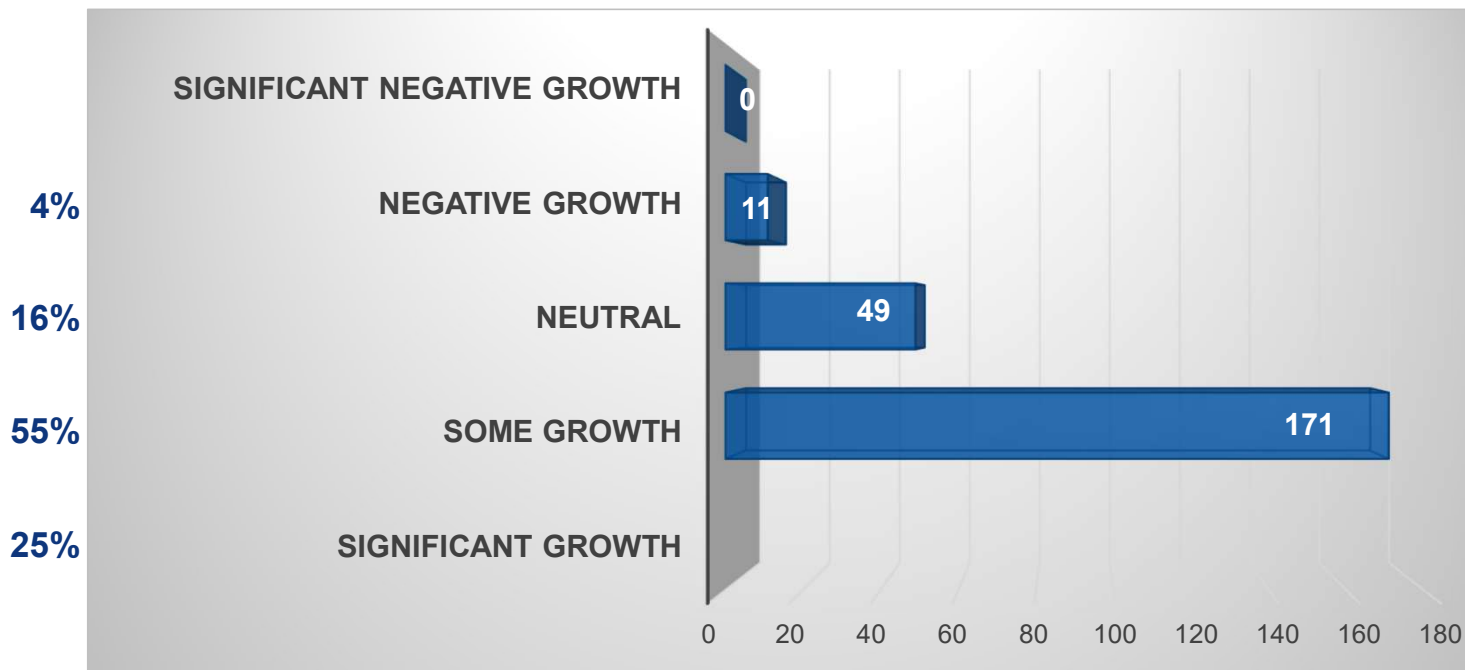
Key Insight:

80% of companies surveyed indicated they will experience some to significant growth; less than 5% will experience negative growth

ANTICIPATED GROWTH IN NEXT 18 MONTHS ACROSS ALL LEVELS

Level in Organization

25% — Significant growth

55% — Some growth

16% — Neutral

4% — Negative growth

Significant negative growth

0 20 40 60 80 100 120 140 160 180

■ C Suite ■ VP/ SVP ■ Sr Mgr/Director ■ Sup / Mgr ■ Individual Contributor

Key Insight:

Sr. Managers and above were more confident in anticipated growth compared to Individual Contributors and Managers

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ANTICIPATED GROWTH IN NEXT 18 MONTHS

Generations

25% **Significant growth**

55% **Some growth**

16% **Neutral**

4% **Negative growth**

Significant negative growth

0   20   40   60   80   100   120   140   160   180

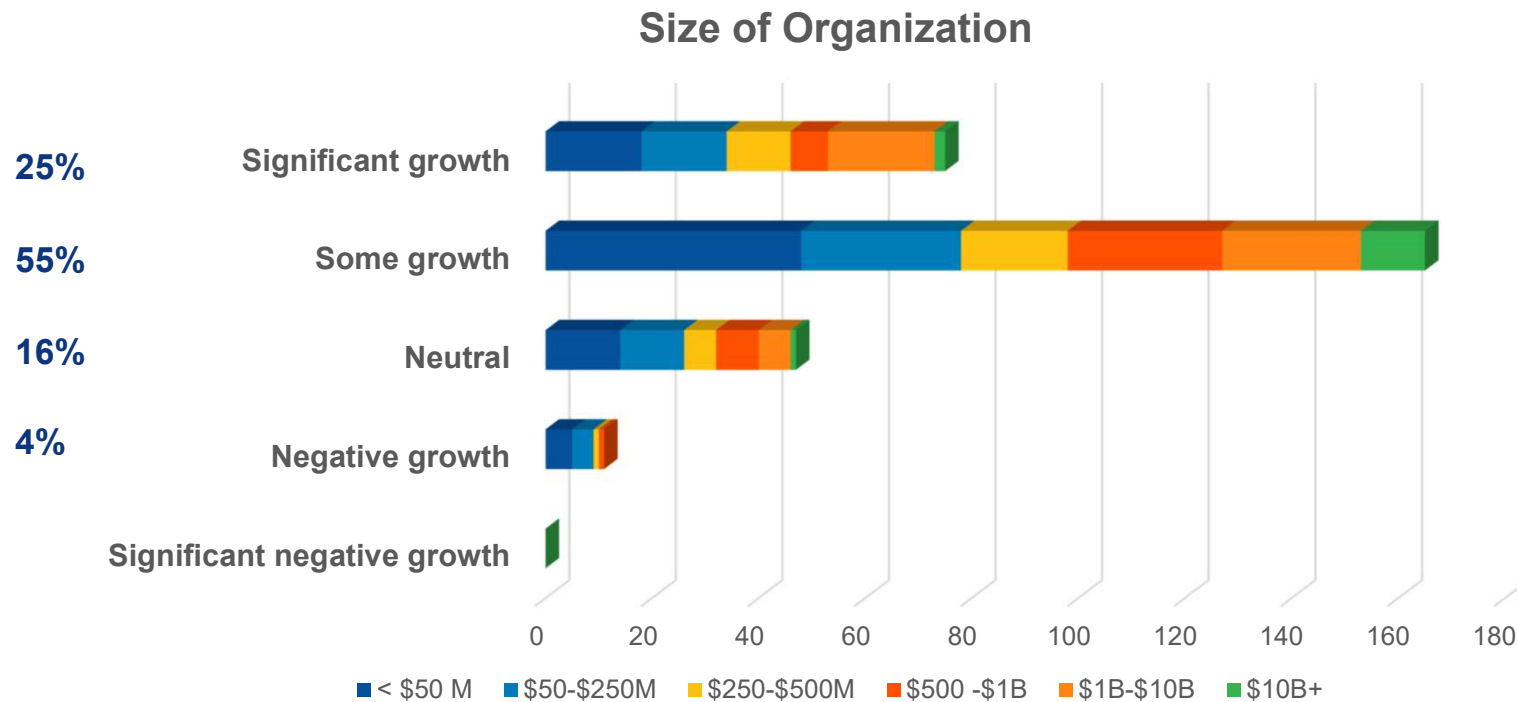■ Baby Boomer   ■ Gen X   ■ Mileniial   ■ Gen Z
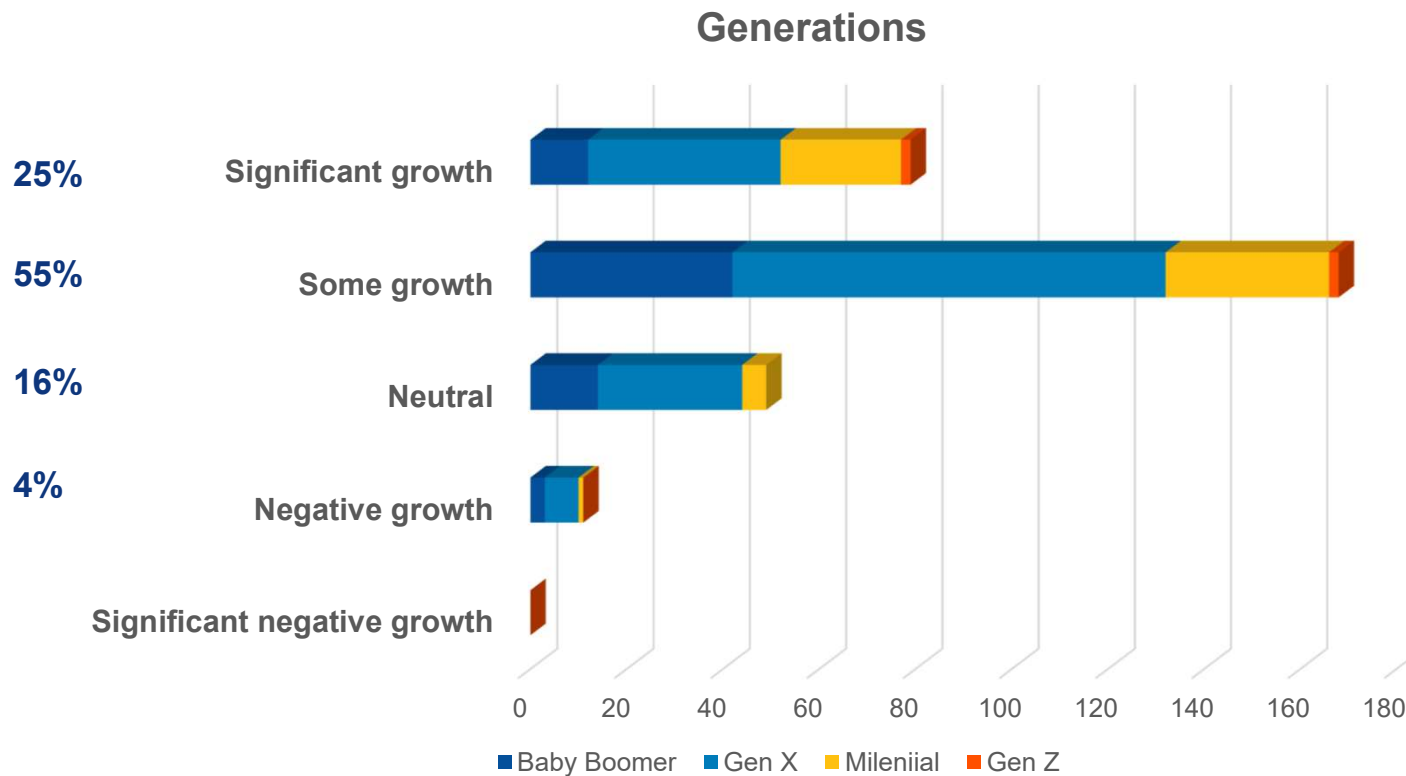
Key Insight:

Growth is consistent among all generations

Gen X represented 2% of negative growth, and 52% of Neutral – Significant Growth

ANTICIPATED GROWTH IN NEXT 18 MONTHS

Size of Organization

25%	Significant growth
55%	Some growth
16%	Neutral
4%	Negative growth
	Significant negative growth

Legend: < $50 M | $50-$250M | $250-$500M | $500 -$1B | $1B-$10B | $10B+

Key Insight:
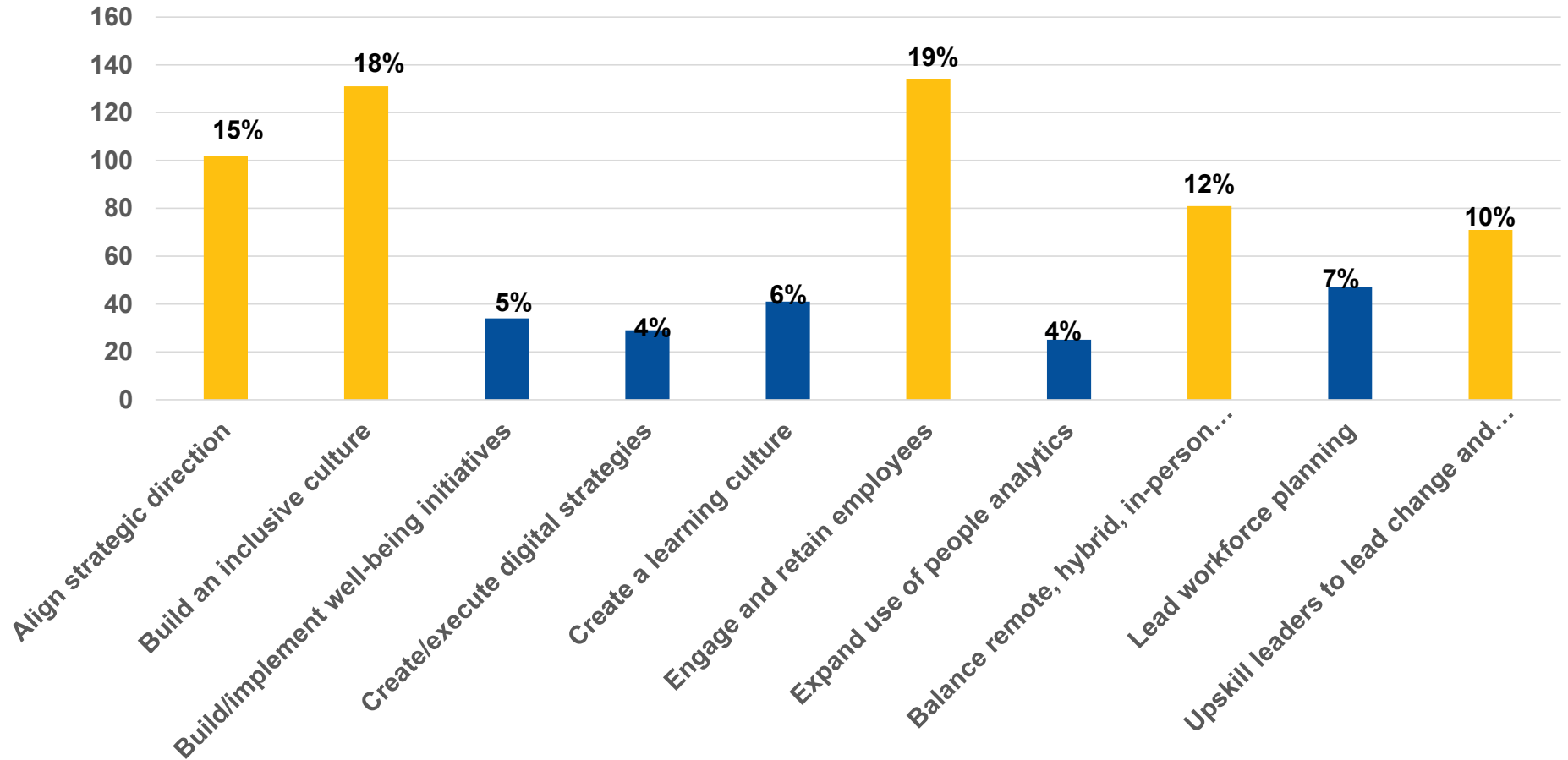
About 78% of companies under $500 M anticipate some to significant growth

