

Leadership Development Priorities Benchmarking Checklist

Validate organizational priorities for leadership development against benchmarks from Brandon Hall Group’s HCM Outlook 2025 study.

How to Use:

- For each priority listed, place a check mark in the High Priority column next to the ones that your organization currently has identified as a high priority.
- Compare your selections to the response percentages in the far right column.
- Percentages represent the respondents who indicated an item is a high priority for 2025.

Leadership is a key ingredient to long-term success in any organization. Ensuring a steady pipeline of those who can move into leadership roles at all levels is critical. However, if those objectives and processes are not well aligned to the business, organizations may find they have missed the mark on developing and preparing future leaders for success.

COMPONENT	HIGH PRIORITY	DATA
Improve high-potential development and succession planning		58%
Improve alignment between leadership development strategy and business objectives		53%
Develop data-driven decision-making skills for leaders		48%
Increase opportunities for leaders to practice and apply new skills to understand their readiness		43%
Improve measurement of leadership development effectiveness		38%
Develop leaders for hybrid and/or agile environments		38%
Improve the diversity of the leadership pipeline		36%
Develop inclusive leadership capabilities		34%
Develop leaders’ mindset and world-view to increase leadership capacity		33%
Offer leadership development for all		23%

For further research:

[Data-Driven Talent Accelerator Delivers 254% ROI While Building Future Leaders \(Case Study\)](#)

About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

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SOME WAYS WE CAN HELP

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