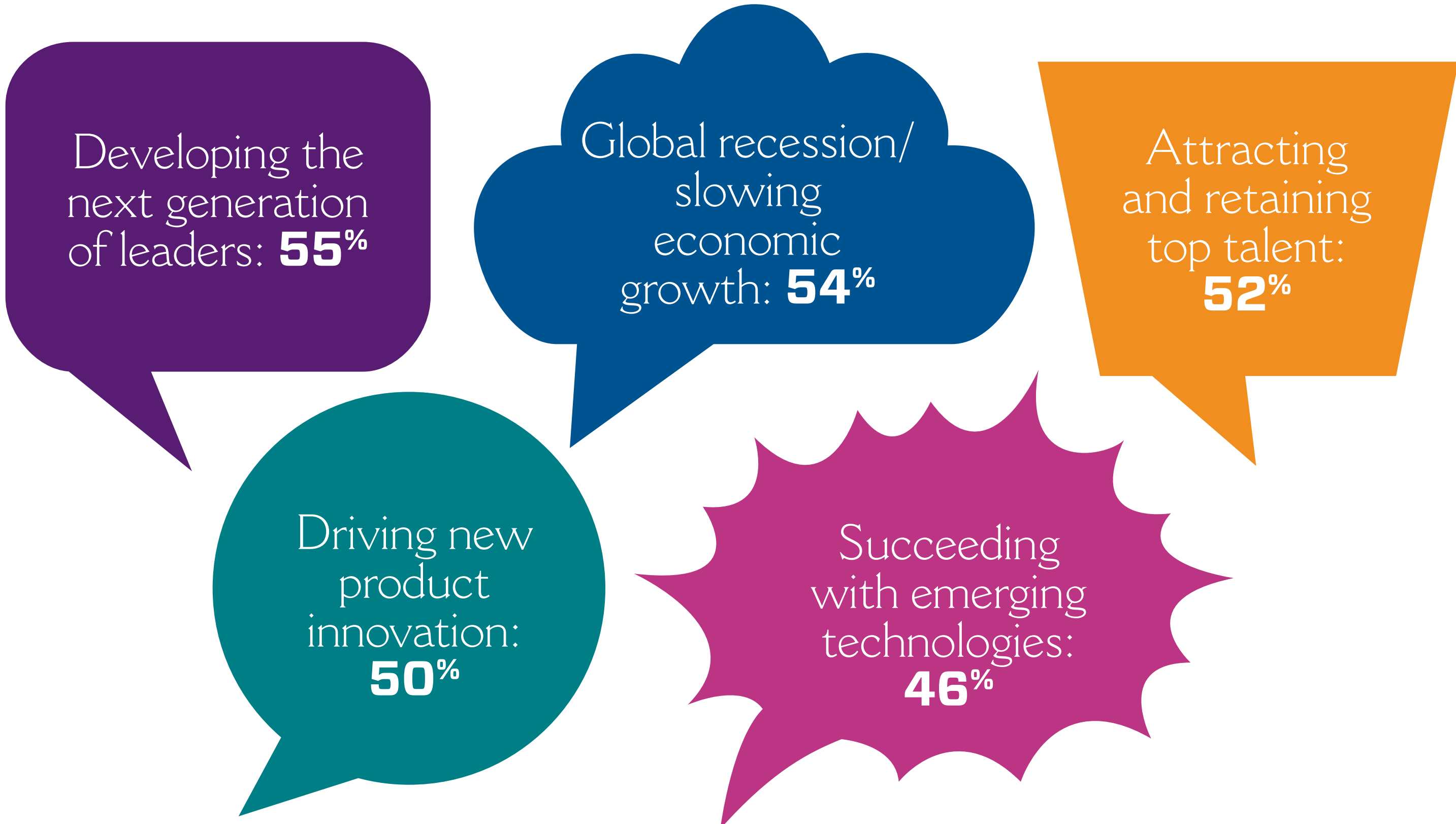


# How to Develop the Next Generation of Leaders

ORGANIZATIONS NEED TO START DEVELOPING LEADERSHIP TALENT, ESPECIALLY GIVEN HIGH TURNOVER AT THE TOP.