About 88% of companies over $1B anticipate some to significant growth

ORGANIZATIONAL STRATEGIC IMPERATIVES

TOP 5 STRATEGIC IMPERATIVES

Level in Organization

10% Upskill leaders to lead change & transformation

12% Balance between remote, in person and hybrid

19% Engage & retain employees

18% Build an inclusive culture

15% Align strategic direction & goals

0   20   40   60   80   100   120   140

■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Sup/Mgr ■ Individual Contributor
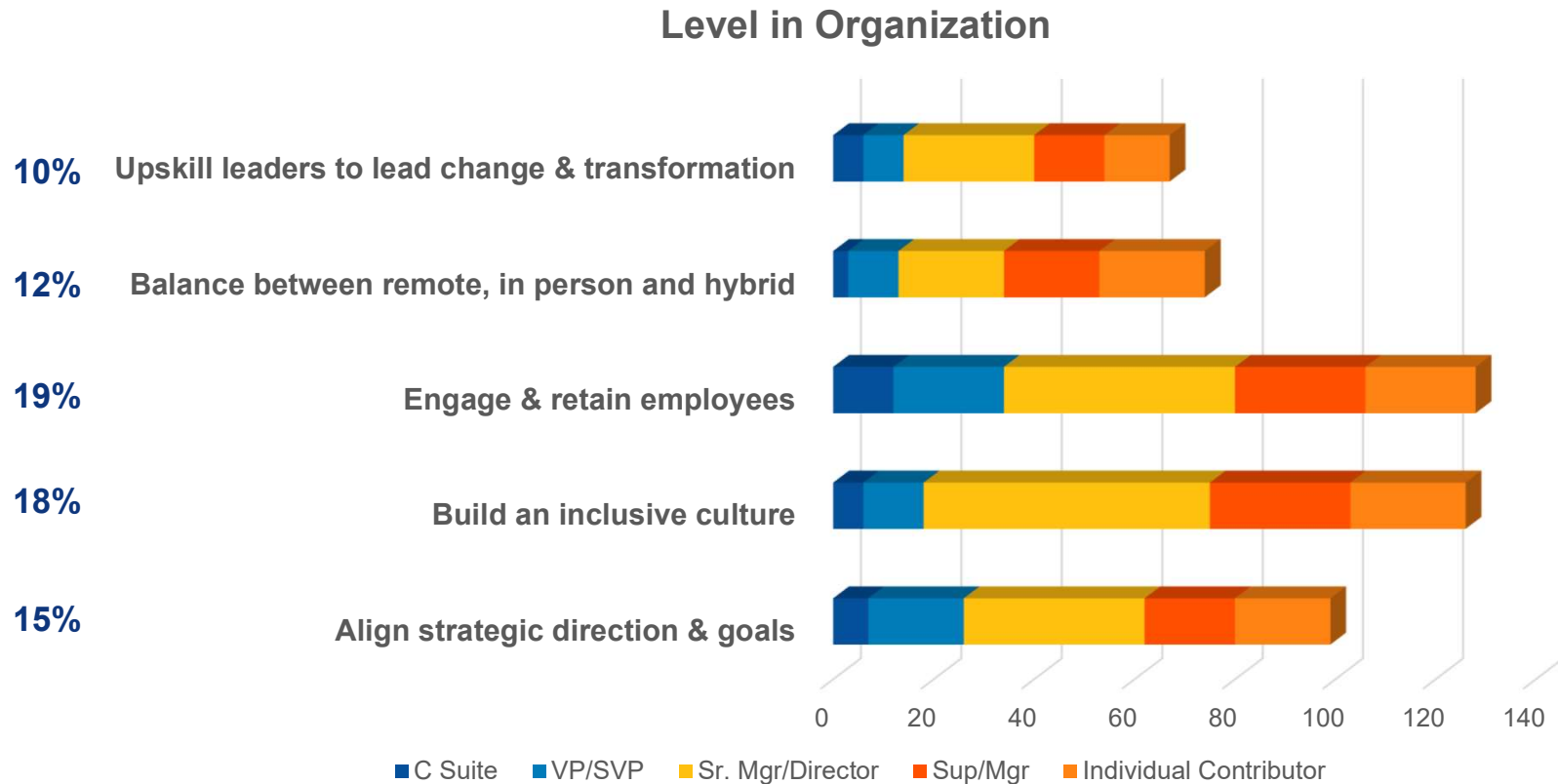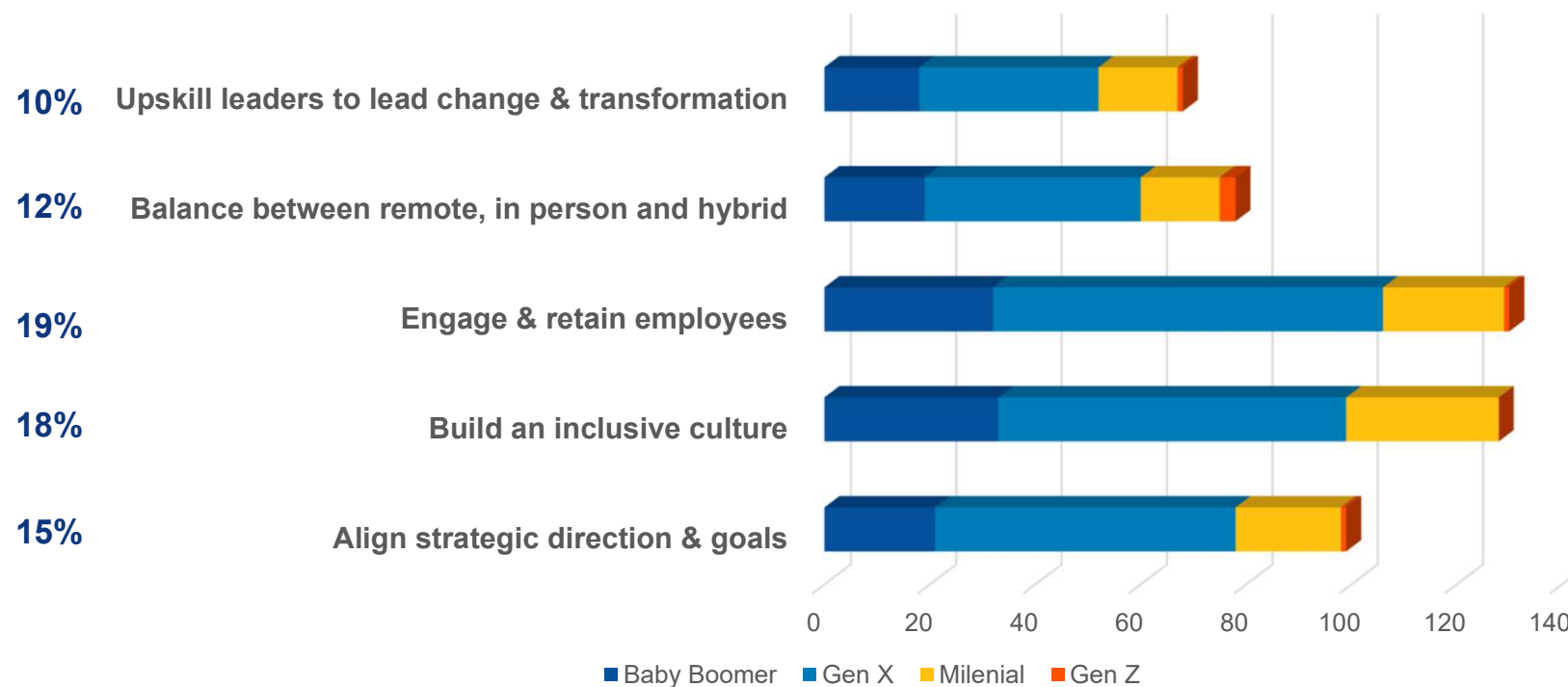
Key Insight:

C Suite is committed to engaging and retaining employees

Directors/Sr. Mgrs. believe an inclusive culture is a strategic imperative

Managers are a balance between an engaged workforce and inclusive culture

TOP 5 STRATEGIC IMPERATIVES

Generations

10% Upskill leaders to lead change & transformation

12% Balance between remote, in person and hybrid

19% Engage & retain employees

18% Build an inclusive culture

15% Align strategic direction & goals

0   20   40   60   80   100   120   140

■ Baby Boomer   ■ Gen X   ■ Milenial   ■ Gen Z

Key Insight:

Baby Boomers and Gen Xers are focused on engaging employees and an inclusive culture

Millennials have identified an inclusive culture as their top strategic imperative

TOP 5 STRATEGIC IMPERATIVES

Size of Organization

10% Upskill leaders to lead change & transformation

12% Balance between remote, in person and hybrid

19% Engage & retain employees

18% Build an inclusive culture

15% Align strategic direction & goals

Legend: ■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +
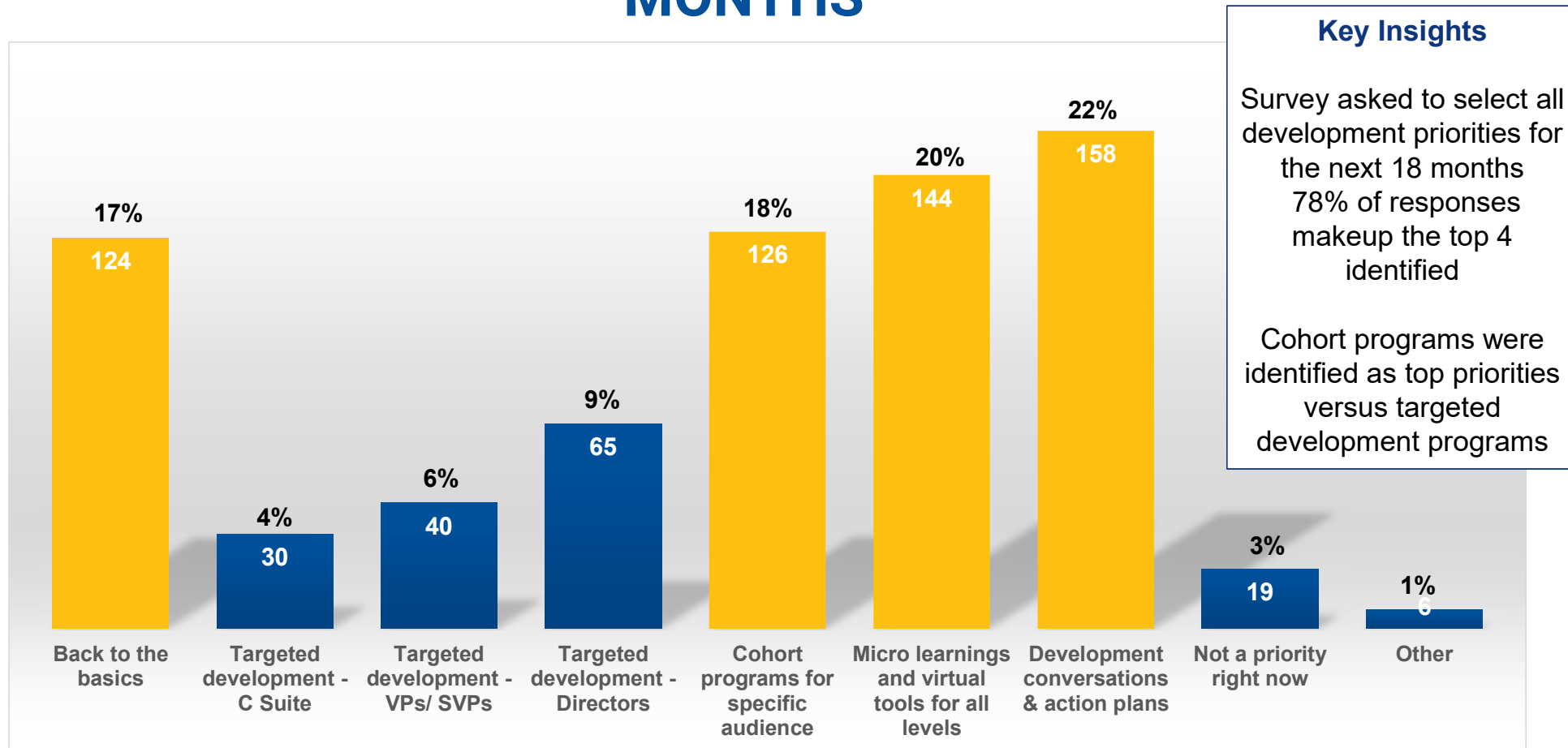
X-axis: 0   50   100   150

Key Insight:

Organizations $1B and more have identified engaging employees and an inclusive culture as strategic imperatives

Organizations $250 M or less have identified an inclusive culture as a top strategic imperative, followed by aligning strategic direction & goals
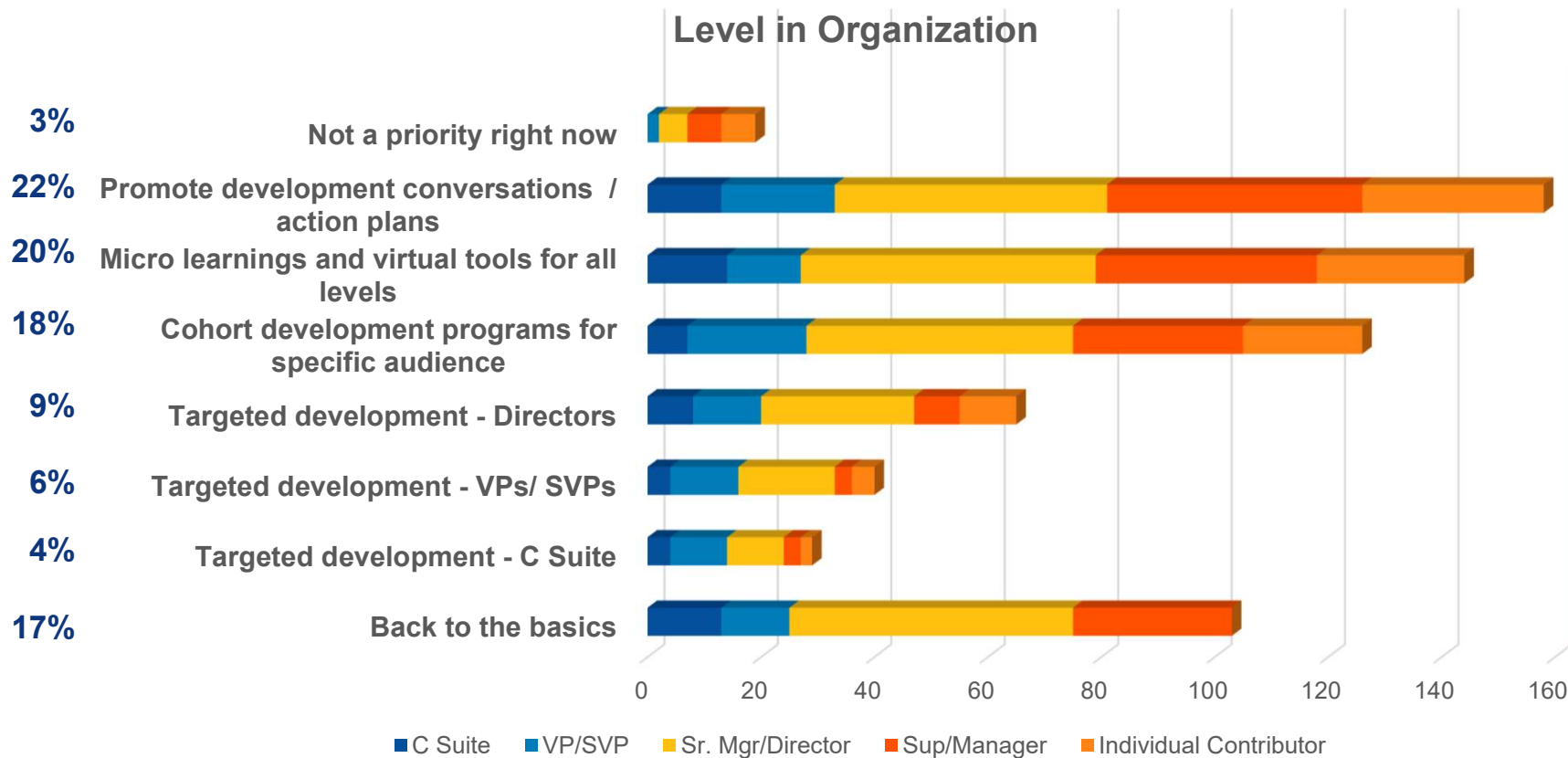
LEADERSHIP DEVELOPMENT PRIORITIES FOR NEXT 18 MONTHS

LEADERSHIP DEVELOPMENT PRIORITIES FOR NEXT 18 MONTHS

Key Insights

Survey asked to select all development priorities for the next 18 months 78% of responses makeup the top 4 identified

Cohort programs were identified as top priorities versus targeted development programs

Category	%	Value
Back to the basics	17%	124
Targeted development - C Suite	4%	30
Targeted development - VPs/ SVPs	6%	40
Targeted development - Directors	9%	65
Cohort programs for specific audience	18%	126
Micro learnings and virtual tools for all levels	20%	144
Development conversations & action plans	22%	158
Not a priority right now	3%	19
Other	1%	6

LEADERSHIP DEVELOPMENT PRIORITIES FOR NEXT 18 MONTHS

Level in Organization

3%	Not a priority right now
22%	Promote development conversations / action plans
20%	Micro learnings and virtual tools for all levels
18%	Cohort development programs for specific audience
9%	Targeted development - Directors
6%	Targeted development - VPs/ SVPs
4%	Targeted development - C Suite
17%	Back to the basics

