

Leadership Development Training Methodologies Benchmarking Checklist

This checklist allows you to validate and evaluate your organization’s leadership development methodologies against benchmarks from Brandon Hall Group’s Igniting the Leadership Spark study.

How to Use:

- For each methodology listed in the left-hand column, place a mark in the organization use column if your organization currently utilizes that approach.
- Compare your organization’s use to the percentage of utilization from the study respondents listed in the right-hand column.

You can use these comparisons to validate your own approaches or to identify potential gaps to help with aligning your approach going forward. This data can be helpful in securing stakeholder support, building a business or use case, an securing funding.

METHODOLOGY	ORGANIZATIONAL USE	DATA
Leadership skills assessments	<input type="checkbox"/>	56%
Content/course development	<input type="checkbox"/>	56%
Personalized learning and development plans	<input type="checkbox"/>	44%
Providing on-demand access to leadership resources	<input type="checkbox"/>	41%
Analyzing employee data to identify high-potential leaders	<input type="checkbox"/>	37%
Scheduling and delivering coaching and/or mentoring	<input type="checkbox"/>	32%
Tracking and reporting on leadership development initiatives	<input type="checkbox"/>	30%
Scheduling development activities	<input type="checkbox"/>	28%
Recommending personalized learning courses/pathways and/or development options	<input type="checkbox"/>	28%
Leadership skills assessments	<input type="checkbox"/>	26%
Content/course development	<input type="checkbox"/>	26%
Personalized learning and development plans	<input type="checkbox"/>	19%
Providing on-demand access to leadership resources	<input type="checkbox"/>	19%
Analyzing employee data to identify high-potential leaders	<input type="checkbox"/>	15%
Scheduling and delivering coaching and/or mentoring	<input type="checkbox"/>	11%
Tracking and reporting on leadership development initiatives	<input type="checkbox"/>	9%

For additional information and guidance, check out this resource from Brandon Hall Group: [Optimizing Leadership Development for Organizational Success \(Guide\) - Brandon Hall Group](#)

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