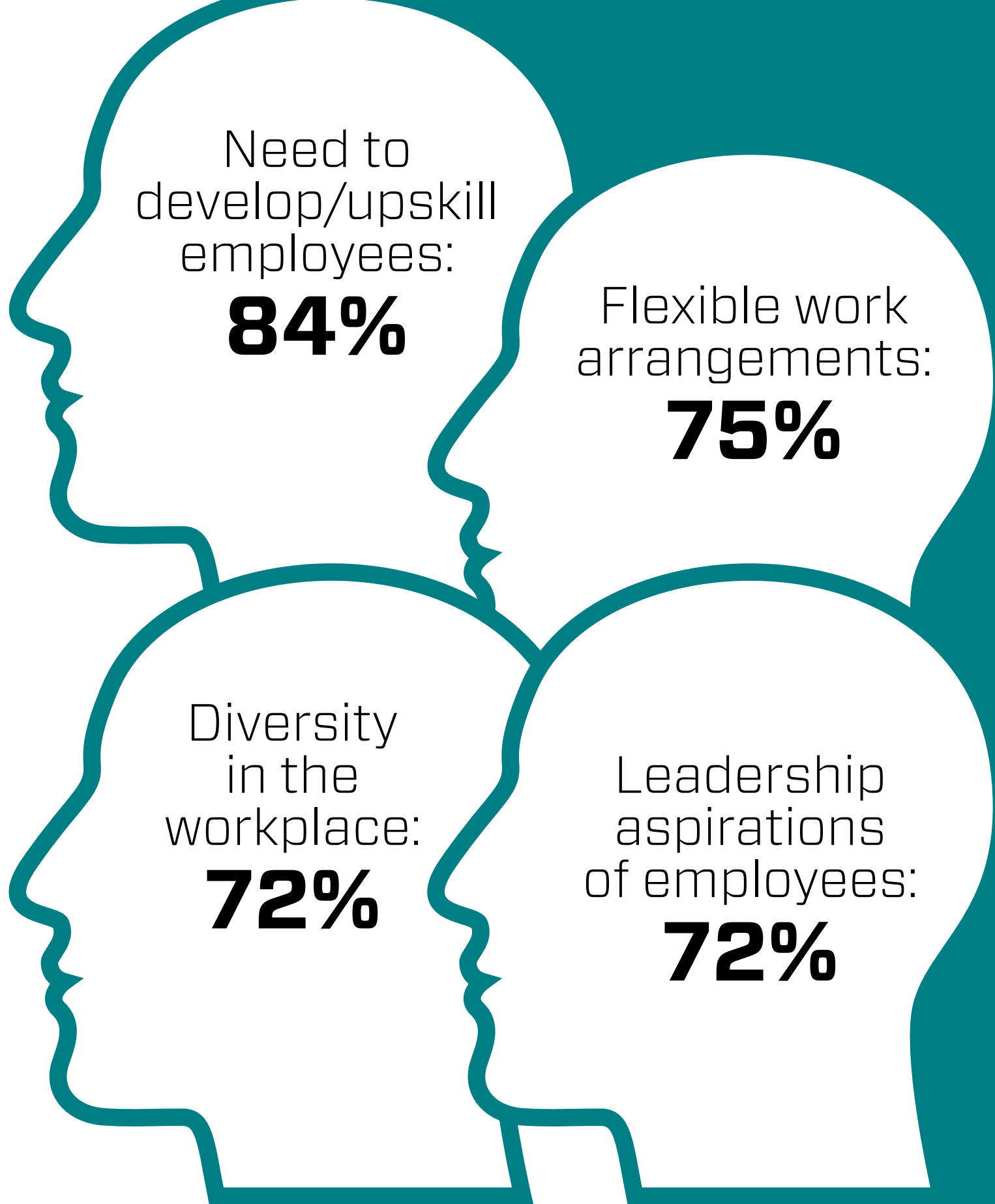
## The Need to Build

What CEOs say is the top challenge going forward



**1 in 4**  
leaders say that leadership development is either nonexistent or low quality at their organization

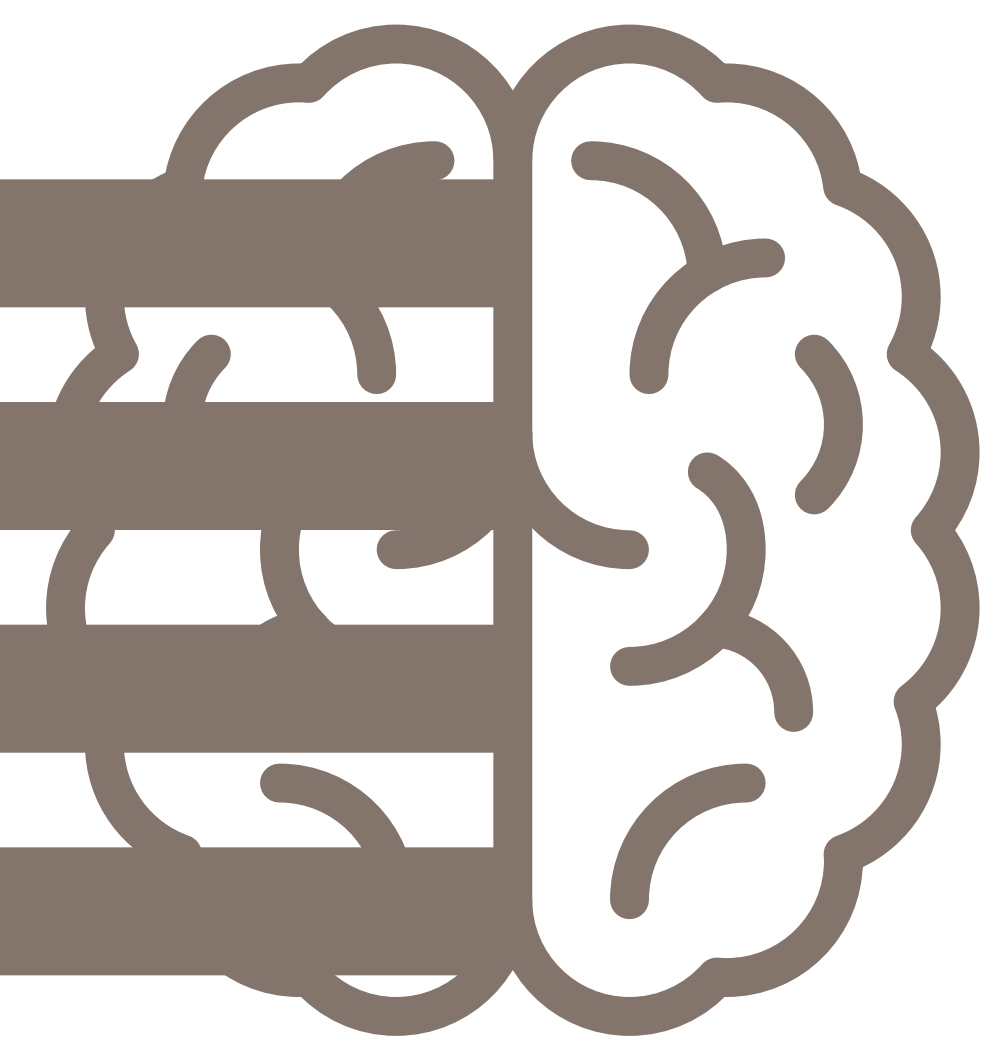
## WHAT CHROs THINK WILL CHANGE MOST IN THE NEXT 10 YEARS



## THE NEXT GENERATION OF LEADERS SAY ORGANIZATIONS SHOULD FOCUS ON:

- Providing more feedback, specifically in the form of coaching and directives from managers
- Growing communication and interaction skills
- Creating greater inclusion and diversity within organizations
- Maintaining flexible work practices

## How Leaders Want to Learn



## 3 Tips For Retaining and Energizing Top Talent

- 1**  
Provide development opportunities.
- 2**  
Advocate for high-performing members, celebrate their success and ensure their achievements are known within the association.
- 3**  
Support their advancement, even if that means moving beyond a traditional career track with the organization.

## Development Plan

**71%**  
of CEOs said their company was planning for a large-scale workforce/talent transformation.