Axis: 0, 20, 40, 60, 80, 100, 120, 140, 160

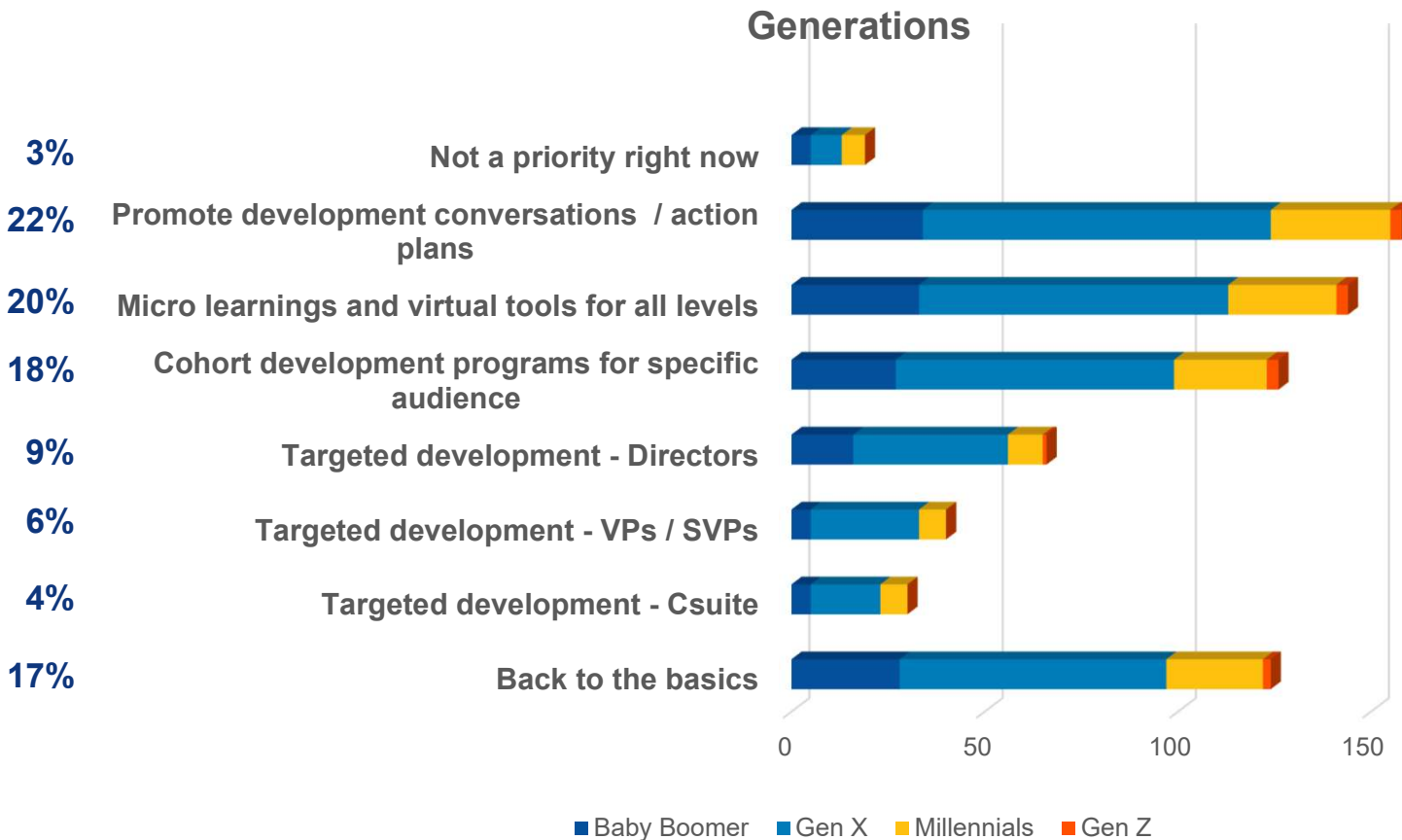Legend: ■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Sup/Manager ■ Individual Contributor

Key Insight:

All levels identified promoting development conversations and action plans as a development priority

The C Suite and Sr. Managers / Directors identified the need to go Back to the basics as another priority

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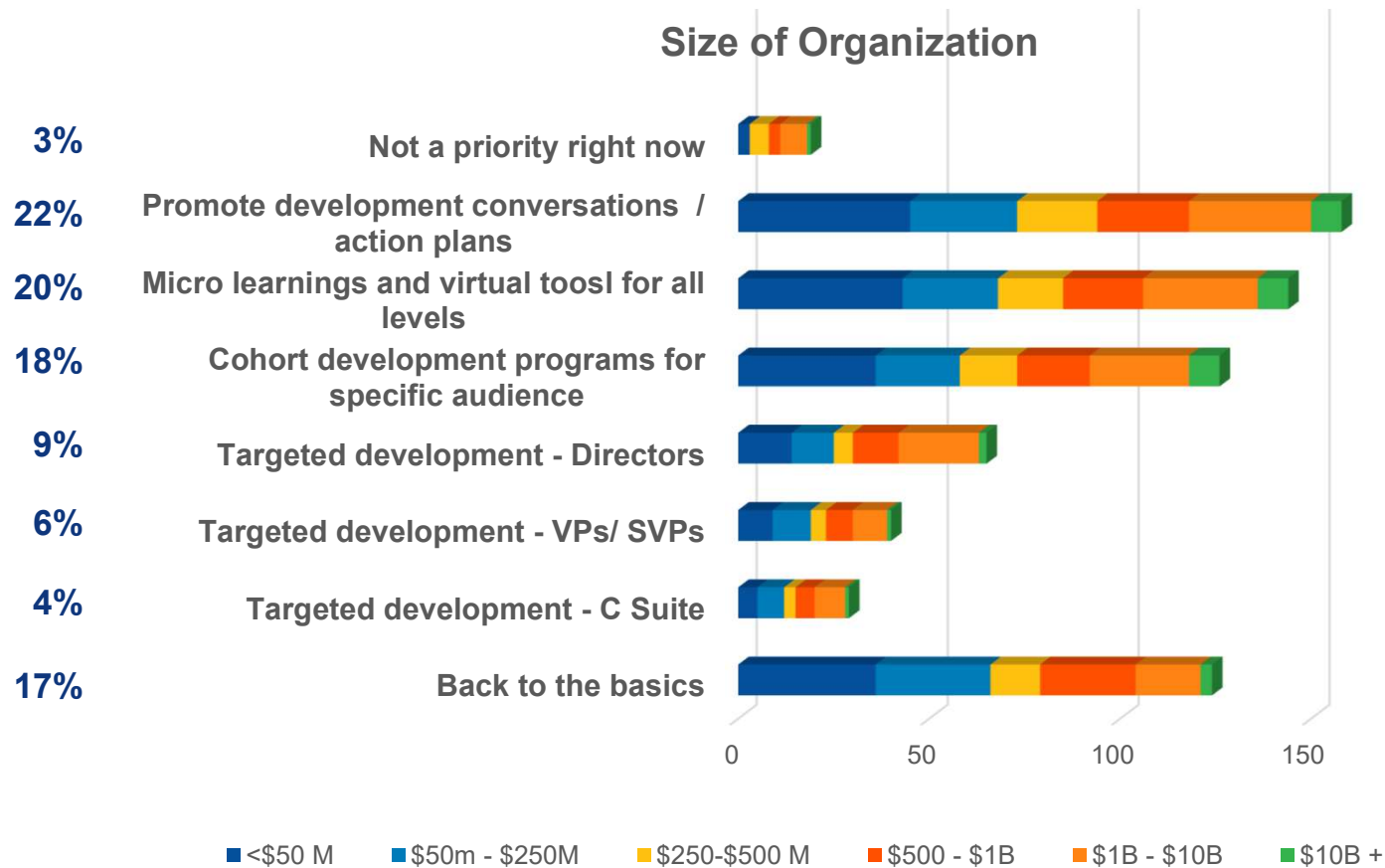
LEADERSHIP DEVELOPMENT PRIORITIES FOR NEXT 18 MONTHS

Generations

3%	Not a priority right now
22%	Promote development conversations / action plans
20%	Micro learnings and virtual tools for all levels
18%	Cohort development programs for specific audience
9%	Targeted development - Directors
6%	Targeted development - VPs / SVPs
4%	Targeted development - Csuite
17%	Back to the basics

Legend: ■ Baby Boomer ■ Gen X ■ Millennials ■ Gen Z

Key Insight:

Promoting development conversations and action plans were identified as a leadership development priority for Baby Boomers and Gen Xers
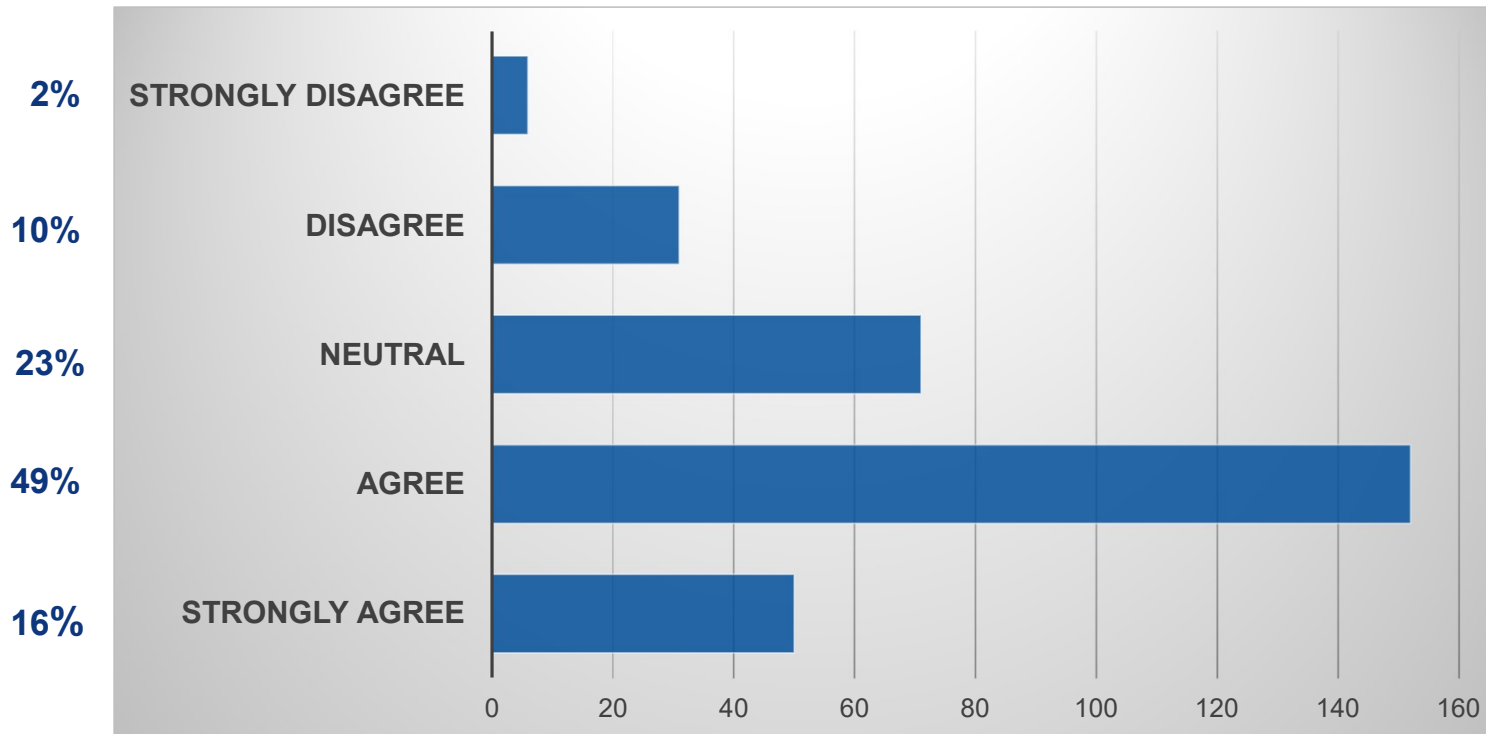
Millennials appeared to be even across the top 4 leadership development approaches

LEADERSHIP DEVELOPMENT PRIORITIES FOR NEXT 18 MONTHS

Size of Organization

	Priority	
3%	Not a priority right now	
22%	Promote development conversations / action plans	
20%	Micro learnings and virtual toosl for all levels	
18%	Cohort development programs for specific audience	
9%	Targeted development - Directors	
6%	Targeted development - VPs/ SVPs	
4%	Targeted development - C Suite	
17%	Back to the basics	

Axis: 0, 50, 100, 150, 200

Legend: ■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +

Key Insight:

Promoting development conversations and action plans were identified as a leadership development priority for all companies, regardless of size

Smaller companies will focus on Back to the basics, in addition to micro learnings and cohort programs identified by larger companies

LEADERS PREPARATION TO DELIVER RESULTS

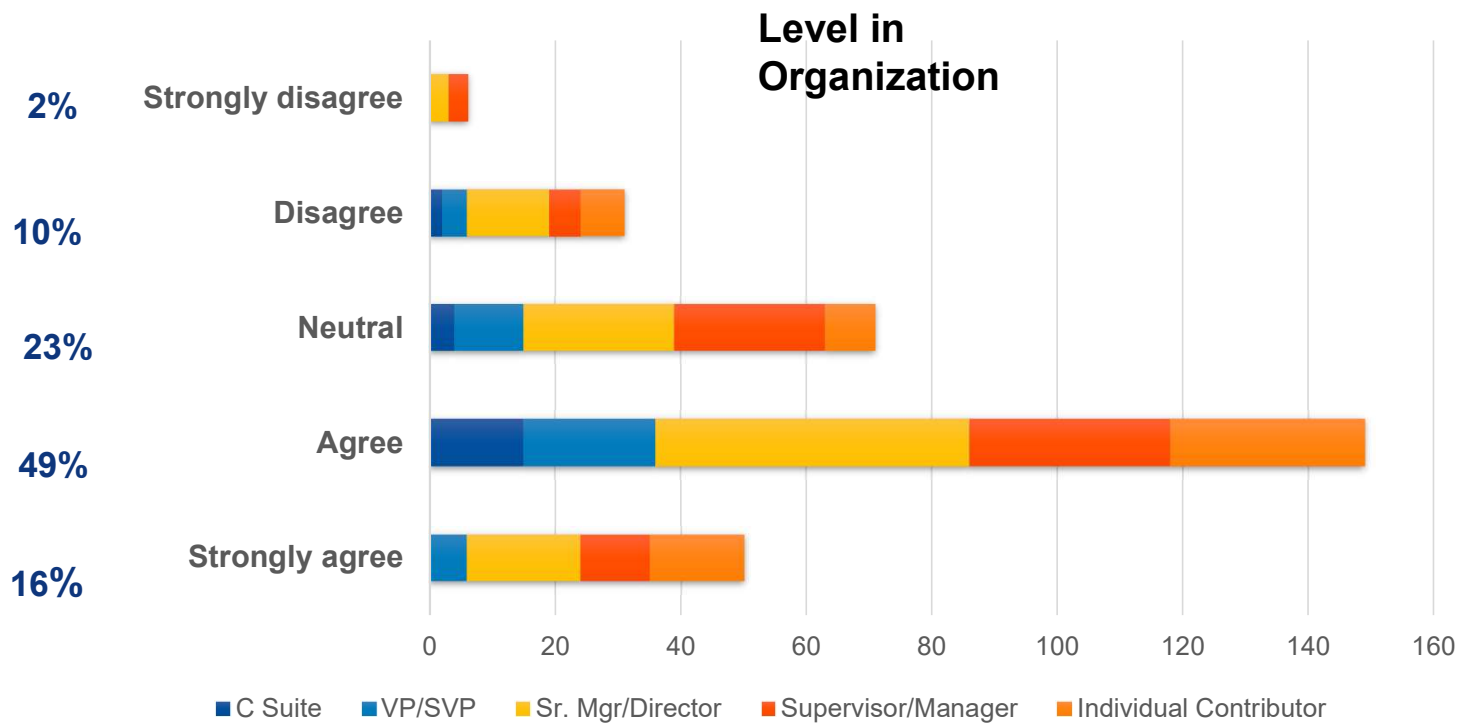# MOST LEADERS ARE PREPARED TO DELIVER BUSINESS AND PEOPLE RESULTS

2%	STRONGLY DISAGREE
10%	DISAGREE
23%	NEUTRAL
49%	AGREE
16%	STRONGLY AGREE

Chart x-axis: 0, 20, 40, 60, 80, 100, 120, 140, 160

Key Insight:

65% of the companies surveyed believe their leaders are prepared to deliver business and people results

That leaves 35% of companies with leaders who may NOT be prepared

LEADERS ARE PREPARED TO DELIVER BUSINESS AND PEOPLE RESULTS

Level in Organization

2%	Strongly disagree
10%	Disagree
23%	Neutral
49%	Agree
16%	Strongly agree

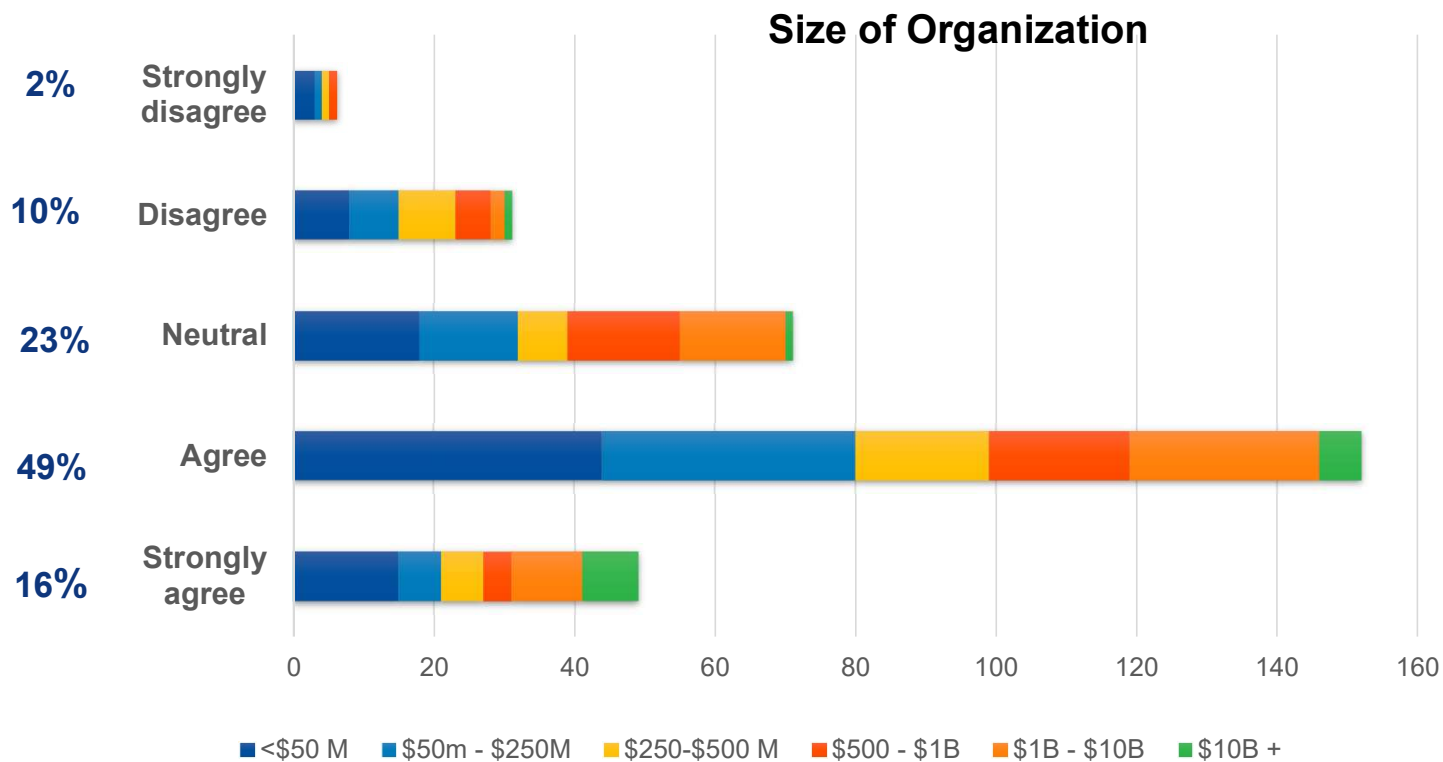Legend: ■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Supervisor/Manager ■ Individual Contributor

