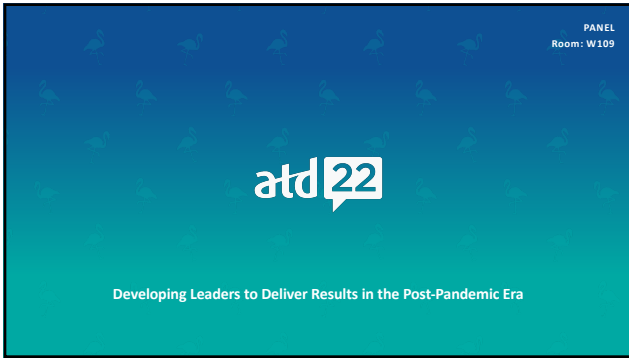
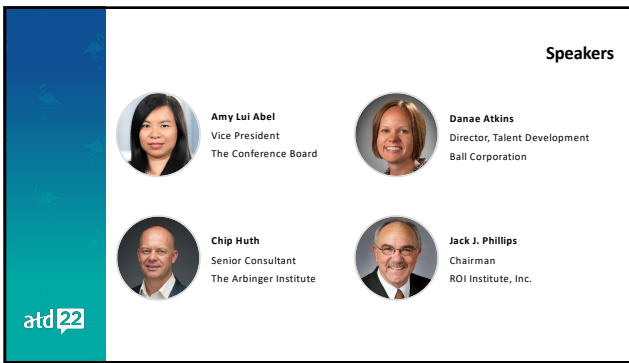




1



2



3



Challenges

- Leading remotely
- Learning LD remotely
- Embrace the power of intangibles

4

Case Study: Global Technology Company Empathetic and Inclusive Leadership Program



Communicate often and openly.



Clearly communicates expectations.



Open to new ideas and approaches.



Listens intently to team members.



Involves all team members in key issues.



Has the flexibility to change opinions.



Create a feeling of succeeding and failing together.

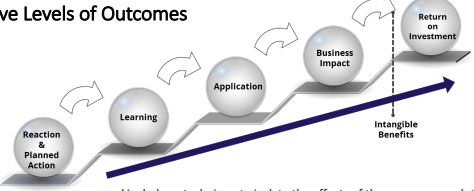


Provides safety for trial and error.

5

Evaluation Framework

Five Levels of Outcomes



.....and includes a technique to isolate the effects of the program or solution.

6

Results

Tangibles

Measure	% Participants Claiming	# Prevented Annually
Voluntary Turnovers	42% (20)	14
Transfers	54% (26)	9
Absenteeism	38% (18)	25
Others	10% (5)	Varies

Intangibles

- Productivity
- Innovation
- Compassion
- Job satisfaction
- Engagement
- Quality of work
- Trust
- Collaboration
- Recruiting impact
- Stress

atd22

7

What is the ROI?

Total Monetary Benefits = \$762,393

Total Costs = \$387,708

$$\text{BCR} = \frac{\$762,393}{\$387,708} = 1.97:1$$

$$\text{ROI} = \frac{\$762,393 - \$387,708}{\$387,708} \times 100 = 97\%$$

atd22

8

9



Refresh Your Leadership Development

- Adjust competencies to fit current needs
- Allow for flexible learning options
- Provide support and encouragement
- Remained focused on results

10

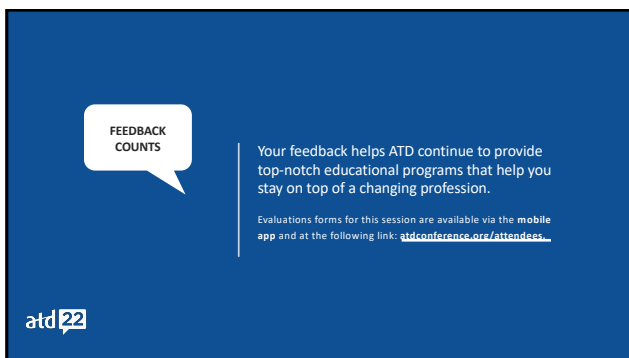


Click the link below or scan the QR code to access resources from today's session.

<https://bit.ly/3kys90S>

atd 22

11



FEEDBACK COUNTS

Your feedback helps ATD continue to provide top-notch educational programs that help you stay on top of a changing profession.

Evaluations forms for this session are available via the mobile app and at the following link: atdconference.org/attendees

atd 22

12
