



What is the Hottest Item in Businesses and Organizations Today?

You Might Be Surprised



**What is the hottest item?
Leadership, and not just
any leadership...**

Authentic Leadership

Imagine having confident and competent leaders throughout your organization who know what they are doing and how to inspire and organize to get things done as they build teams, people, and emerging leaders.

Isn't that happening now? No, it is not.

Here are the facts based on global research from Gallup, Deloitte, and similar organizations.





83% of companies say leadership development is crucial, yet less than 5% implement leadership development training.

These numbers were comprised in a leadership development survey of almost 18,000 human resource professionals and business leaders from around the world.



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77% of organizations say leadership is lacking in essential skills and talents yet only 5% have implemented leadership development at all levels.

Leadership is a skill few get a chance to actually hone before the responsibility is thrust upon them. Most likely because they are viewed as a great individual contributor. This means that organizations are more likely to be dealing with the fallout from a leader's behavior rather than reaping the rewards of authentic leadership.



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Only 9% of leaders demonstrate real versatility in their leadership skills to adapt and pivot as they work with individuals, teams and other leaders.

In a study conducted by Kaiser Leadership Solutions, using a 360-degree instrument called the Leadership Versatility Index, they assessed over 24,000 senior managers from a variety of industries around the world. The results showed that less than 10% of the leaders in this study had the versatility and timing to be effective leaders. That means that more than 21,000 of the leaders studied do not have the versatility and timing to be truly effective in reading and responding to change with a wide repertoire of complementary skills and behaviors.



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Only 25% of leaders are seen by their teams as trustworthy, knowledgeable, respectful, and supportive.

Globally, we are seeing 75% of leaders are failing due to a lack of training, skill, talents, versatility, timing, and coaching.



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55% of CEOs recognize the need to develop next generation leaders, yet only 11% of HR departments feel they have a strong bench of developing leaders.

Despite the studies that show that leadership skills and development are lacking, there has been a disturbing trend in organizations cutting L&D budgets and individual leaders putting the brakes on their own development. Or worse yet, ignoring the importance of leadership development altogether. Despite the recognition





50% of organizations lack sufficient leadership talent. 47% predict a shortage of leadership in the future.

Leadership pipeline readiness is among the greatest human capital risks companies face today. Despite the concerns raised by senior leadership, and the recognition that preparing emerging leaders for the future, leadership development in companies has seen a steady decrease since 2017.



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63% of millennials believe they are not being coached and trained for leadership positions.

A Recent Korn Ferry article show that there are 53 million millennial aged workers in the US, with up to 11.2 million in leadership positions. Millennials will be the ones meeting the needs of a global workforce in most organizations. They will be leading teams composed of their peers as well as younger and older generations, whose ideas and values may differ significantly.





Studies show that most people get their first leadership position between 28-32, however the average age for starting leadership training is 43.

This is regardless of whether the training is provided by their employers or if an individual leader starts working on their own personal development. Based on these shocking numbers, is it any wonder that the highest turnover is with emerging leaders?

The No. 1 reason emerging leaders leave for greener pastures is a **lack of growth and development opportunities.**



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For companies that identify and train the right people for leadership roles, the payoff is huge. They contribute about 48% more profit to their companies than average managers do.

Despite the advantages of identifying and training leaders, the fact remains that leadership is failing at a rate of 75% worldwide? These statistics are shocking and demonstrate a lack of two things regarding training and coaching new leaders. The first is obvious. **It's not happening.** The second is not as evident. We call it "leadership scotoma,"



Leadership Scotoma is when those in leadership positions are blind to the fact that the leaders in their organizations are ill-prepared and ill-equipped to lead and are forced into roles of fakery – The essence of The Imposter Syndrome.

This kind of leadership ignorance and arrogance believes in the false notion that leadership effectiveness is summed up with this one directive: Do it because I told you so! This approach damages your organization at all levels and all employees.

The cost of this type of toxic leadership is detrimental to the success of businesses globally. These costs show up as high turnover, loss of great talent, increased absenteeism, accidents, workman's comp costs, and unnecessary overtime, with the highest losses showing up on your P&L statements, revealing lost revenue and opportunities.





What's it going to take?

If you've had enough and recognize you must do something different, we have an answer. It is a 12-week training course for leaders at all levels of leadership, including emerging leaders -

The Group Leadership Development & Coaching Journey

hosted by
Master Certified Executive Coaches
Maikel Bailey and Rich Baron





Proven Results

From emerging leaders to seasoned CEOs, read the testimonials of those leaders who have already taken this journey. Read their experiences and ask yourself, what if I had these kinds of leaders in my organization - what difference would it make today and in the years ahead?

<https://www.richbaronexecutivecoaching.com/testimonials>

<https://maikelbailey.com/groupcoachingtestimonials>

I'm a lot more confident and grounded. You know, you may have an intuitive feeling that you've got these skills because you've had some successes in the past, but when you work through the principles and values and the leadership maps, you come to know it. It's organized. It's put together. It just grounds you, I think, in a confidence and a commitment to and an assurity you wouldn't have had otherwise.

**Jim Collings - CEO, Clean Build
Construction Group**

My takeaway from this is that I have a higher level of confidence in who I am, and I believe it. The I AM statements - really understanding my leadership style and some of the attributes that I have—also recognizing the ability to bring out the derailers of those strengths, recognizing them and allowing myself to be more courageous, and pursuing the positive aspects of my leadership strengths. So, much more confident in who I am. I know who I am as a leader.

Jason Parr - CEO, Peisner Johnson



Your Personal Invitation

After reviewing these testimonials, we invite you to begin a conversation with us to discuss your leadership development needs and how we can help you. If you know you must do something to help those in leadership positions, this is the time to do something.

We invite you to contact either one of us to open the door to a new day of leadership and success in your business or organization

The problems are not going away, and they will not fix themselves. The time to act is now. We can help.

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