

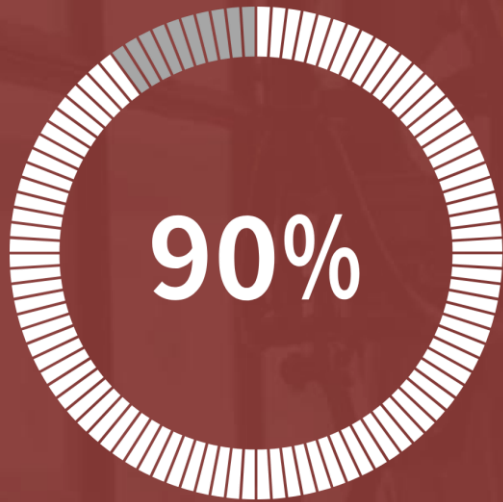
*THE LEADERSHIP PIPELINE INSTITUTE*

# Building Your Talent Factory

Learn more: [www.lp-institute.com](http://www.lp-institute.com)



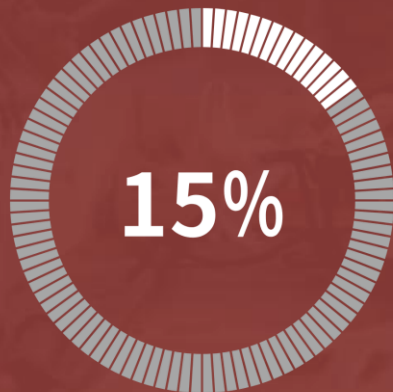
**MORE THAN**



of leaders of leaders say a critical part of their job is to hold leaders of others accountable for leadership performance

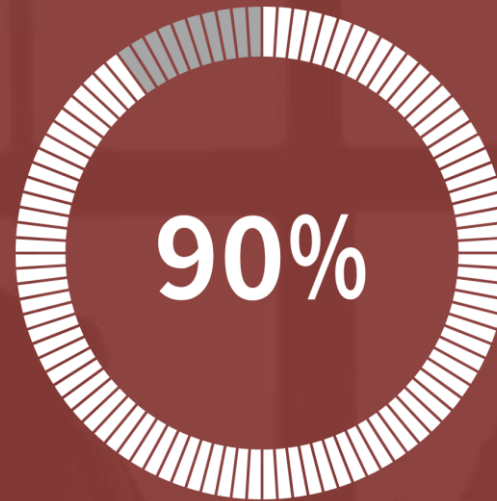
**YET...**

**LESS THAN**



of leaders of others experience that they explicitly are held accountable for their leadership performance

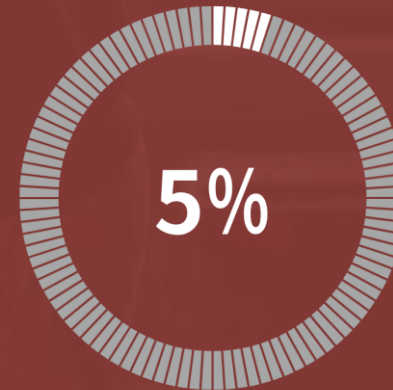
**MORE THAN**



of leaders believe that their people primarily develop on the job versus on training programs

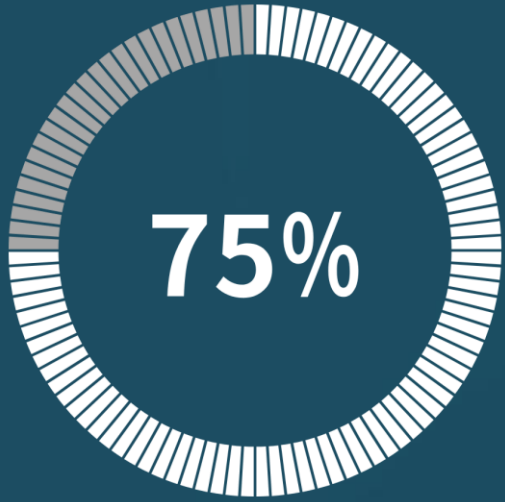
**YET...**

**LESS THAN**



of employees feel that they have any kind of structured personal development plan which has specific and measurable development objectives or any examples on how their leader will support their development

