



PERSONAL PRODUCTIVITY

**RESULTS**

PERSONAL LEADERSHIP

[www.lmi-world.com](http://www.lmi-world.com)

## The One Choice That Could Make or Break Your Company

### Is Your Organization Producing Challenging Leaders or Group-Thinking Followers?

It's no secret that companies need leaders. It's not surprising then that leadership development is where many companies spend a large part of their money (\$50 Billion annually) on training. However, if companies are continually spending money on training and developing their people, why then is there such a substantial gap in qualified leaders?

A survey conducted by Sarah Payne, managing editor at Globoforce, found that 93% of managers need training on coaching employees. However, according to Chief Learning Officer Media, the majority of organizations (68%) spend less than \$4,000 per year per person on leadership development.

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**56%** Organizations are not ready to meet leadership needs.

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There is a massive gap between current leadership and new, younger talent. For organizations to succeed, this gap must be bridged.

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**63%** Millennials feel their leadership skills are not being fully developed by their employers.

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Too many organizations rely on the same leadership that has been in charge for years with no recognition that 10,000 Baby Boomers are retiring every day. While organizations continue to rely on these leaders, they should be aggressively training upcoming talent on how to lead the company into the future.

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**77%** Organizations overall are currently experiencing a leadership gap.

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# The Harsh Reality Companies Face

In 2017, Robert Velasquez, Marketing Coordinator of the U.S. for Infopro Learning released an incredibly shocking study regarding leadership development. The results have been listed below:

- To start, 10,000 Baby Boomers are retiring each day
- And 48% of the workforce will be millennials by 2020
- Meanwhile, 67% of millennials are looking for a new job
- And of those who stay, 91% plan to stay at their current job fewer than 3 years
- This might be why 84% of organizations anticipate a shortfall of leaders in the next 5 years
- Also, 83% of organizations say it is important to develop leaders at all levels
- But only 5% have fully implemented development at all levels
- And 25% of organizations say less than 10% of critical leadership positions have ready and willing successors
- Not surprisingly, 58% of organizations' top priority is closing leadership skill gaps
- And 43% of organizations' top priority is closing gaps across all leader levels
- Only 18% of organizations say their leaders are "very effective" at meeting business goals
- But only 19% of organizations say they are "very effective" at developing leaders
- The bottom line is that more money is spent on leadership development than any other area of corporate training, yet 71% of organizations do not believe or think their leaders are able to lead their organization into the future

## The Facts

Companies are having a hard time preparing for the future. With more and more Baby Boomers retiring every day, new leaders are having to step up and fill roles they might not be adequately prepared to fill. However, those that are required to step up have not been trained to do so. This is losing company's money and wasting precious time.

## The Leadership Gap

There is a massive gap that stands between where leaders should be, and where they currently stand. This can come from lack of training, lack of experience, lack of goals, lack of desire, or lack of personal development. If this gap is not filled on a personal level, companies will suffer the consequences. Turnover rates will rise, costs will sky-rocket, and company morale will decrease. Ultimately, companies will be forced to close their doors and thousands of people will be without jobs.

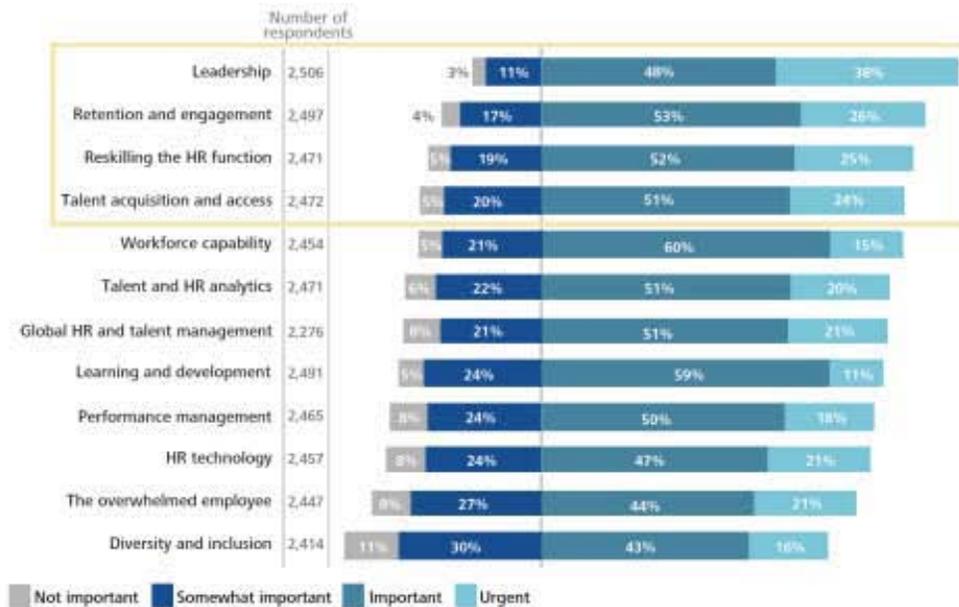
# What Can Companies Do?