Key Insight:

All four levels have the highest percentage in "agree" that leaders are prepared to deliver business and people results

No C Suite responses in Strongly Agree

LEADERS ARE PREPARED TO DELIVER BUSINESS AND PEOPLE RESULTS

Generations

Response	Percentage
Strongly disagree	2%
Disagree	10%
Neutral	23%
Agree	49%
Strongly agree	16%

Legend: Baby Boomer, Gen X, Millennial, Gen Z
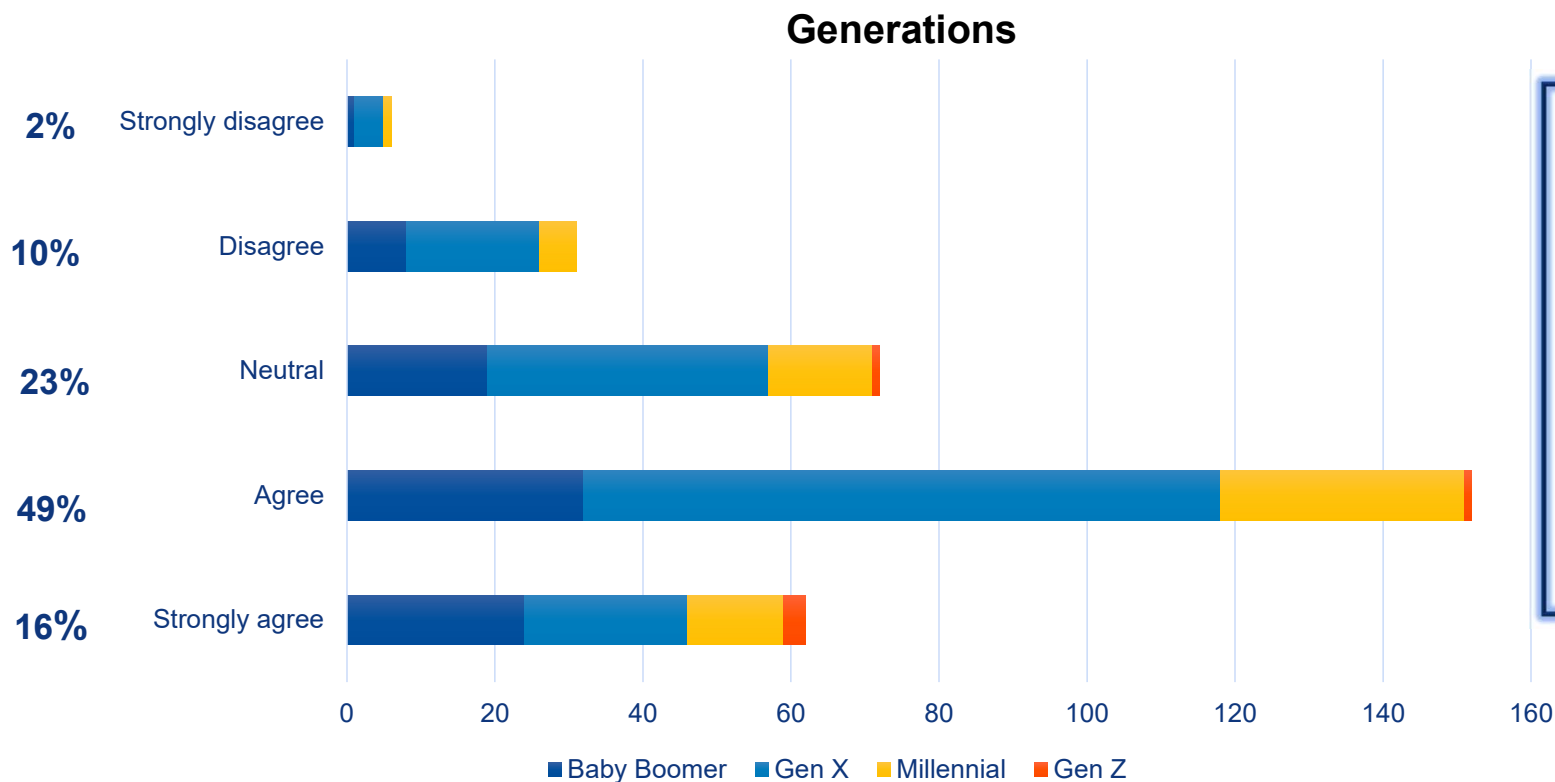
Key Insight:

All four generations have the highest percentage in "agree" that leaders are prepared to deliver business and people results

Baby Boomers are most optimistic about leaders with over 67% responses agree or strongly agree

LEADERS ARE PREPARED TO DELIVER BUSINESS AND PEOPLE RESULTS

Size of Organization

2%	Strongly disagree
10%	Disagree
23%	Neutral
49%	Agree
16%	Strongly agree

Legend: ■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +

Key Insight:

88% of organizations $10B in revenue and higher agree or strongly agree their leaders are prepared to deliver results

40% of organizations $500 - $1B are neutral or disagree their leaders are prepared

ORGANIZATIONS WITH A LEADERSHIP DEVELOPMENT PLAN & CONFIDENCE IN THE PLAN

ORGANIZATIONS WITH A DEVELOPMENT STRATEGY AND PLAN TO BUILD LEADERS IN THE NEXT 18 MONTHS

Strongly disagree 3%

Strongly agree 11%

Disagree 20%

Agree 36%
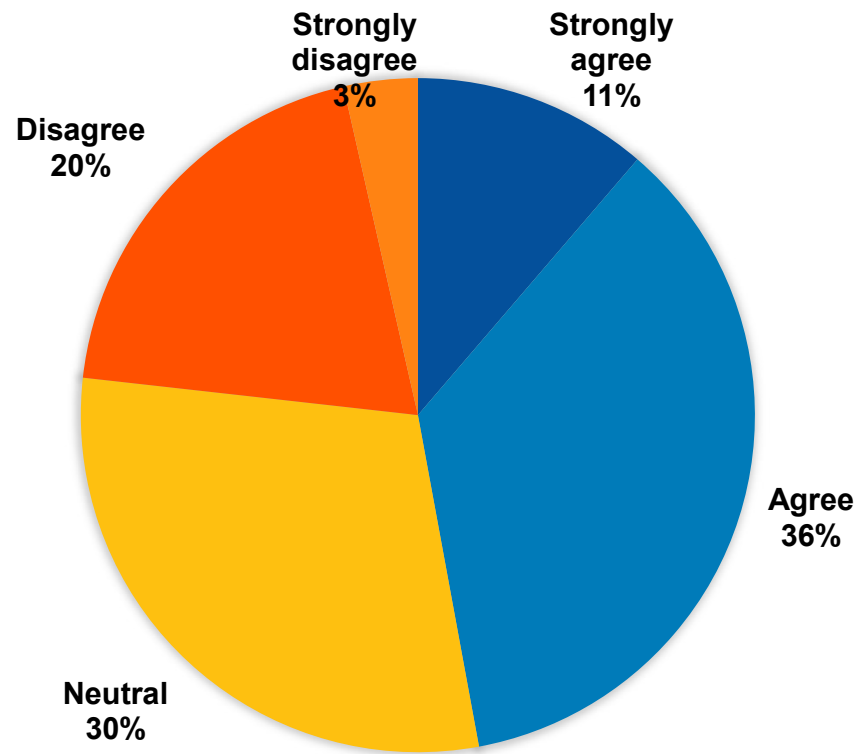
Neutral 30%

Key Insight:

47% of organizations surveyed agree or strongly agree they have a strategy and plan, that leaves 53% either neutral or disagree they have a strategy and plan to build leaders

ORGANIZATIONS WITH A DEVELOPMENT STRATEGY AND PLAN TO BUILD LEADERS IN THE NEXT 18 MONTHS

Level in Organization

3%	STRONGLY DISAGREE
20%	DISAGREE
30%	NEUTRAL
36%	AGREE
11%	STRONGLY AGREE

■ C Suite ■ VP / SvP ■ Sr. Mgr / Director ■ Supervisor / Mgr ■ Individual Contributor
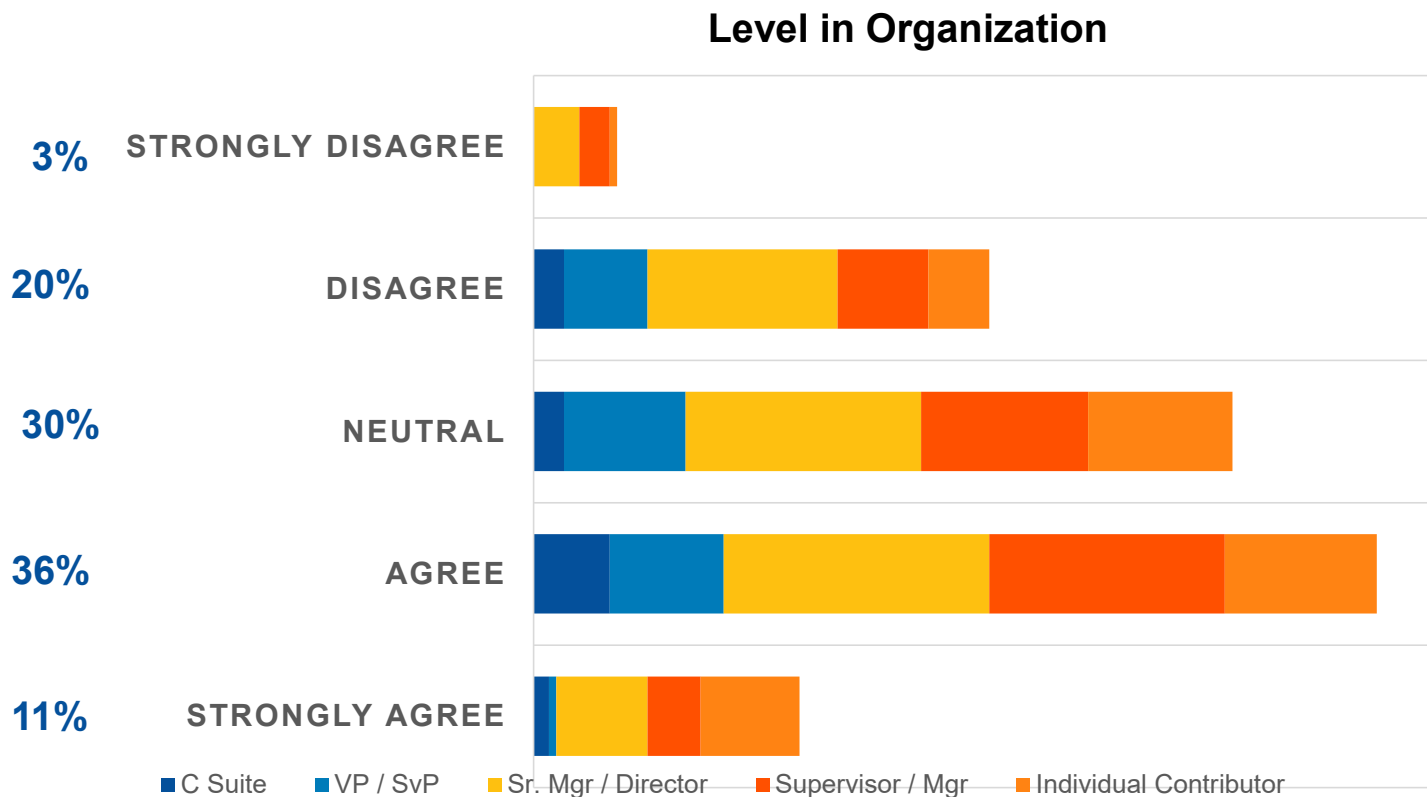
Key Insight:

5% of C Suite and VP / SVP levels agree or strongly agree they have a strategy and plan to build leaders, while 11% are neutral or disagree

15% of Sr. Mgrs / Directors agree or strongly agree, while 20% are neutral or disagree

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CONFIDENCE IN LEADERSHIP DEVELOPMENT STRATEGY AND PLAN TO BUILD LEADERS IN THE NEXT 18 MONTHS

Highly unconfident 3%

Highly confident 6%

Unconfident 19%

Confident 35%
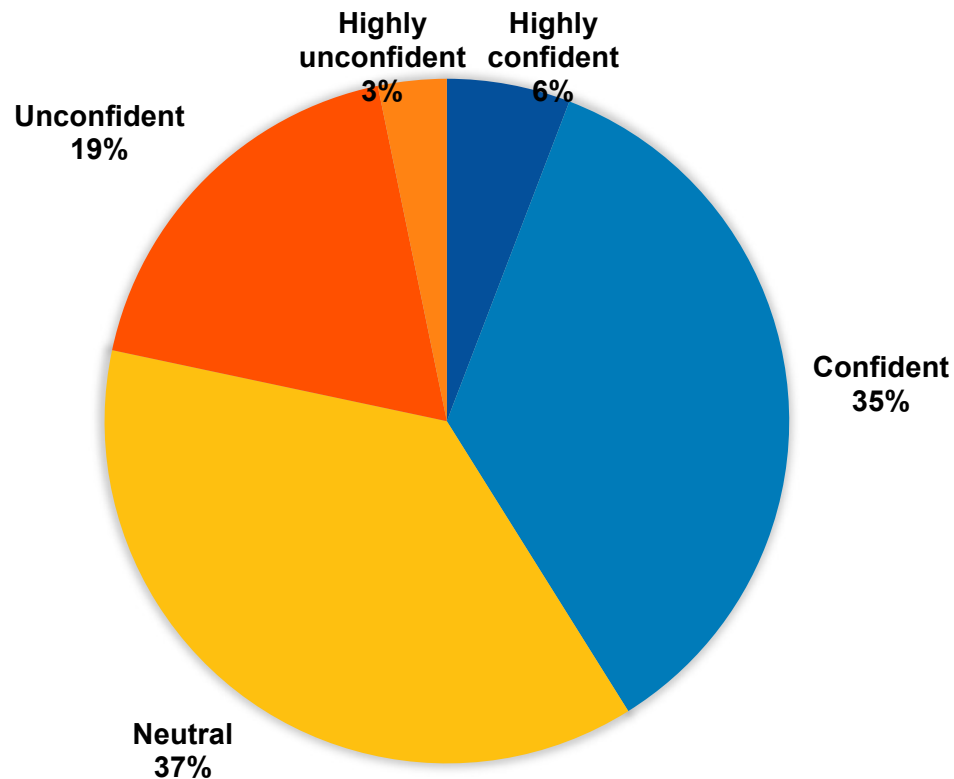
Neutral 37%

Key Insight:

41% of organizations surveyed are confident or highly confident in their leadership development strategy and plan. In the last slide, we found 47% of organizations had a plan.

59% of organizations surveyed were neutral or unconfident with their strategy and plan.

