

AI in Leadership Development Benchmarking Checklist

Validate your organization’s use of artificial intelligence (AI) tools in leadership development against current benchmarks based on responses to Brandon Hall Group™’s Igniting the Leadership Spark Study.

How to Use:

- For each AI use listed in the first column, place a check mark in the Organization Use column if your organization leverages that tool or plans to begin doing so in the immediate future
- The percentage to the right indicates the respondents to the study who indicated they are utilizing that technology in their leadership development program
- This gives you an indication of how your AI use is aligning with general trends.

PROGRAM COMPONENT	ORGANIZATION USE	DATA
Not using AI, but plan to	<input type="checkbox"/>	49%
Personalized learning recommendations	<input type="checkbox"/>	35%
Content and course development	<input type="checkbox"/>	35%
Skill assessment and gap analysis	<input type="checkbox"/>	24%
Scenario-based simulations	<input type="checkbox"/>	22%
Automate processes and provide better support	<input type="checkbox"/>	16%
Virtual coaching and feedback	<input type="checkbox"/>	16%
Measurement and predictive analytics	<input type="checkbox"/>	14%
Not using AI, unsure how to proceed	<input type="checkbox"/>	8%
Not using AI and not planning to	<input type="checkbox"/>	5%

Most organizations are not yet leveraging AI in leadership development, but they are planning to. This is consistent with findings in other Brandon Hall Group™ studies. Actual uses of AI for leadership development are clearly in the safe zone – personalized learning recommendations and content creation. The more powerful uses are slower to grow. The small percentage who are not using AI and don’t plan to will eventually be left behind.

For further research, check out this resource from Brandon Hall Group:
[How to Leverage AI Technology to Improve Leadership Development Effectiveness \(Strategy Brief\)](#)

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