

Why Corporate Leadership Training Is Failing

About \$12 billion is annually spent on leadership programs, specifically on top leaders of the organization. However, only 20% of the skills or knowledge taught in leadership training programs is transferred into new leadership habits. **Why?**

Common Training Methods

The most common reported development methods are:



While the above methods will remain important, many question whether the application of these methods in their current formats will be sufficient to develop leaders to the levels needed to meet the challenges of the coming decades.

The challenge becomes, if not the methods above,

then what ? ? ?

Leadership Awakened: HR's Role in Training

Organizations rely heavily on HR departments to recruit, train, and retain managers capable of leading through challenging times. Yet, senior executives and managers still believe the leadership programs they are attending are **insufficient**.



According to Deloitte's 2016 *Global Human Capital Trends* report, based on over 7,000 senior executives and managers:



It's time to look at this problem from a **new angle**



Refocus on Individual Employees

The most commonly overlooked step in developing great corporate leaders is identifying their unbalanced personality trait.

Only when the individual is balanced will they be able to reach their personal and professional goals. This is when a more generalized, universal approach to leadership development can become effective.



Dharma life programs

Dharma Life Sciences offers employee personal development programs focused on identifying and balancing personality traits specific and unique to each individual employee.



Visit: www.dharmalife.info today!

If you are looking for a fresh take on employee assistant programs or are interested in learning more about our programs please contact a local Dharma Life Sciences consultant today.