CONFIDENCE IN LEADERSHIP DEVELOPMENT STRATEGY AND PLAN TO BUILD LEADERS IN THE NEXT 18 MONTHS

Level in Organization

3%	Highly unconfident
20%	Unconfident
30%	Neutral
36%	Confident
11%	Highly confident

Legend: ■ C Suite ■ VP / SvP ■ Sr. Mgr / Director ■ Supervisor / Mgr ■ Individual Contributor

X-axis: 0 20 40 60 80 100 120 140
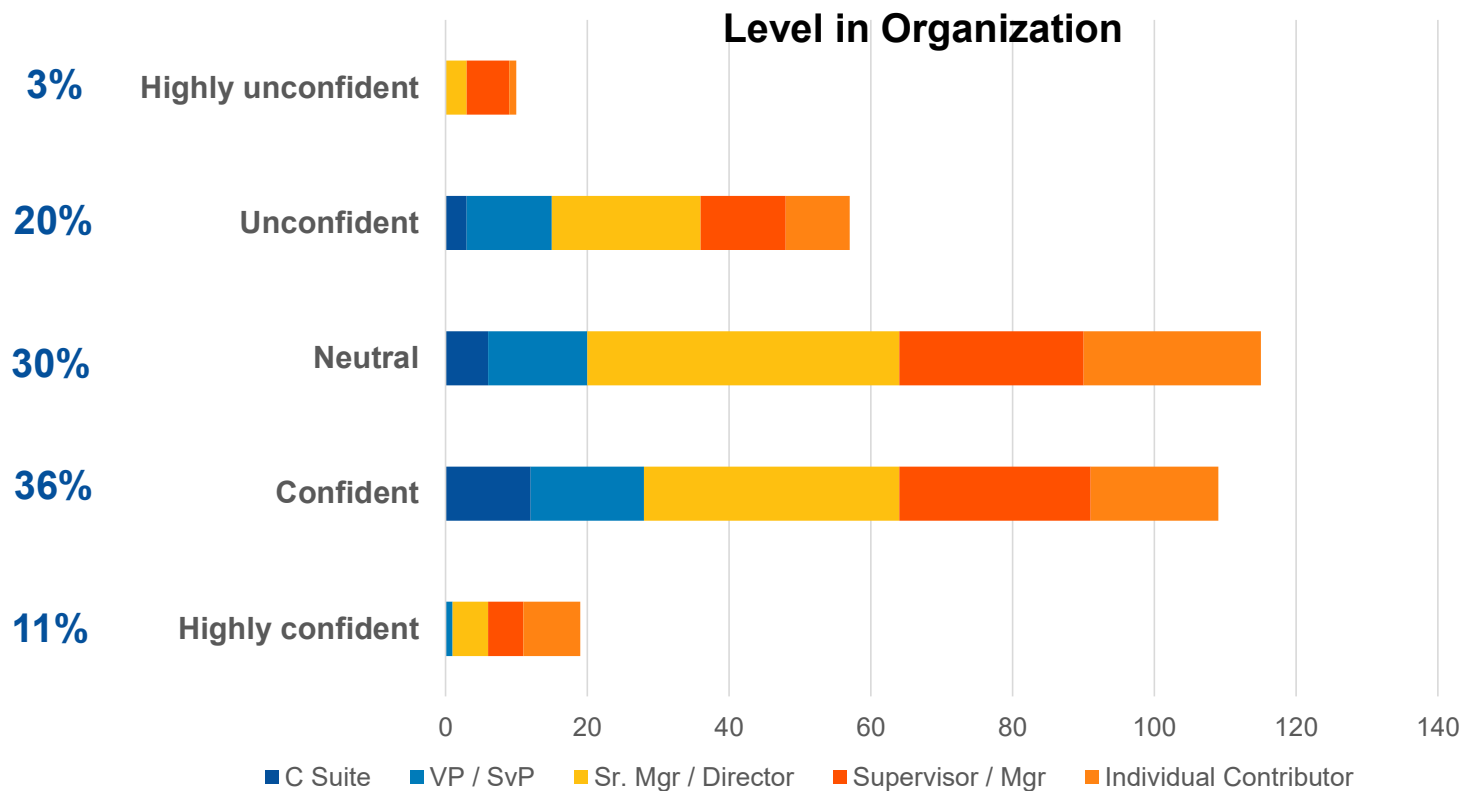
Key Insight:

Sr. Managers / Director and Individual Contributors are the most "neutral" when it comes to a leadership development strategy and plan

FUTURE LEADERSHIP DEVELOPMENT INVESTMENT

THE LEVELS WHERE ORGANIZATIONS ARE INVESTING MORE DOLLARS

Organization Size
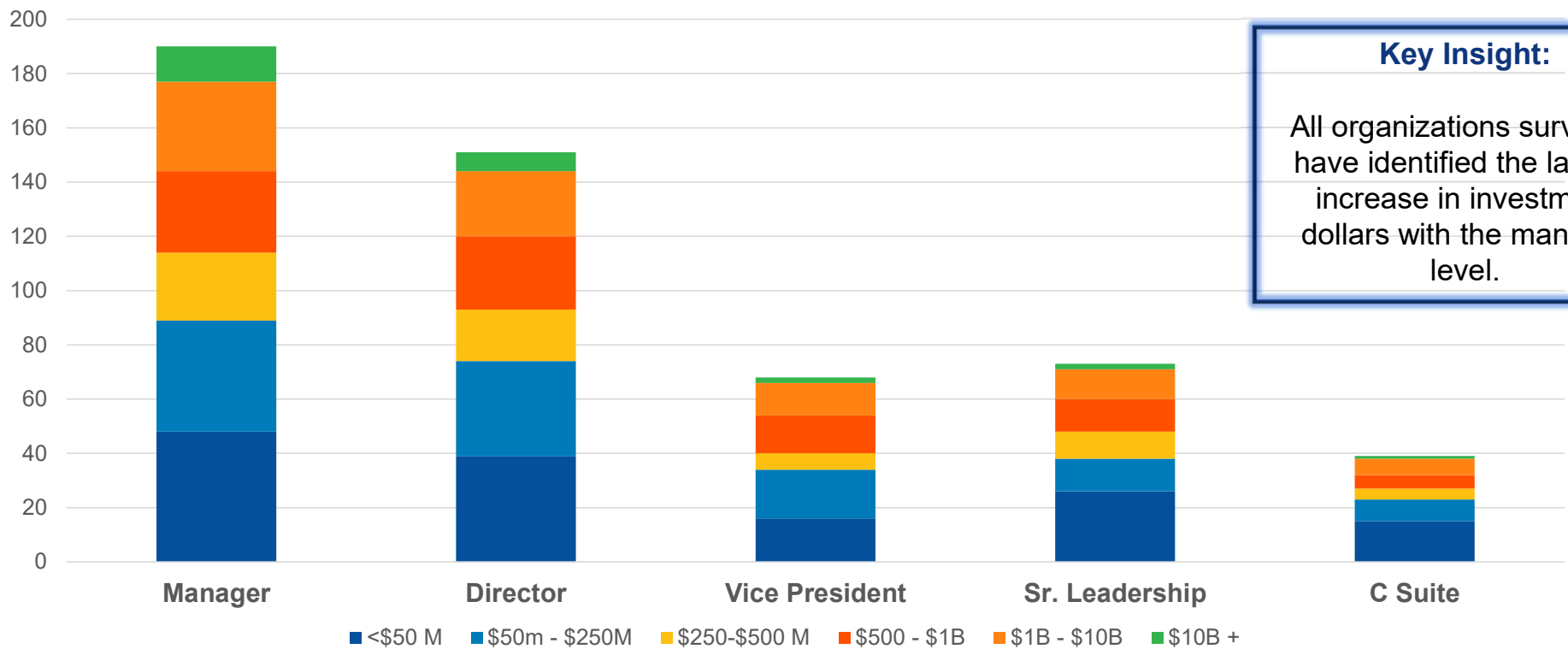
Key Insight:

All organizations surveyed have identified the largest increase in investment dollars with the manager level.

Legend: ■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +

DESIRED FUTURE LEADERSHIP STYLE

USING A SCALE OF 1 – 5, WHICH LEADERSHIP STYLE MOST CLOSELY REFLECTS WHAT IS NEEDED IN YOUR ORGANIZATION IN THE NEXT 18 MONTHS
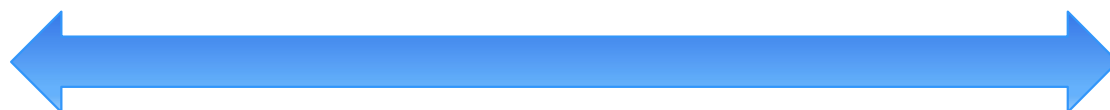
Key Insight:

Over 88% of organizations surveyed believe it is more important to have leaders who can provide regular feedback, recognition and support instead of driving work through detailed day to day direction and guidance

Scale	Percentage
1	
2	4%
3	7%
4	69%
5	19%
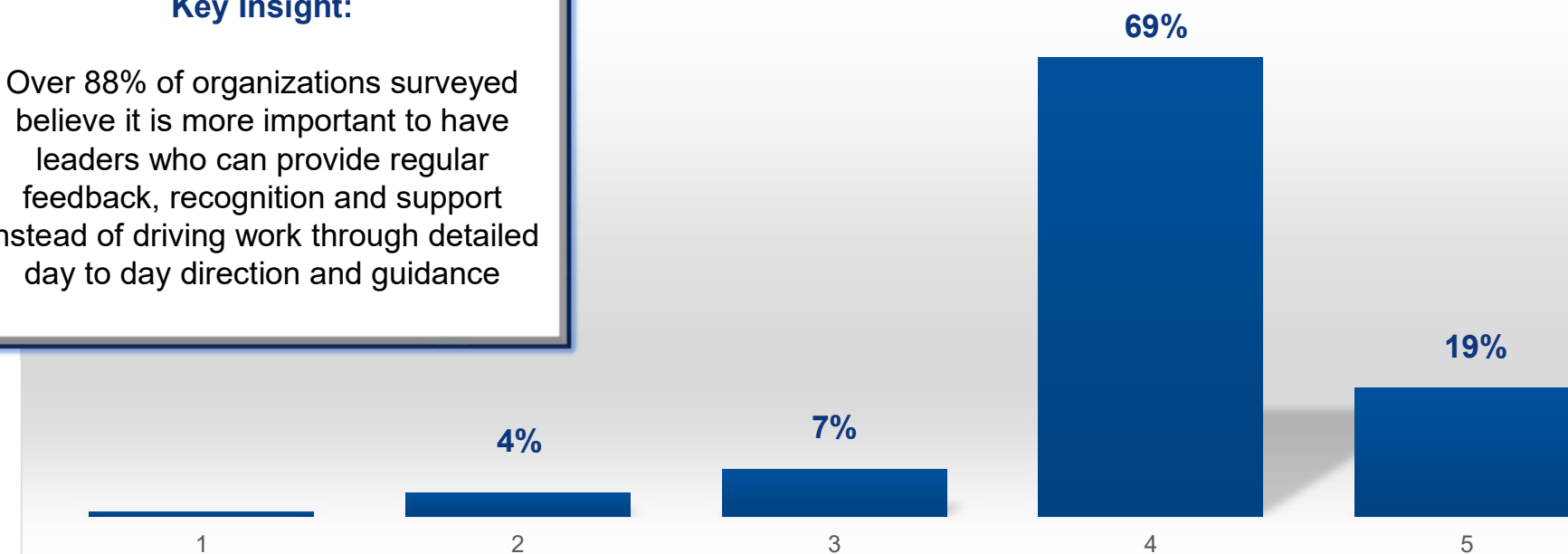
**Driving an employee's work by providing detailed day to day directions and guidance** ⟷ **Supporting employee's work by providing feedback, recognition and support**
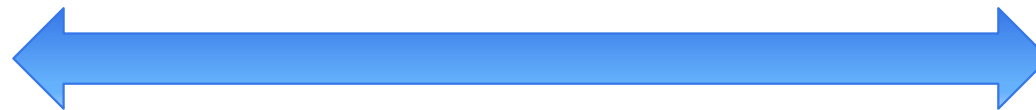
USING A SCALE OF 1 – 5, WHICH LEADERSHIP STYLE MOST CLOSELY REFLECTS WHAT IS NEEDED IN YOUR ORGANIZATION IN THE NEXT 18 MONTHS

Key Insight:

Over 76% of organizations surveyed believe they need their leaders to collaborate across functions and overcome obstacles through clever approaches, while 24% believe they need their leaders to drive results by leading functional priorities and goals

54%

22%

14%

7%

3%

1   2   3   4   5
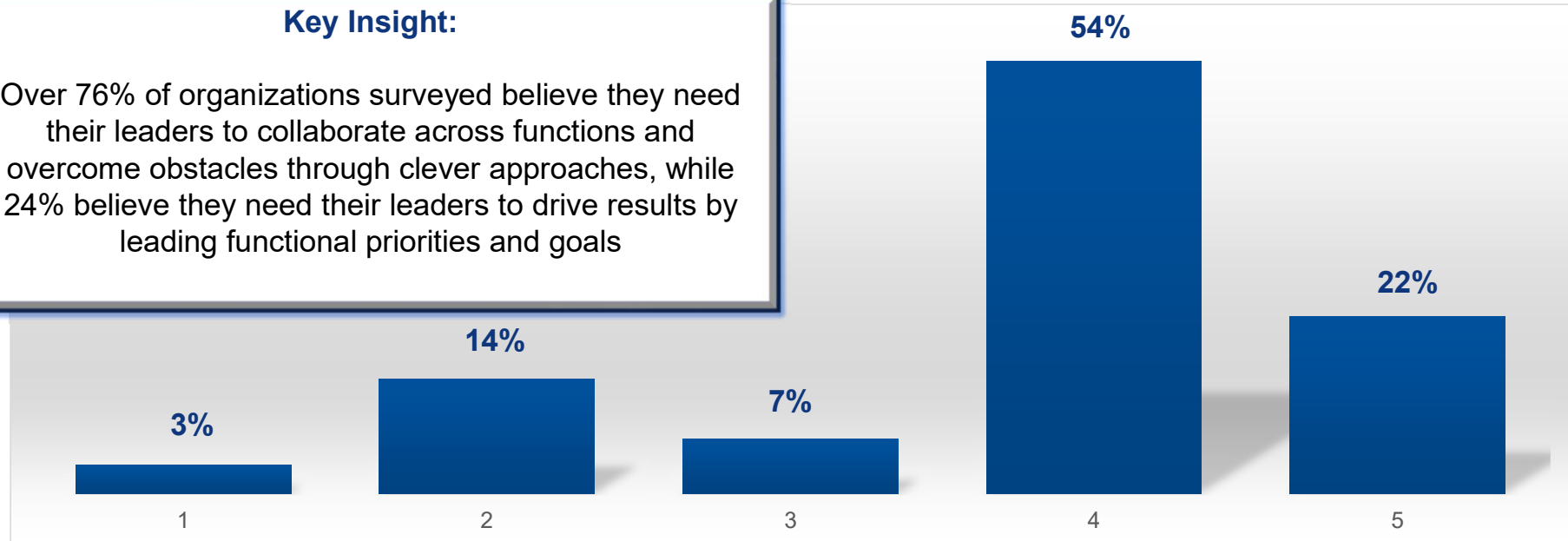
Drive results through a focus on leading functional priorities and goals

Influencing results by breaking down silos, collaborating across functions and overcoming obstacles through clever approaches

USING A SCALE OF 1 – 5, WHICH LEADERSHIP STYLE MOST CLOSELY REFLECTS WHAT IS NEEDED IN YOUR ORGANIZATION IN THE NEXT 18 MONTHS

Key Insight:

Over 84% of organizations surveyed believe they need their leaders to actively listen to the needs of their employees and work together to understand the actions needed to resolve problems, while 6% believed leaders should ensure employees are completing work on time

57%

27%

6%

9%

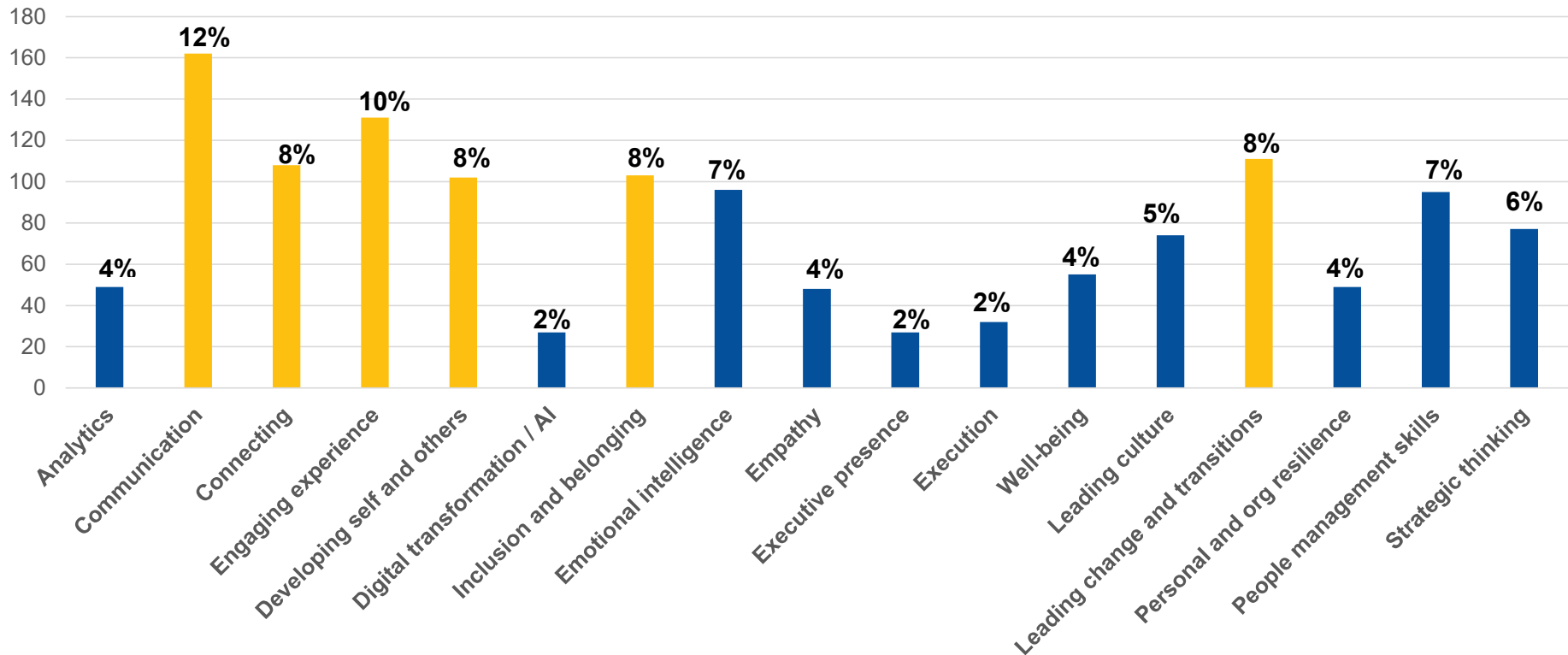| 1 | 2 | 3 | 4 | 5 |
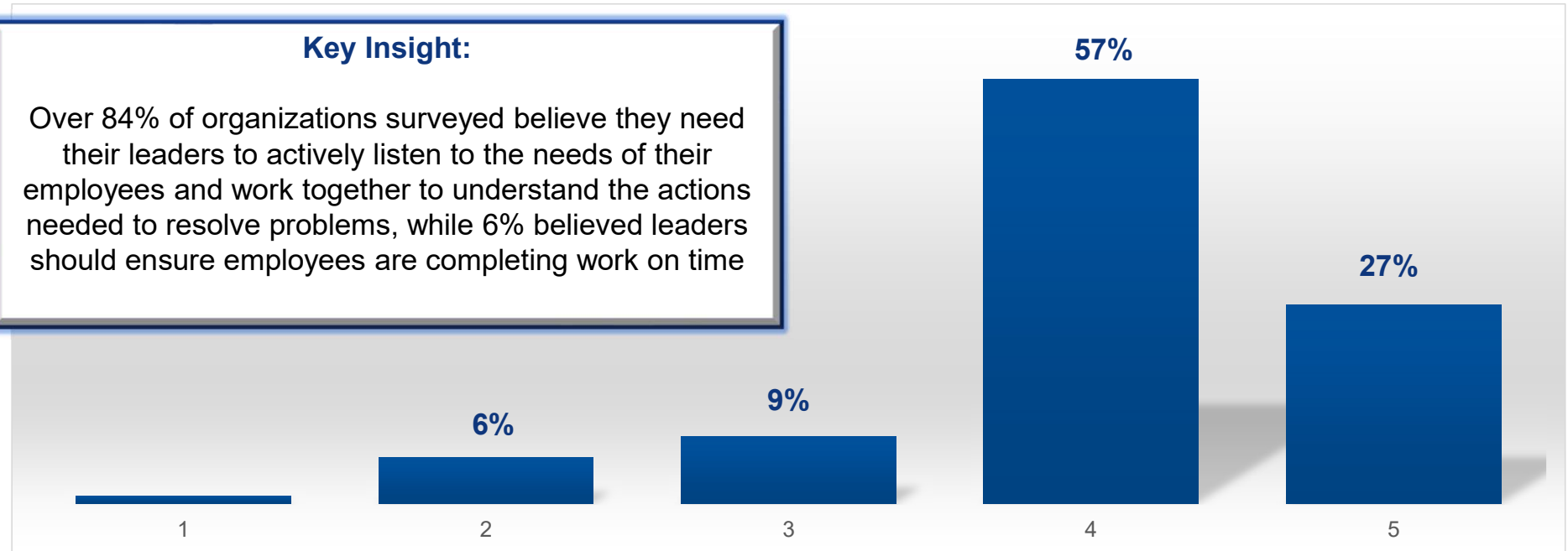
Ensuring employees are completing work on time

