



Making a Business Case for Leadership Development

Leadership is all about relationships, and the following statistics from prestigious research organizations make a clear case that leadership development represents your best shot at *Impacting Relationships to Impact Bottom Line*.

- **Only 15% of an employee's career success is the result of expertise. 85% is the result of interpersonal skills. – SHRM**
- **8 out of 10 workers are ready to jump ship and search for greener pastures. - CNN Money and SHRM Survey**
- **2 out of 3 bosses are unhappy in their jobs and want to leave when the job market picks up.**
-CNN Money and SHRM Survey
- **80% of turnover is related to unsatisfactory relationships with the boss. - Saratoga Institute**
- **Gallup's Management Journal's Employee Engagement Index (via Dr. James Harter, Chief Scientist at Gallup, 2018):**
 - **Truly Engaged at 33%** - those that work with passion and feel a connection to their company.
 - **Not Engaged at 51%** - those that have essentially "checked out"; putting time but not energy into their jobs.
 - **Actively Disengaged at 16%** - those that are not just unhappy at work, but also busy acting out their unhappiness while at work.
- **December, 2012 Gallup research shows that an engaging workplace has more of an effect on worker wellbeing than your company's vacation or flextime policies do. Their research also shows that an engaged workforce has: 1) 44% lower turnover, 2) generates 33% higher profits, 3) operates at 50% higher productivity, 4) enjoys a 50% safer environment and 5) scores 56% higher in customer loyalty. Engagement is all about relationships.**
- **Watson Wyatt has found the stock price of companies with high employee trust levels outperform companies with low trust levels by 186%.**
- **The disengaged workforce (Gallup, 2013) is costing the US economy \$450-550 billion a year, which is over 15% of payroll costs.**
- **November 27, 2012 from Gallup: "Leave your personal life at home when you come to work" is totally unrealistic advice. Your wellbeing affects the wellbeing of everyone on your team -- and vice versa." [Work affects home, and home affect work.]**
- **65% of Americans say they receive no praise for their work. - Gallup**
- **People do things right 80% of the time but rarely get positive feedback. - AMA**

Note. For the latest research findings regarding how best to impact relationships across generations X, Y, and Baby Boomers, inquire at info@leadershiptrust.org, and we will email you study results regarding how best to motivate those representing different age groups from recruiting to retaining and much more.

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