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Why is it Important for Companies to Undertake Leadership Development Programs
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What is the one thing that is common among people of all age groups? Everybody loves a challenge, especially when they feel that they can do it. When companies give their employees an opportunity to say â€œYes, I did itâ€•, they are sure to retain talented staff. Leadership programs aim to do just that; throw challenges at employees and help them manage these successfully. Besides this, there are several reasons why companies ought to implement a leadership strategy:

The effectiveness of a strategy is determined by its successful implementation. Unfortunately, most companies falter when it comes to execution of their strategies. While they ruminate over the failure, not everyone spends time and energy in understanding the reasons behind the failure. A main reason behind the failure is the lack of leadership. Leaders are the starting point of every strategy, and it is important that they are well trained in guiding the company to successfully deliver breakthroughs in performance. A leader moves into newer territories, launches new products, and helps the organization to achieve better operational performance. Leadership development programs help companies to train employees on skill building and other topics including communication, conflict management, negotiation, supervision, time management, project management, and consulting.

Every company needs to have a solid plan for long term development. They need to assess if they can meet their objectives over the next 5 to 8 years. Very recently, a South Korean company dealing in consumer goods planned for its expansion in the Japanese market. It managed to successfully do this, within a period of 18 months. Achieving such a penetration in a close and competitive market as Japan is no mean feat. This company started its strategy by first preparing its leadership bench. Senior executives were trained to deal with the culturally sensitive Japanese market, and thus a cadre of South Korean leaders was created to deal with the expansion. Throughout the world, local leaders with a global approach are highly sought after. And if a company wants to survive, they ought to identify and groom potential leaders by helping them with network building and other skills. Successful companies ensure that their potential leaders are trained at least a decade ahead of their need.

Investment in human assets shall always yield results, provided the company does it with dedication and whole heartedly. Companies that fail to realize this often end up expanding by offering expensive packages to buy top talents, rather than sourcing them in-house.

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The author of this article has expertise in a executive recruiting firms. The articles on a executive search companies reveals the authorâ€™s knowledge on the same. The author has written many articles on a leadership development programs as well.

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