Supporting employees by actively listening to their needs and working together to understand the actions needed to resolve problems
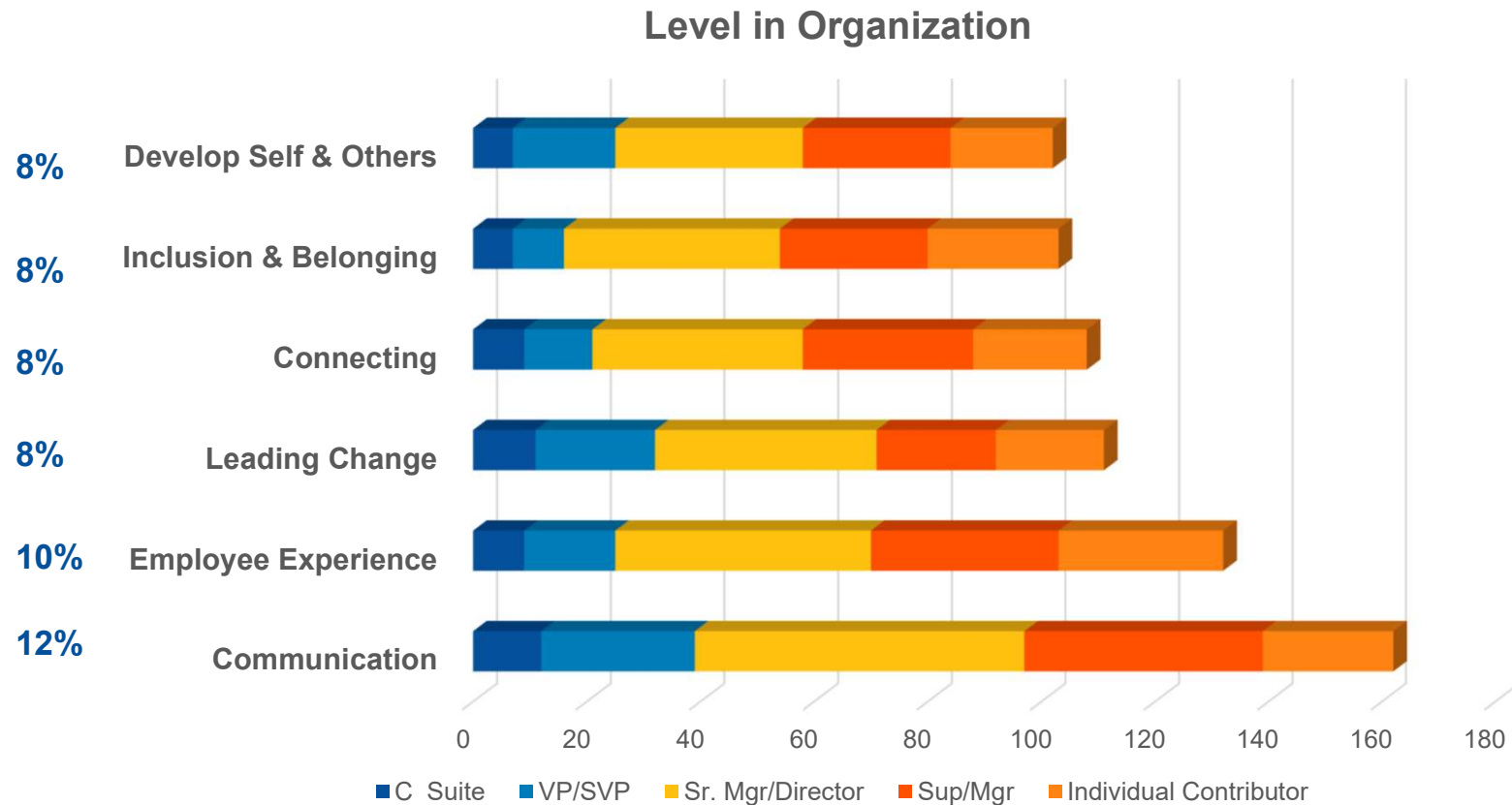
LEADERSHIP DEVELOPMENT TOPICS FOR THE NEXT 18 MONTHS

LEADERSHIP DEVELOPMENT SKILL TOPICS THAT ARE CRITICAL FOR LEADERS IN THE NEXT 18 MONTHS

TOP 6 LEADERSHIP DEVELOPMENT SKILL TOPICS

Level in Organization

8% — Develop Self & Others
8% — Inclusion & Belonging
8% — Connecting
8% — Leading Change
10% — Employee Experience
12% — Communication

0 20 40 60 80 100 120 140 160 180

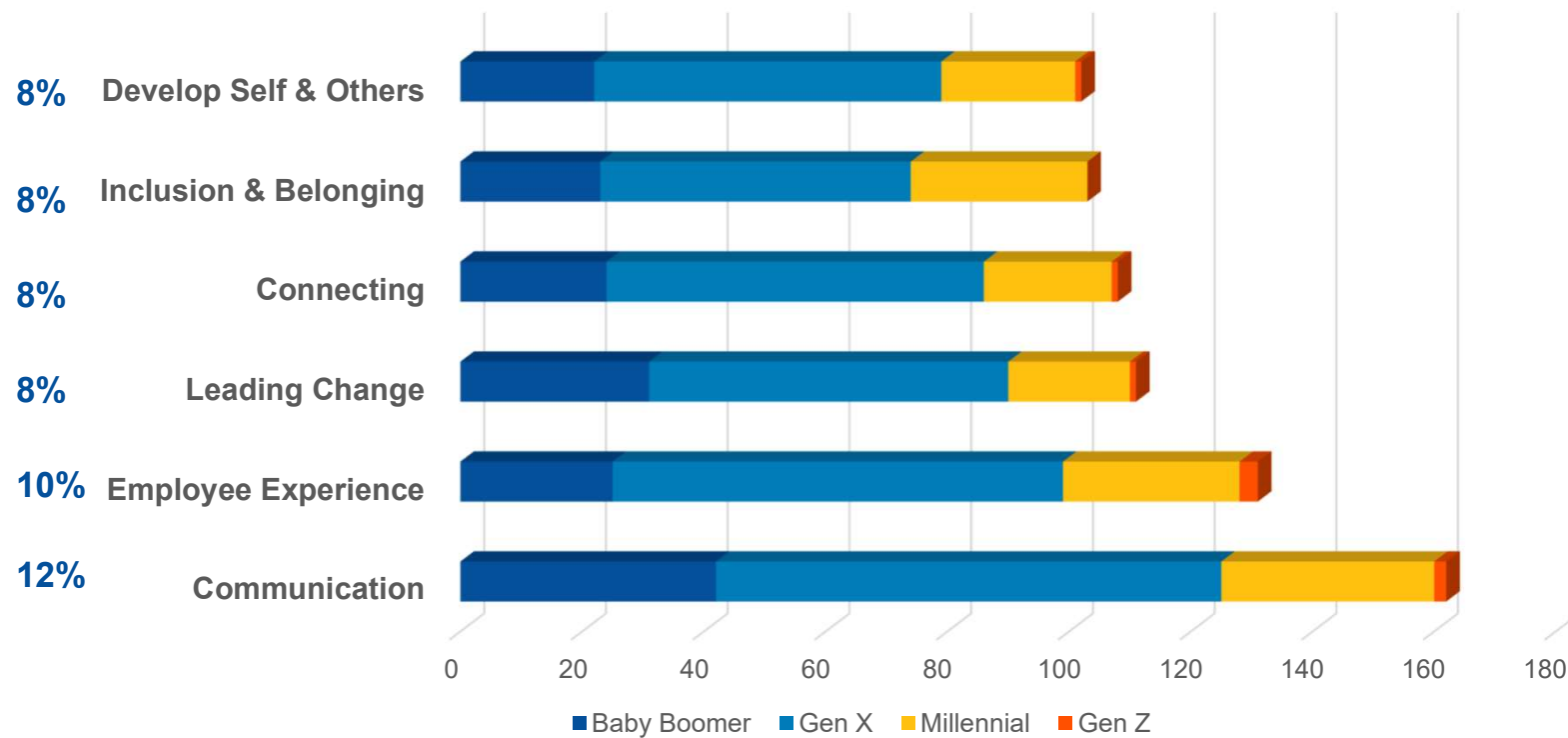■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Sup/Mgr ■ Individual Contributor

Key Insight:

All levels in the organizations surveyed identified Employee Experience and Communication as the most important leadership development skill topics

VP / SVPs identified leading change more frequently than the employee experience

TOP 6 LEADERSHIP DEVELOPMENT SKILL TOPICS

Generations

8% Develop Self & Others
8% Inclusion & Belonging
8% Connecting
8% Leading Change
10% Employee Experience
12% Communication

0 20 40 60 80 100 120 140 160 180
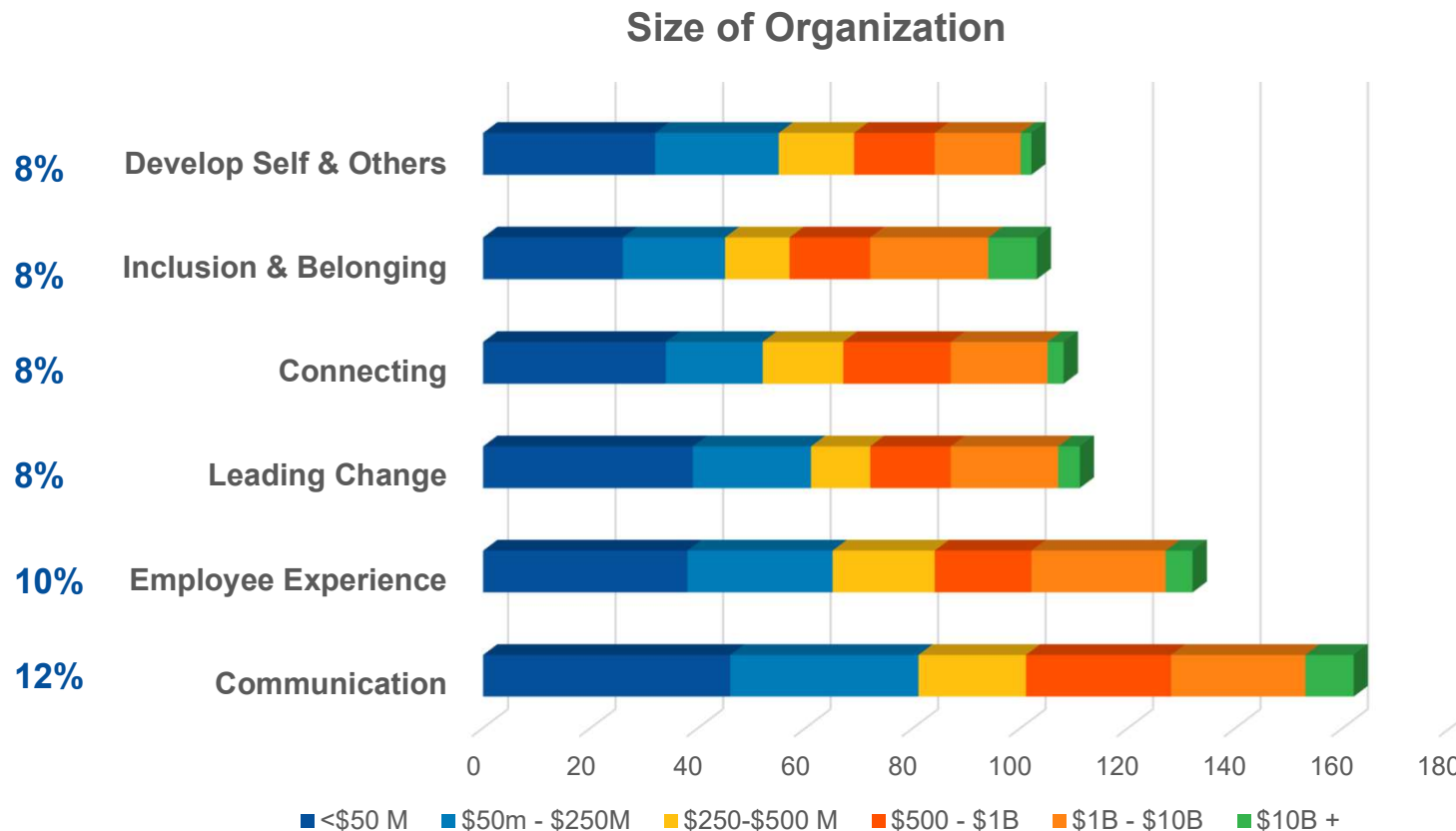
■ Baby Boomer ■ Gen X ■ Millennial ■ Gen Z

Key Insight:

All generations in the organizations surveyed identified Employee Experience and Communication as the most important leadership development skill topics

Baby Boomers and Millennials identified Inclusion & Belonging as important as the Employee Experience

TOP 6 LEADERSHIP DEVELOPMENT SKILL TOPICS

Size of Organization

Legend
■ <$50 M   ■ $50m - $250M   ■ $250-$500 M   ■ $500 - $1B   ■ $1B - $10B   ■ $10B +

8% **Develop Self & Others**

8% **Inclusion & Belonging**

8% **Connecting**

8% **Leading Change**

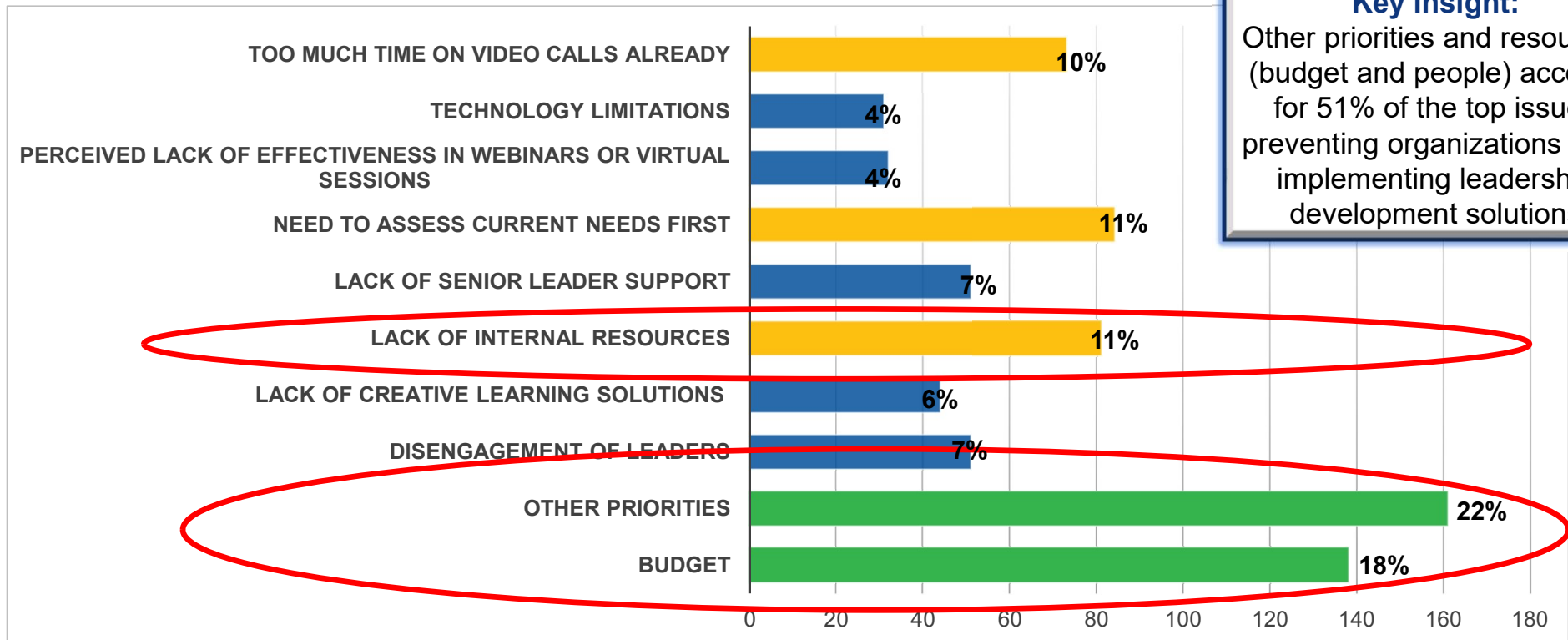10% **Employee Experience**

12% **Communication**

Key Insight:

Larger organizations (over $1 B) identified inclusion and belonging, employee experience and communication as their top 3 skill topics

Smaller organizations (<$250 M) identified communication, employee experience and leading change as their top 3 skill topics

WHAT PREVENTS LEADERSHIP DEVELOPMENT

WHAT IS PREVENTING YOU FROM IMPLEMENTING LEADERSHIP DEVELOPMENT SOLUTIONS?

