



Maximizing Learner Development:

HR Playbook for Transformative Leadership Training

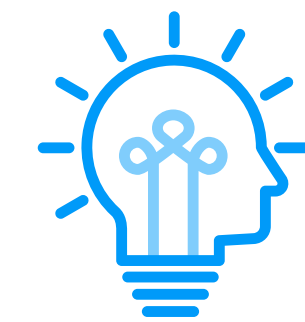
How to create more connected, engaging, and relevant learning experiences to position leaders—and businesses—for success.



Leadership training that drives growth

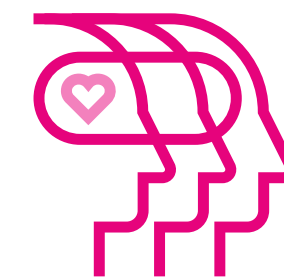
Globalization and hybrid workplaces have broadened the hiring pool for top talent. But with physically dispersed employees comes greater management challenges, including the need to monitor engagement and well-being to improve performance. A quality leader with soft skills and management expertise is critical as organizations enhance the employee experience to match the needs of the modern workforce. Managers act as mentors, coaches, and bosses. They are often the connective tissue between an individual's personal and professional life.

Employees reporting to effective managers are



15.4x

more likely to be high performers



3.2x

more likely to stay with their employer



12.5%

higher physical & mental well-being.

[Gartner HR Survey](#)

Managers know what their team members are going through at home, what challenges they have at work, and where each team member needs development. No matter where someone is in their managerial journey, continued training is a must - not only for the benefit of the leader but for the success of an organization's entire workforce.

This playbook explores why leadership and management training emerged as a pivotal need as organizations navigate dynamic business landscapes.

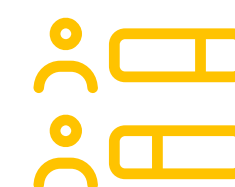
4 Organizational Benefits of Leadership Training



Reduced resistance to organizational changes or challenges



Engaged employees take greater ownership of work contributions



Improved company culture leads to greater retention rates



Increased workforce productivity contributes to higher ROI

3 Ingredients for an Effective L&D Program

In an era where the only constant is change, the corporate landscape is witnessing a profound shift in learning and development needs. Data from our latest industry survey of more than 1,200 employed adults in the U.S. paints a clear picture: a significant portion of the workforce, including leaders and managers, feels underserved by conventional training methods or programs.

From managing individuals with diverse personalities, experience levels, and skill sets to managing those more tenured, leadership can be an intimidating position to take on. With the proper training, leaders can better navigate the nuances of their workforce, giving way to increased job satisfaction for all. Arming leaders with the skills needed to motivate and empower can also have

a trickle-down effect on an organization's overall business health. Leveraging the power of face-to-face training and tailored virtual learning initiatives, L&D professionals can create programs that resonate with leaders, addressing critical gaps in communication, collaboration, and role clarity. Here's why it works, and how to do it:

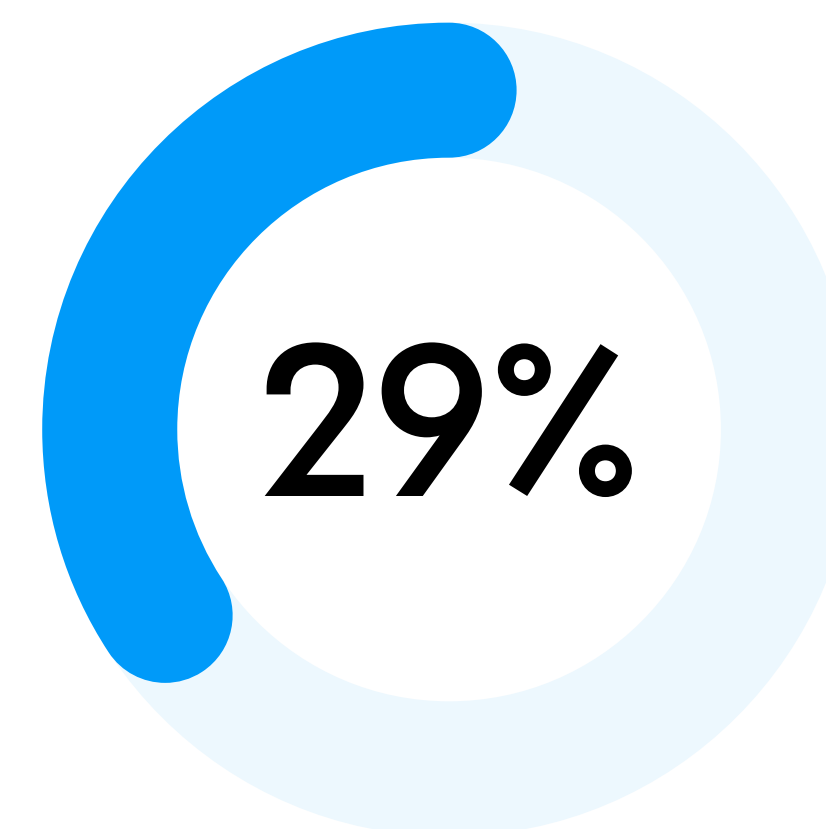


Personalize Learning Experiences with Career Progression Goals

Whether it's a lack of understanding of a program's value, not having the time to dedicate to training, or simply not having the proper materials, getting learners to engage in training programs is an uphill battle. What can help in this fight? Personalization.

Employees are not all coming in at the same level—a skill one individual might be lacking, another might excel in—and organizations may not need every team member to be proficient in the same disciplines. Therefore, training methods and development programs shouldn't be one-size-fits-all. Leaders and managers play a critical role in personalizing learning initiatives for their employees by providing clear pathways to the necessary skills for advancement.

Employees are seeking better training alignment



of employees believe their organization could improve its learning and development initiatives by better aligning training with their personal career goals.

L&D professionals should arm leaders with the knowledge that training should be tailored to where an employee is in their professional journey, offering personalized experiences aligned to individual career aspirations and strategic organizational objectives. The leader can then help employees clearly define their role, clarify the skills needed for each career level, and provide structured feedback, enhancing an organization's commitment to employee development and retention. This approach motivates employees and creates a cohesive and supportive learning environment. Directly connecting training to advancement opportunities can also help leaders be more willing to participate and truly engage in training—especially as 29% of survey respondents actively seek career progression.

“ While it’s crucial to consider employee interests and career aspirations, L&D should not simply be a ‘choose-your-own-adventure.’

Dr. Jill Stefaniak
Chief Learning Officer at Litmos

It’s worth noting, however, there is a ‘balancing act’ that emerges in personalized learning. Learners and facilitators must work together to create training programs that pull in personal interests and organizational needs to avoid a disconnect between what leaders want to learn and the training they participate in.

Pro tip

Providing employees with detailed information about what is required in their role, including the specific skills and capabilities needed, can help them advance to the next level. While it's beneficial to maintain some flexibility, having structured learning interventions aligned with clear career pathways can significantly aid talent retention and management succession planning.



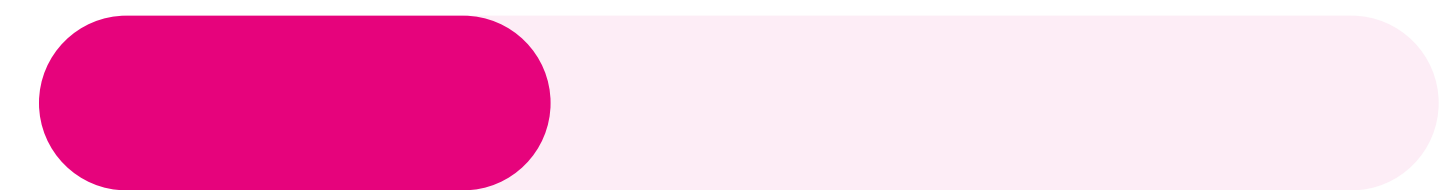
Implement Innovative Design and Cohort Learning for Virtual Leadership Development

Between the general necessity of remote activities and the technological enhancements that make them possible, there is a growing acceptance of digital learning formats among leaders. This shift highlights the importance of integrating virtual training that complements both the online environment and traditional in-person methods.

