



Why Do Leadership Development Initiatives Succeed?

LMH Services finds that three major factors influence the success of leadership development initiatives: alignment, integration and resources.

Alignment

Leadership happens in the context of your organizational culture and the larger marketplace. 360-degree feedback programs and coaching are more likely to produce desired results when senior management has assessed the current and future business challenges, defined the organization's vision and values, and then identified leadership behaviors that align with those factors.

Integration

Leadership development programs, such as 360-degree assessments and executive coaching, can be perceived as the latest "flavor du jour" if they are not properly integrated with your organization's strategic initiatives. Otherwise, leaders and managers question: Does this initiative have any teeth? Why invest my limited time and effort? And, from the organizational side: What development activities will really make a difference? Will these programs give us a real return-on-investment?

Resources

Leadership development remains a nice idea unless it has teeth - appropriated resources of time, support and money. During downturns and turbulent times, budgets get slashed and attention turns toward managing current challenges and uncertainty. Yet, recognizing these urgent realities, continued leadership and talent development is essential for maintaining a healthy workforce and leadership pipeline that will take the organization to new levels once the turbulence has passed.

Whether you are looking for a company to design your executive assessment program, to design a coaching skills program or provide executive coaching for your leadership team - or simply for an experienced executive coach who will complement your ongoing leadership development activities - LMH Services works with you to assure the alignment, integration and resource capabilities necessary to provide a seamless approach to your leadership development initiative.

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