Transformation is the new norm for businesses trying to ensure longevity. L&D can help organizations navigate this change and remain competitive.

Transformation is the new normal
- 86% of organizations have recent experience with transformation.
- 54% are currently undergoing transformation.
- 32% have completed a transformation within the past three years.

Transformation through leadership development leads to results
- Organizations that say leadership development is critical to their success are 29 times more likely to have a successful transformation than those in which leadership is viewed as not important.

Leadership development is missing the mark
- 80% of all respondents said they believed greater innovation was needed in learning techniques used in development programs—up from 75% in 2016.
- 66% of organizations that see L&D as being critical to success had a stronger market position than their competitors.
- 48% of business leaders from these organizations who have gone through a leadership development program believe it had a big impact on their ability to excel in their role.

Leadership development has not grown in importance
- In 2016, 57% said that L&D would be a strategic priority for their organization in the next three years.
- In 2018, only 30% said that L&D has been a strategic priority in their organization during the past three years.

L&D as a transformation driver

Drive business results by focusing on three areas
- Build organizational agility: Making your organization change-ready
- Deliver learner-focused programs: Making learning experiences personal, timely, and relevant
- Expand the definition of partnership: Working with cross-functional and external leaders to gain additional insight

The top industries in transformation
- Financial services: 89%
- Retail/leisure: 90%
- Tech/telecom: 88%

Leadership development is critical to success
- 86% of organizations have recent experience with transformation.
- 54% are currently undergoing transformation.
- 32% have completed a transformation within the past three years.

Only 52% of business leaders see their organization’s development programs as being relevant to current business challenges.

In our 2016 survey, 57% said that L&D would be a strategic priority for their organization in the next three years.

But... in 2018, only 30% said that L&D has been a strategic priority in their organization during the past three years.

75% of respondents believe development experiences should be driven more by learners than by L&D.