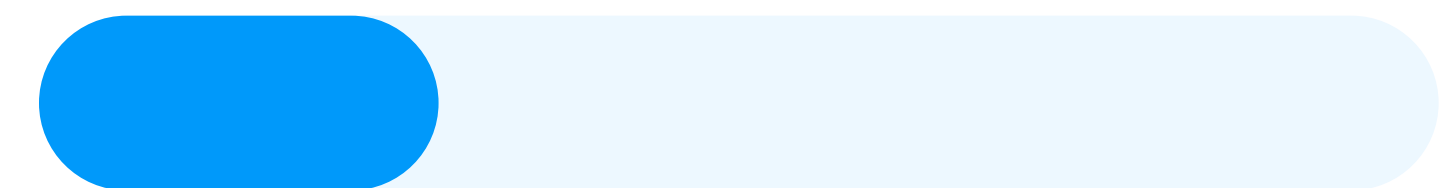
It's critical that virtual leadership training is not just a transfer of knowledge, but a transformative process that equips leaders to navigate and succeed in today's dynamic hybrid work environments.

Employees are seeking better training alignment

36% of surveyed professionals prefer in-person training for its direct interaction and immediate feedback



25% of surveyed leaders see value in online training courses and webinars.



Virtual leadership development programs should be strategically designed to tackle the unique challenges of remote and hybrid work environments. Key to this is providing opportunities for organic group interactions often prominent in in-person gatherings.

Effective leadership training programs emphasize cohort learning models and personalized coaching to ensure the training is educational, engaging, and supportive. These programs can also promote community and collaboration, which are vital for effective leadership in virtual settings.

Pro tip

Learners need time to become comfortable and connect with their peers before diving deep into the training content. Innovative methods like simulations, small-group breakout sessions, collaborative forums, and structured interactive sessions to replicate the camaraderie and relationship building that occurs naturally in in-person settings can enhance the effectiveness of virtual learning environments.



Foster Leadership Through Engaging In-Person Training

Virtual training can be cost-effective, flexible, and adaptable, but there is something to be said about in-person training. Leadership growth is human-centric and talking first-hand with other participants and the instructor to gain direct, real-time feedback is crucial for honing leadership skills. Learners also experience a different level of engagement during in-person training.

There is a lot of value in the camaraderie and informal learning that occurs naturally in these settings—such as spontaneous conversations at the water cooler or in the hallway. These interactions foster a deeper understanding of the human dynamics essential to effective leadership, enhancing the training experience. Providing an

Learning experiences to enhance skills & knowledge at work. (Ranked by preference)

1. In-person workshops & training sessions

2. Online courses & webinars

3. Mobile learning apps

4. Print & digital reading materials

5. VR & AR simulations

opportunity to engage managers and executives in a learning format that prioritizes human interaction can be key to developing leadership qualities.

“ If a participant receives a brain break during a virtual training, they are more likely to turn their cameras off and step away from their laptops or use the time quickly responding to missed emails - this participant is not asking to be put in a breakout room. But in person, learners are more likely to interact with one another or the instructor, further personalizing the experience.

Pam Ramsbott
Head of Global Talent Development at Litmos

Multiple methods for delivering training should be used whenever possible to increase the likelihood of addressing learners' preferences and an organization's capabilities. While sometimes optimal to be in-person, using a blended learning approach can support all companies, especially those that may not have the resources to support frequent, in-person training. Multit-modal training provides optimal experiences ripe for learner engagement and personalized feedback.

Pro tip

Whether in-person or virtual, organizations need to enable leaders to reflect on their own, discuss personal experiences as a group, and have those informal conversations that can happen during or in between sessions. In-person, this can look like frequent and timely breaks, virtually, instructors can consider **soft-led breakout rooms**.



Aligning leadership development strategies with the evolving needs of today's workforce is critical. Organizations can cultivate a robust leadership pipeline by combining enhanced in-person interactions, virtual training adapted for remote dynamics, and personalized learning tailored to individual career aspirations.

Learn how Litmos' employee training platform offers a comprehensive approach to sharpen management skills and foster a resilient, adaptive, and prepared leadership culture to navigate the challenges of a dynamic business landscape.

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