Companies today have a few different paths they can take toward ensuring the future of their companies:

1. Grow and adapt through development of their employees into leaders
2. Wait to make a change and fall deeply behind the curve
3. Not make a change and eventually shut their doors

# Companies Need Leaders - Leaders Need Development

Figure 1. Perceived urgency of 12 global trends



Graphic: Deloitte University Press | DUPress.com

**Deloitte conducted a survey that included 2,532 business and HR leaders in 94 countries. Their findings proved the following trends:**

- **Companies know that good leadership is needed**
- **Good leadership must be created quickly before old leadership is gone**
- **Companies are urgently in need of people to step up and fill roles**

**If companies know they need leaders and that leaders must be developed to embrace the always-changing needs of 21st century businesses, why then are companies not rapidly developing their people to fill these roles?**

# The Mental Shift

## Lifestyle Over Emotional Pep Rallies

What is true leadership today? In the past, where a position or a title was the main requisite of becoming a leader, that is simply not the case today.

Leaders are constant learners. According to John F. Kennedy, "Leadership and learning are indispensable to each other."

Leaders gain influence naturally through their qualities, not their position. "The key to successful leadership today is influence, not authority." - Ken Blanchard

Leaders today inspire others to achieve their maximum potential. "The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things." - Ronald Reagan

In short, leaders inspire a life-change, not simply an emotional response.

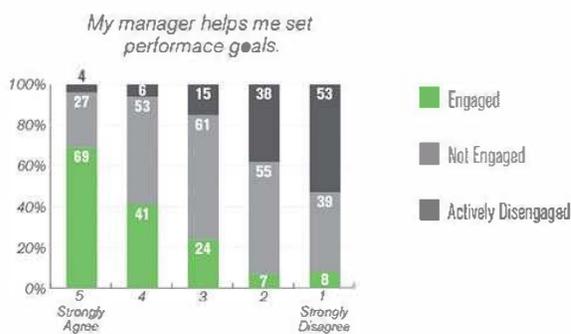
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Yes, offsite events are great. Consultants are great. Catchy phrases help us remember lessons learned. But, these one day "events" do not reflect true lifestyle change and they become nothing more than an emotional pep rally.

### EMPLOYEES WHOSE MANAGERS HELP THEM SET PERFORMANCE GOALS ARE MORE ENGAGED

Engaged employees are more likely than their colleagues to say their manager helps them set performance goals and holds them accountable for their performance. To engaged employees, *accountability* means that their manager treats all employees fairly and holds everyone to the same standards, allowing those with superior performance to shine.

Among employees who strongly agree that their manager helps them set performance goals, 69% are engaged. When employees strongly disagree, just 8% are engaged, while 53% are actively disengaged.



GALLUP

In a study done by GALLUP, employees were asked on a scale of 5 for strongly agree to 1 for strongly disagree if their manager helps them set performance goals personally and professionally. Among those that answered 5, 69% said they are engaged at work. Of those that said 1, only 8% are engaged. Those that said 2 are only 7% engaged.

This shows that companies must take what they learn from leadership development training and continue to develop those lessons within the organization on a continual basis. The more the development training becomes a lifestyle, the more engaged and equipped employees become.

# Conclusion

Companies have a decision to make. With the ever-changing tide of business in the 21st Century, leaders throughout the entire organization are needed now more than ever. Companies who have embraced this factual truth will succeed, and those who have not will fail.

“ Construct your determination with sustained effort, controlled attention, and concentrated energy. Opportunities never come to those who wait ... they are captured by those who dare to attack. ”

- Paul J. Meyer



## About Leadership Management International

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Confident, effective leaders are paramount to the success of peak-performing organizations. If they want to compete both locally and globally, today's leaders, business owners, and entrepreneurs must provide their workers with the knowledge and training they need to be successful. They must also ensure their employees use the tools they have been given to achieve the desired results.

Our mission is to develop leaders and organizations to maximize their full potential, whether it be on a personal, family, or organizational level. Backed by over 50 years of global experience, we offer a number of products and services supported by a proven system that can make a measurable impact on both individual and company performance, as well as the profitability of your business.

## What LMI Can Do For You

Leadership Management International, Inc. has had the privilege of working with companies in over 80 countries and in over 25 different languages. To us, this proves that although we are all culturally different, the basic fundamentals of business remain the same. In today's society, businesses need leaders not just at the top of the organizational chart, but throughout the entire organization at every level. We believe that anyone can become an outstanding leader if they tap into the full potential that is within them. Whether a CEO, or a brand new intern in a company, you can lead, achieve goals you never thought imaginable, and make progress towards success. To us, the definition of success is, "The progressive realization of worthwhile, predetermined personal goals." LMI's proven concept can help you achieve the same success that thousands of others all over the world have already achieved.

