



HOW TO BUILD A MODERN LEADERSHIP DEVELOPMENT PROGRAM

Break free from this cycle by modernizing your approach, focusing on the needs of your workforce—including young talent—and creating a culture of continuous learning and growth.

**The future of leadership development is this way.
Are you coming?**

ATTRACTING AND ENGAGING YOUNG TALENT

RULE #1

FOSTER OPEN COMMUNICATION

Gen Z and Millennial employees crave transparency and a voice in the decision-making process. ([Source](#))

TIP

Create room for two-way communication with employees by soliciting feedback, engaging in active listening, and giving timely feedback with clarity and empathy.

RECOMMENDED EXPERIENCE:

[Radical Candor](#)



RULE #2

MEANINGFUL WORK MATTERS

Gen Z and Millennial employees are searching for purpose-driven work that aligns with their values. ([Source](#))

TIP

Align leadership development with your company's core values, and help your team find purpose in their work

RECOMMENDED EXPERIENCE:

[The Purpose Pursuit](#)



DID YOU KNOW?



A [McKinsey](#) survey revealed that 82% of employees don't get as much purpose from their work as they would like. Additionally, 70% of employees' overall sense of purpose is defined by their work.

A report from the [Cigna](#) U.S. Loneliness Index shows that 81% of Gen Z and 69% of Millennial workers feel lonely.

RULE #3

GIVE YOUR TEAM OPPORTUNITIES TO CONNECT

Many younger workers have only known remote or hybrid working. These employees crave opportunities to connect and engage in social interactions. ([Source](#))

TIP

Intentionally craft opportunities for team members to connect. These are most effective when they're during work hours but unrelated to work.

RECOMMENDED EXPERIENCE:

[Meaningful Connections](#)



DEVELOPING EFFECTIVE LEADERS AT ANY LEVEL

RULE #4

PROGRESS BEYOND TECHNICAL SKILLS

Leadership development is not just about acquiring technical skills. Self-awareness, emotional intelligence, resilience, and other similar competencies are vital. ([Source](#))

TIP

Incorporate coaching and mentoring programs, provide opportunities for self-reflection and feedback, and encourage your team to focus on their personal growth.

RECOMMENDED EXPERIENCE:

[Emotional Intelligence](#)



RULE #5

CREATE PSYCHOLOGICAL SAFETY

Create a culture where it's safe to fail and learn from mistakes.

TIP

Provide skills-based learning opportunities designed to enhance the key pillars of psychological safety—open communication, willingness to help others, inclusion, and a positive attitude towards risk-taking and intelligent failure.

RECOMMENDED EXPERIENCE:

[Psychological Safety Journey](#)



DID YOU KNOW?



Research from [MIT](#) shows that skills-based training pertaining to psychological safety—such as candor and perspective-taking—doesn't just enhance well-being, but also improves revenue.

RULE #6

PROMOTE CONTINUOUS LEARNING

Research shows that continuous learning improves employee engagement, innovation, and profitability. Giving employees ample opportunities to learn is vital to a successful leadership development program. ([Source](#))

TIP

Establish a leadership development program that includes learning from experts and opportunities for skill development. Offer expert-led workshops and virtual sessions to help your team learn valuable skills that they actually want to learn.

RECOMMENDED EXPERIENCE:

[Curiosity Catalysts](#)



RULE #7

TAKE ACTION ON EMPLOYEE FEEDBACK

If you want your employees to feel heard and valued, demonstrate appreciation for their feedback and openness to change.

TIP

Solicit feedback, accept it with an open mind, and—if you agree—make changes. If you disagree, try to find an area of agreement to acknowledge while explaining why you have a different understanding.

RECOMMENDED EXPERIENCE:

[Feedback Framework](#)



RULE #8

INCREASE INCLUSIVITY THROUGH EMPATHY

Empathy is essential for building strong teams and fostering a positive, inclusive workplace culture. ([Source](#))

TIP

Enhance empathy by encouraging active listening and compassion, and taking action when someone needs help.

RECOMMENDED EXPERIENCE:

[Tuning In](#)



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Taking practical steps to improve your leadership skills is easier said than done.

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