

Important Facts For You and Your Business

1. Organizations that invest strategically in leadership development generate:

- **60% improved growth.**
- **66% stronger leadership bench strength.**
- **62% improved employee retention.** (Source: Center for Creative Leadership)

2. Organizations **with strong development planning have 35 percent lower turnover rates.**

Source: *High-Impact Talent Management: Trends, Best Practices and Industry Solutions*, Bersin & Associates / Josh Bersin, May 2007.

3. It can cost up to **3X base salary to replace a valued employee.**

4. **Leadership remains the No. 1 talent issue facing** organizations around the world, with 86 percent of respondents surveyed rating it as “urgent” or “important.” Source: Deloitte Consulting, LLP and Bersin by Deloitte report on Global Human Capital Trends, 2014

5. For the third consecutive year, **employees rated their relationship with their immediate supervisor among the top five job satisfaction contributors.** Source: Society for Human Resource Management (SHRM) report on Employee Job Satisfaction and Engagement, 2013.

6. CEOs now rate “**human capital shortages**” as the **number one item on their priority lists** for the coming year. Source: <http://www.conference-board.org/>, 2014.

7. More than **60 percent of all companies cite “leadership gaps”** as their top business challenge. Source: Deloitte Consulting, LLP and Bersin by Deloitte report on Global Human Capital Trends, 2014.

8. On average, only **1 in 3 employees** are engaged. Source: McLean & Company 2012-2013

9. **32% of US workers are seriously considering leaving their organization**, up from 23% in 2005. Source: [Mercer press release, June 2011](#)

10. On average, only **1 in 3 employees** are engaged. Source: McLean & Company 2012-2013

11. Gallup estimates that a disengaged employee costs an organization approximately **\$3,400 for every \$10,000** of salary

12. **Better leaders drive productivity and profitability.** Poorly managed workgroups average 50% less productivity and 44% less profitability than their well-managed counterparts (Gallup).