Are your leaders ready for what's next?

tlg turknett leadership group

46%

Nearly half of executive leadership transitions **fail or underperform** 2 years later

Only 7% of organizations believe they develop leaders effectively.

The issue isn't effort. It's a lack of focus, alignment, and measurement.

STEP 1: DEFINE

What does "great leadership" actually look like here?

- Identify & define the **core leadership skills** and **observable behaviors** needed to succeed
- Align these ***competencies*** to **business strategy**

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Leaning on *transferrable* skillsets and self-awareness can prepare leaders **4x more for change**

4x

STEP 2: ASSESS

You can't improve what you don't measure.

360 Assessment: multi-rater behavioral insight to surface blind spots

Personality measures: predict risk under pressure

Simulations: observe real behavior

Without rigorous assessment, development efforts are expensive guesswork. ***Measurement creates the direction that makes investment worthwhile.***

STEP 3: INVEST

You know what you want. You know what you have. Now to close the gap.

Executive coaching provides individual and targeted feedback

Development plans tied to assessment data

Team-based **leadership training**

Stretch assignments & real-world application

Tailored coaching and structured support can **double the likelihood of leadership success.**

COMMON PITFALLS

- Promoting on past performance in individual contributor roles — **leadership is a fundamentally different skillset**
- Treating development as a one-time event rather than a **continuous system**
- Failing to connect **leadership capability to business outcomes**

THE BOTTOM LINE

When organizations are intentional with their leadership, they see

- **Stronger pipelines and succession readiness**
- **Better promotion and hiring decisions**
- **Higher employee engagement and retention**
- **Faster adaptation to change and disruption**

Organizations that win don't guess on leadership - ***they build it deliberately***. Future-ready leaders aren't found - they're built.

References

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