Key Insight:
Other priorities and resources (budget and people) account for 51% of the top issues preventing organizations from implementing leadership development solutions

Category	Value
TOO MUCH TIME ON VIDEO CALLS ALREADY	10%
TECHNOLOGY LIMITATIONS	4%
PERCEIVED LACK OF EFFECTIVENESS IN WEBINARS OR VIRTUAL SESSIONS	4%
NEED TO ASSESS CURRENT NEEDS FIRST	11%
LACK OF SENIOR LEADER SUPPORT	7%
LACK OF INTERNAL RESOURCES	11%
LACK OF CREATIVE LEARNING SOLUTIONS	6%
DISENGAGEMENT OF LEADERS	7%
OTHER PRIORITIES	22%
BUDGET	18%

0   20   40   60   80   100   120   140   160   180

WHAT IS PREVENTING YOU FROM IMPLEMENTING LEADERSHIP DEVELOPMENT SOLUTIONS?

Level in Organization

10% Too much time on video calls already

11% Need to assess current needs first

11% Lack of internal resources

22% Other priorities

18% Budget

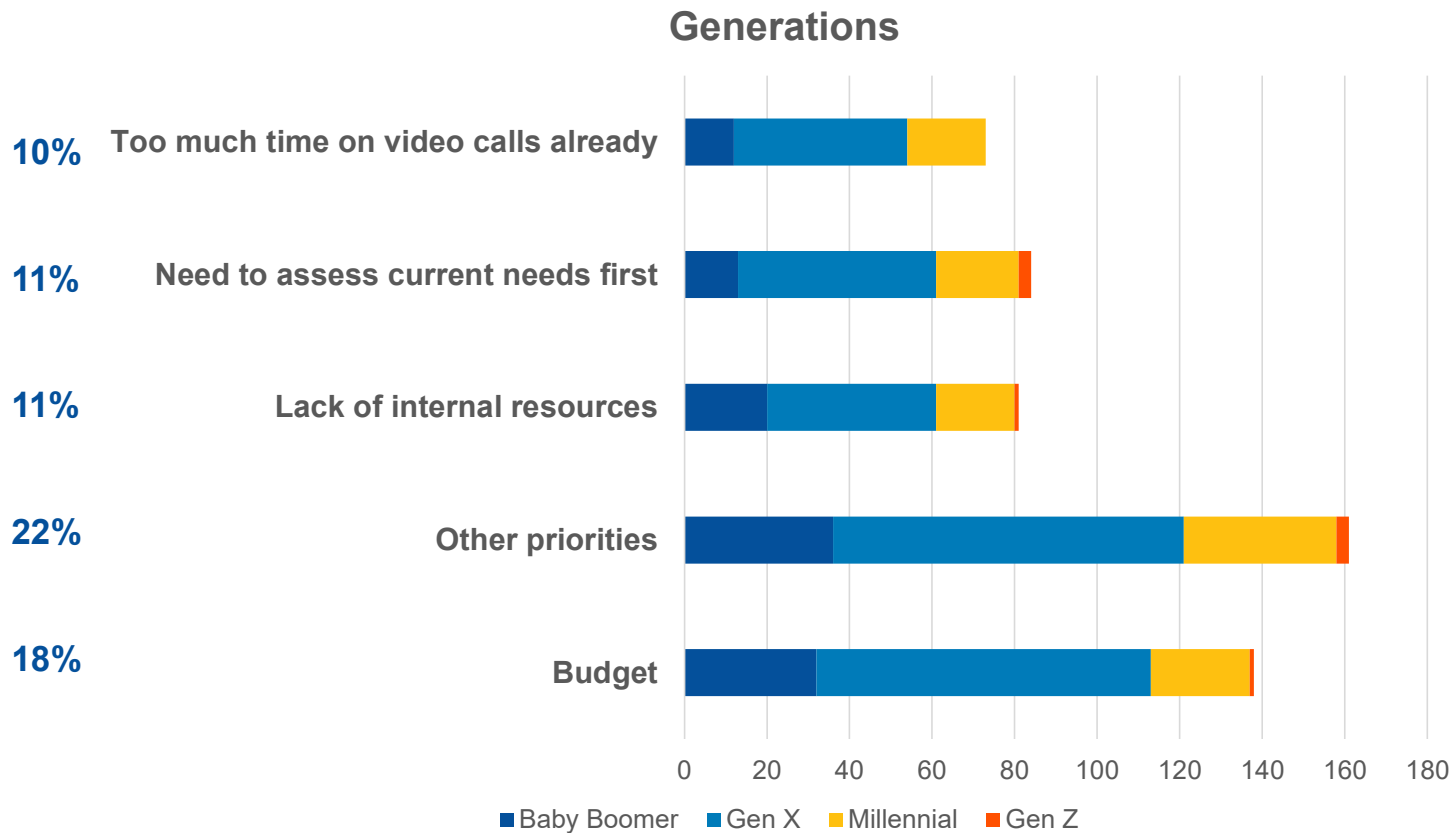Legend: ■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Sup/Mgr ■ Individual Contributor

Key Insight:

Director level and below identified the need to assess current needs first over a lack of internal resources

Individual contributors identified needing to assess current needs first and other priorities versus budget
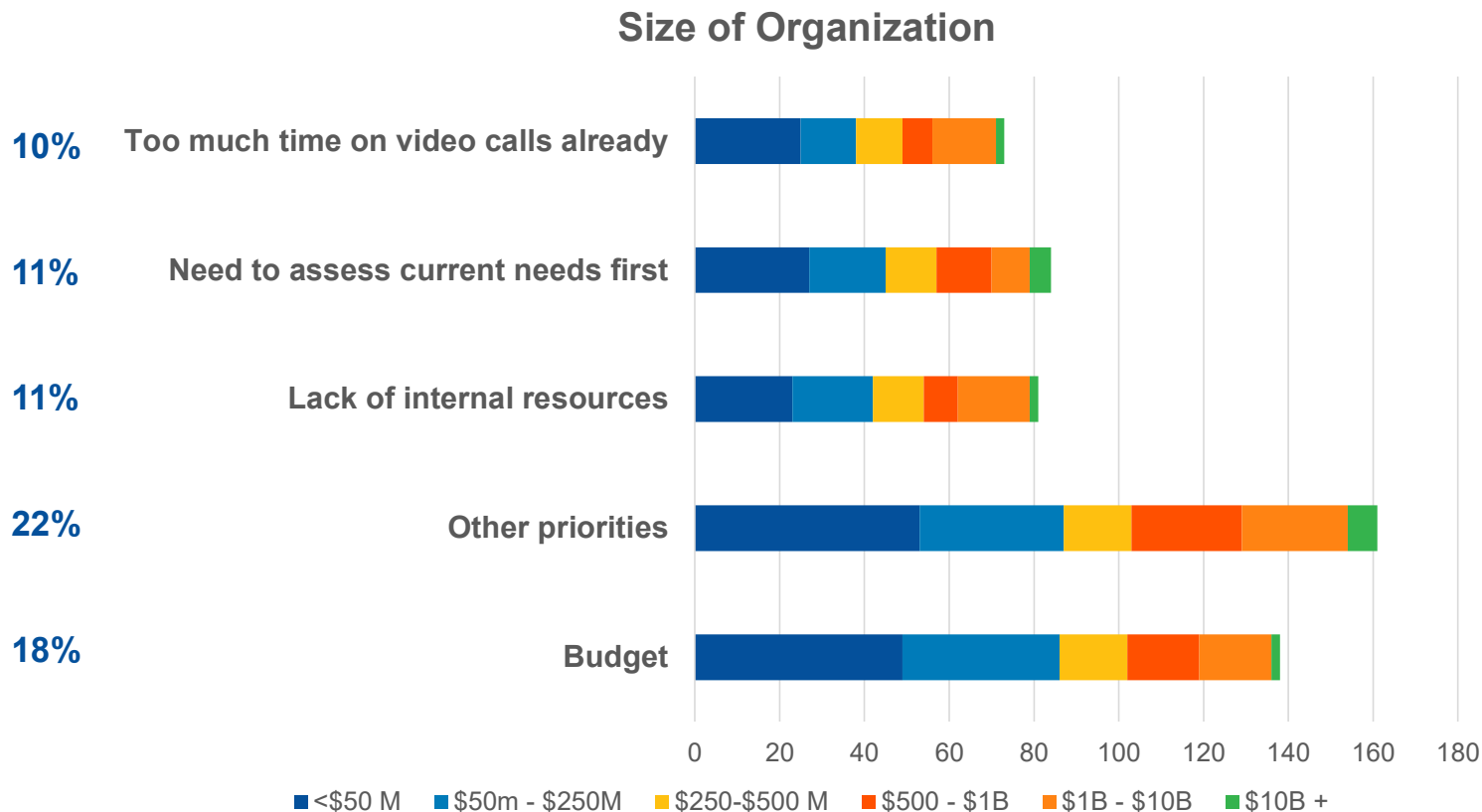
WHAT IS PREVENTING YOU FROM IMPLEMENTING LEADERSHIP DEVELOPMENT SOLUTIONS?

Generations

10% Too much time on video calls already

11% Need to assess current needs first

11% Lack of internal resources

22% Other priorities

18% Budget

Legend: ■ Baby Boomer ■ Gen X ■ Millennial ■ Gen Z

Key Insight:

All generations identified other priorities as the number one issue that is preventing their organizations from developing leaders

WHAT IS PREVENTING YOU FROM IMPLEMENTING LEADERSHIP DEVELOPMENT SOLUTIONS?

Size of Organization

10% Too much time on video calls already

11% Need to assess current needs first

11% Lack of internal resources

22% Other priorities

18% Budget

Legend: ■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +
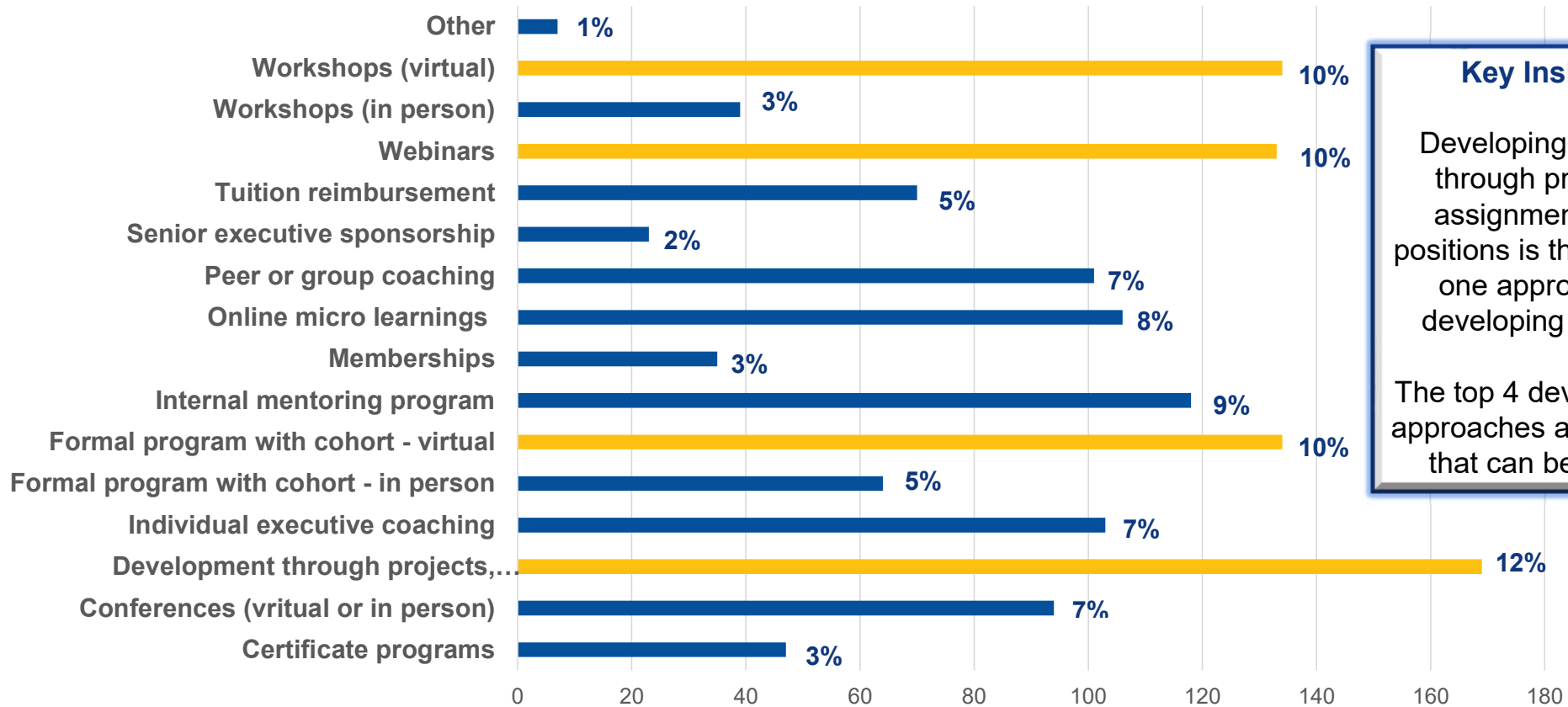
Key Insight:

All organizations identified other priorities as the number one issue that is preventing their organizations from developing leaders

Larger organizations (over $10B) identified the need to assess current needs first as their second issue, while smaller organizations (less than $250 M) identified budget as their second issue

THE BEST LEADERSHIP DEVELOPMENT APPROACHES

LEADERSHIP DEVELOPMENT APPROACHES

Horizontal bar chart showing leadership development approaches:

- Other: 1%
- Workshops (virtual): 10%
- Workshops (in person): 3%
- Webinars: 10%
- Tuition reimbursement: 5%
- Senior executive sponsorship: 2%
- Peer or group coaching: 7%
- Online micro learnings: 8%
- Memberships: 3%
- Internal mentoring program: 9%
- Formal program with cohort - virtual: 10%
- Formal program with cohort - in person: 5%
- Individual executive coaching: 7%
- Development through projects,...: 12%
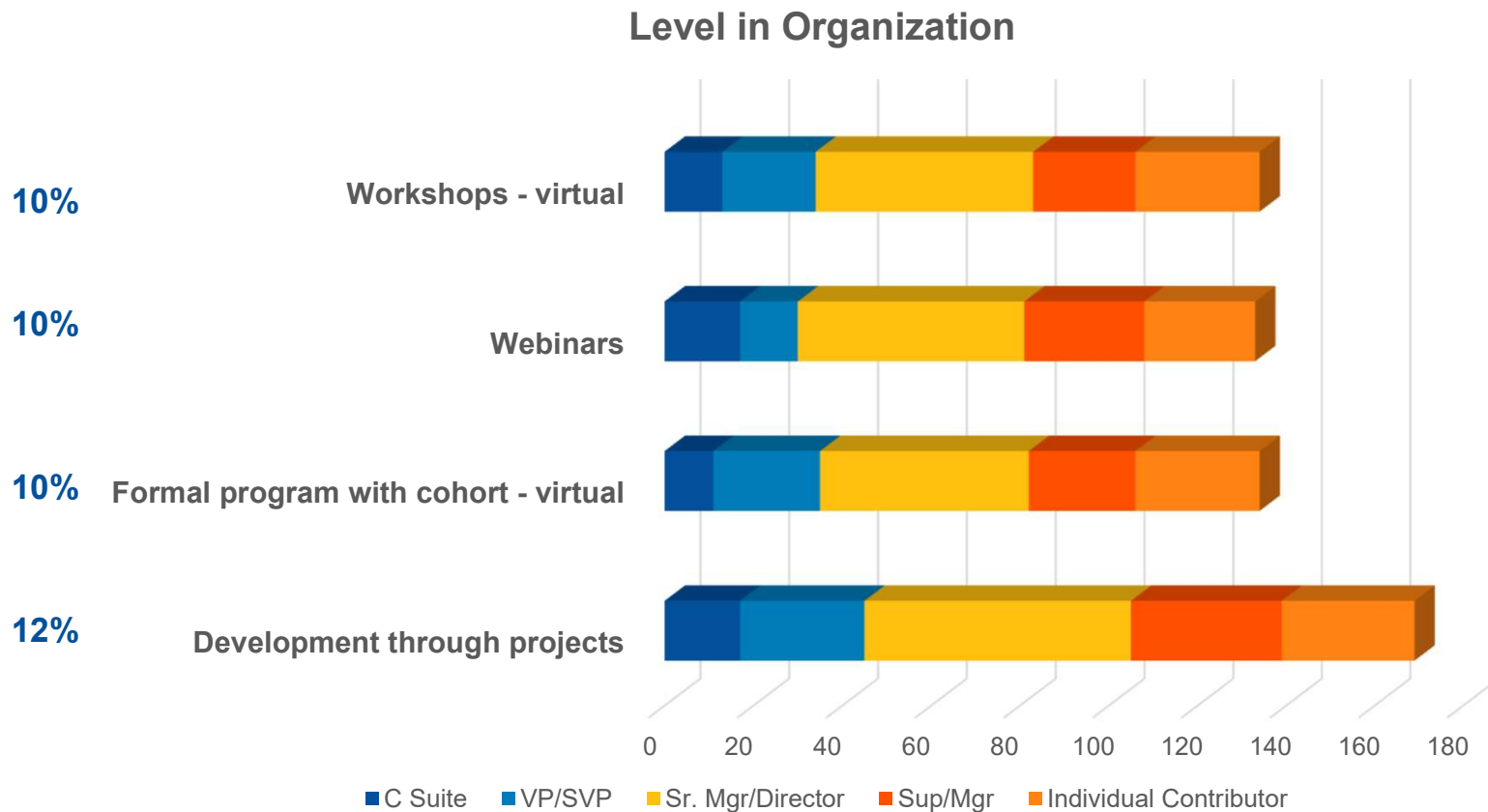- Conferences (vritual or in person): 7%
- Certificate programs: 3%

Key Insight:

Developing leaders through projects, assignments and positions is the number one approach to developing leaders

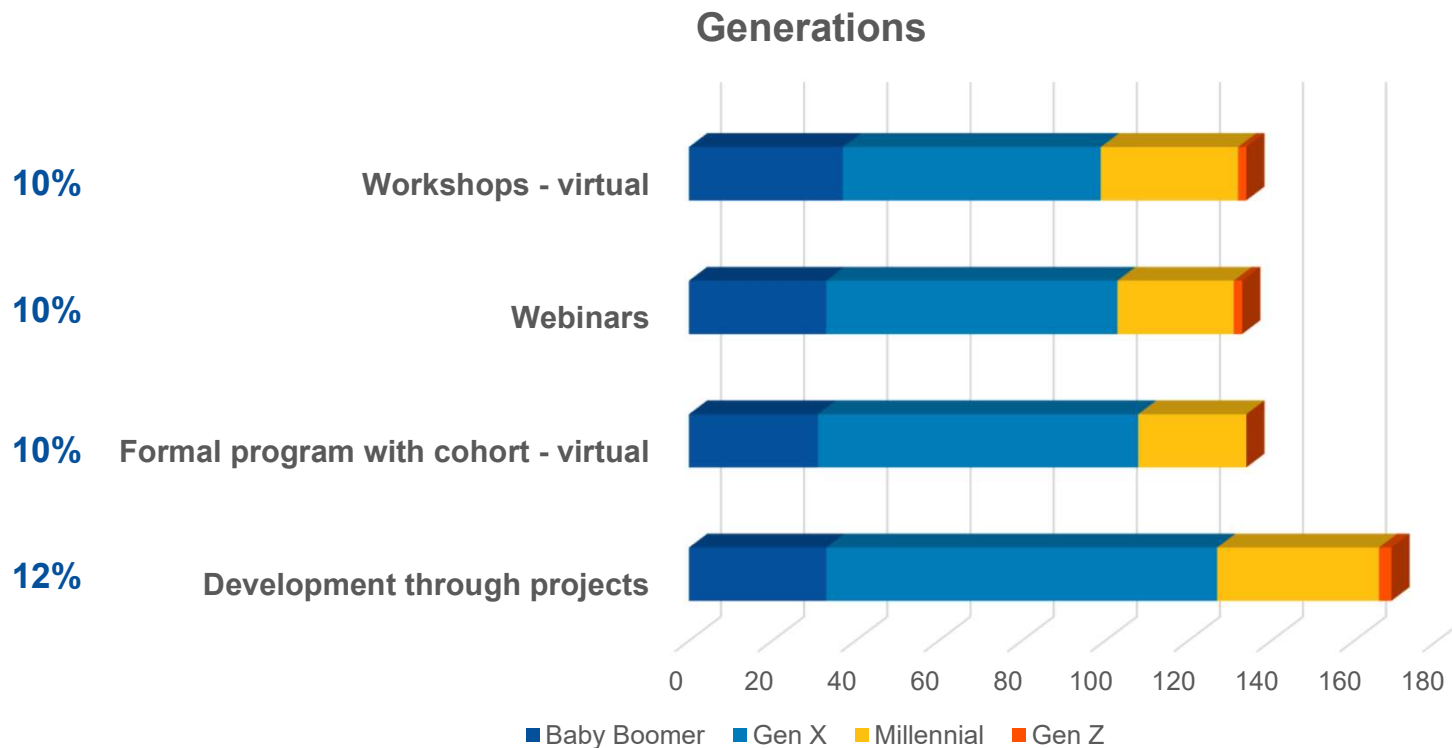The top 4 development approaches are options that can be virtual

TOP FOUR LEADERSHIP DEVELOPMENT APPROACHES

Level in Organization

10%	Workshops - virtual
10%	Webinars
10%	Formal program with cohort - virtual
12%	Development through projects

Axis: 0 20 40 60 80 100 120 140 160 180

Legend: ■ C Suite ■ VP/SVP ■ Sr. Mgr/Director ■ Sup/Mgr ■ Individual Contributor

Key Insight:

All levels in the organization identified developing leaders through projects, assignments and positions as the number one approach to developing leaders

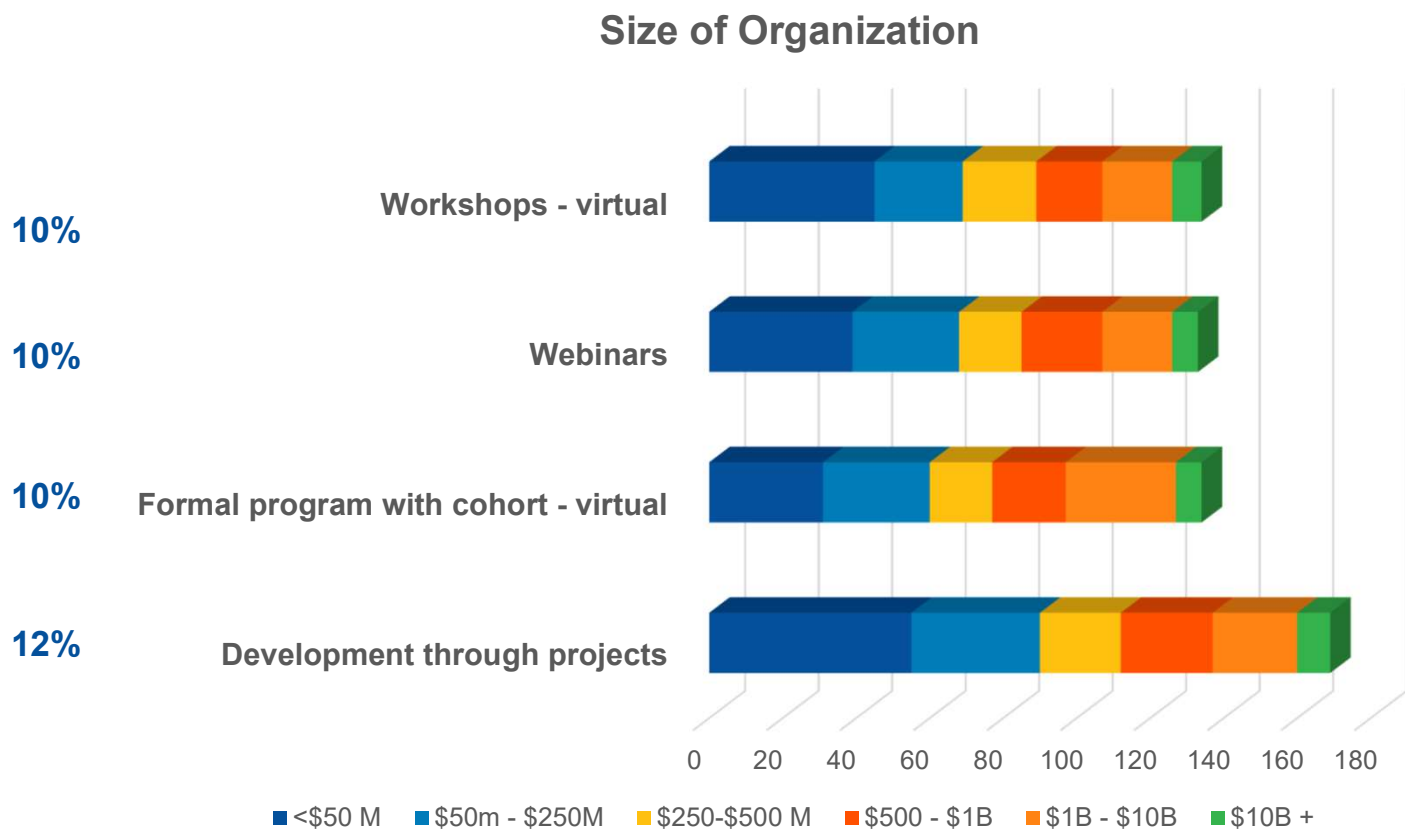# TOP FOUR LEADERSHIP DEVELOPMENT APPROACHES

Generations

10% — Workshops - virtual

10% — Webinars

10% — Formal program with cohort - virtual

12% — Development through projects

0 20 40 60 80 100 120 140 160 180

■ Baby Boomer ■ Gen X ■ Millennial ■ Gen Z

Key Insight:

Gen X, Millennials and Gen Z identified developing leaders through projects, assignments and positions as the number one approach to developing leaders

Baby Boomers identified virtual workshops as their preferred approach

TOP FOUR LEADERSHIP DEVELOPMENT APPROACHES

Size of Organization

10% Workshops - virtual

10% Webinars

10% Formal program with cohort - virtual

12% Development through projects

0 20 40 60 80 100 120 140 160 180

■ <$50 M ■ $50m - $250M ■ $250-$500 M ■ $500 - $1B ■ $1B - $10B ■ $10B +

Key Insight:

Large organizations (>$10B) and smaller organizations (less than $1B) identified developing leaders through projects, assignments and positions as the number one approach to developing leaders

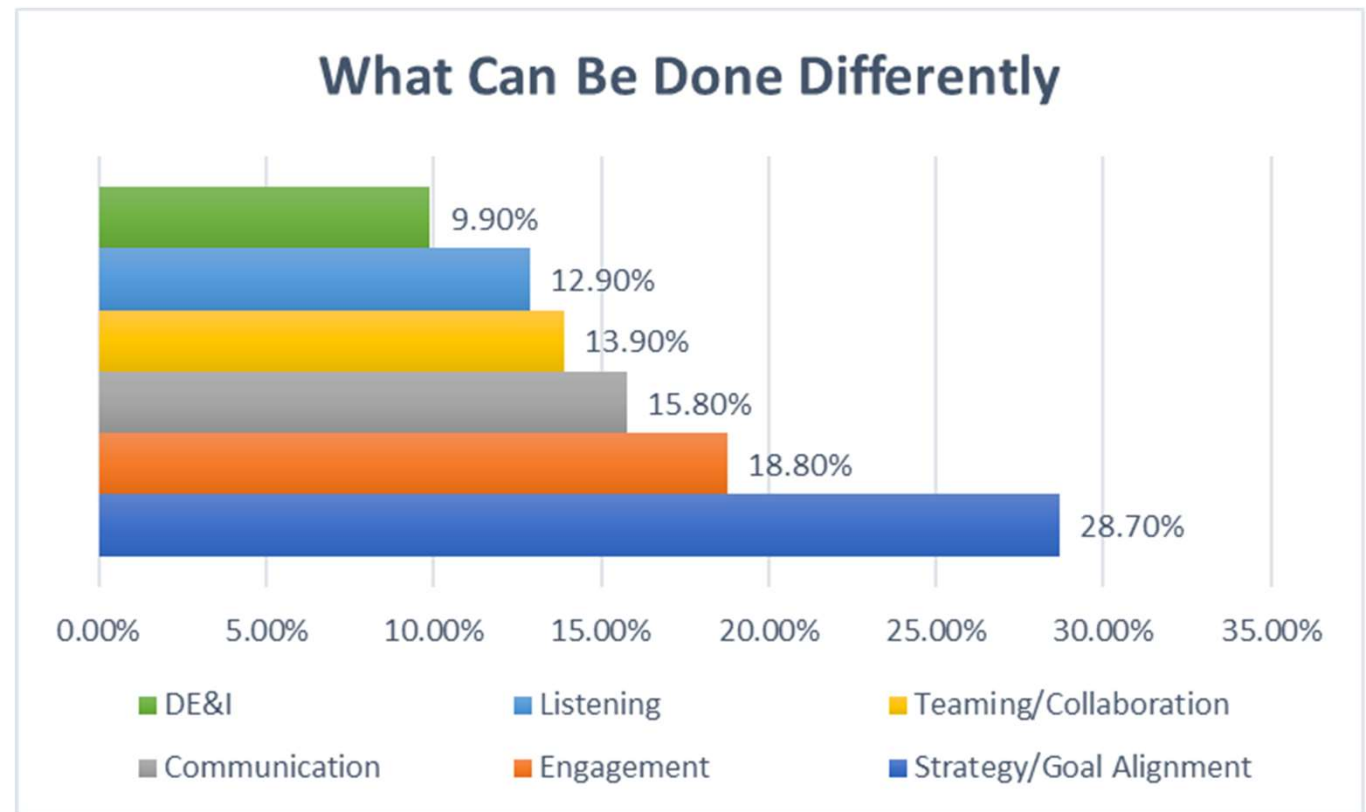Organizations $1B to $10 B identified virtual, formal programs with a cohort as their number one approach

WHAT CAN BE DONE DIFFERENTLY

WHAT NEEDS TO CHANGE IN THE ORGANIZATION TO BETTER SUPPORT LEADERS?

Most common open-ended responses to:

- *What can your organization do differently so leaders can be more successful in the next 18 months?*

- Strategy/Goal Alignment was the most frequently mentioned response at 28.7%

- Listening was a surprise with 12.9% of all responses

What Can Be Done Differently

Category	Percentage
DE&I	9.90%
Listening	12.90%
Teaming/Collaboration	13.90%
Communication	15.80%
Engagement	18.80%
Strategy/Goal Alignment	28.70%

LEAD NOW! MODEL, THE AUTHORS & STEWART LEADERSHIP

LEAD NOW! MODEL

- Research-based, practical leadership development model, used by thousands of leaders throughout the world.

- Provides leaders at all levels an action-oriented and comprehensive framework for the critical dimensions of leading others.

- Built on the assumption that leaders must achieve aligned and positive results from four perspectives:
  - Their people
  - Their business
  - Their marketplace (external)
  - Their organization (internal)

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STEWART LEADERSHIP

For over 40 years, Stewart Leadership has been enabling organizations to achieve optimal people results with a proven approach that aligns talent, culture, and strategy.

We partner with you to design a tailored solution that meets your specific needs; incorporating assessments, coaching, training, consulting, and on-going support so you, your leaders, and your organization can inspire confidence and have a greater positive impact.

Drawing on our work with organizations across the world, we'll partner with you to build a culture that develops leaders, empowers teams, and successfully navigates change to establish a legacy of sustained success.

Whether you are seeking to add shareholder value, increase customer retention, improve employee experience, or drive new revenue, the path to achievable, repeatable, and sustainable business results starts with your people.

LEADERSHIP DEVELOPMENT	TEAM PERFORMANCE	CHANGE MANAGEMENT	TALENT DEVELOPMENT
Leadership Training & Programs	Team Assessment & Alignment	Change Strategy & Training	Employee Experience
Executive Coaching & Onboarding	Executive Team Development	Strategic Planning & Board Services	Succession & Workforce Planning
Manager Development	New Leader Team Assimilation	Culture Assessment & Integration	Career Management
Executive Presence	Presentation & Orals Coaching	Organizational Design & Alignment	Competency Modeling

REACH OUT! WE ARE HERE TO SUPPORT YOU.

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