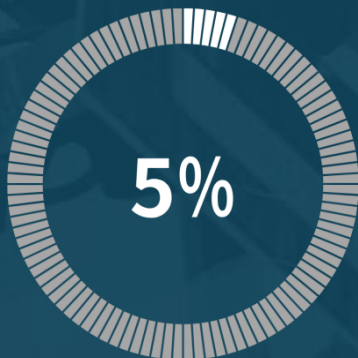
**MORE THAN**



of organizations say that their senior level experts/specialists are critical to the business

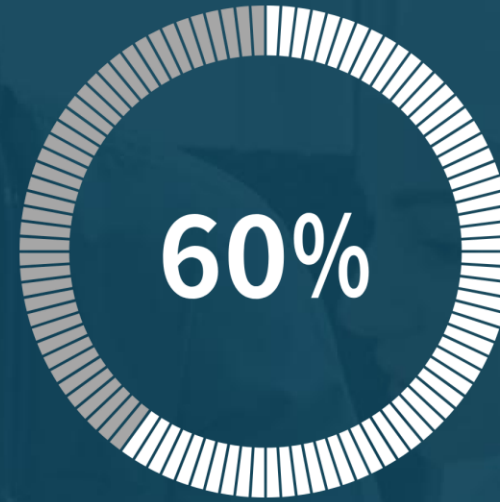
**YET...**

**LESS THAN**



of organizations have a supporting architecture and structured development program for experts/specialists

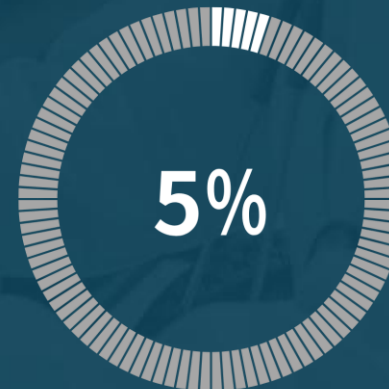
**MORE THAN**



of organizations say that developing experts/specialists is just as important as developing leaders

**YET...**

**LESS THAN**



of experts/specialists say that they are offered development opportunities similar to what is offered to leaders within their organization

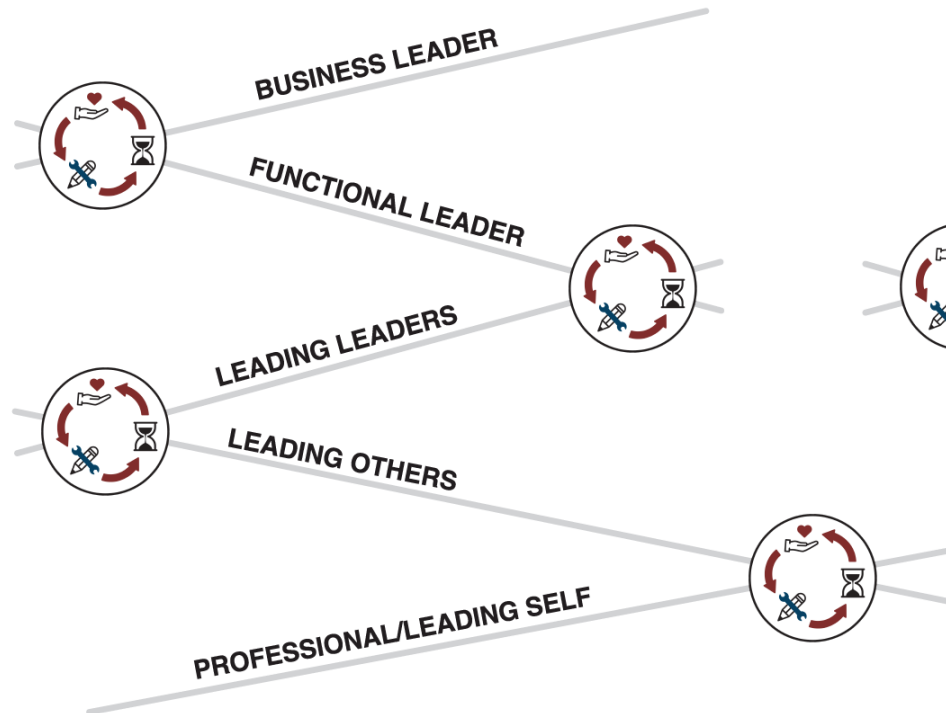
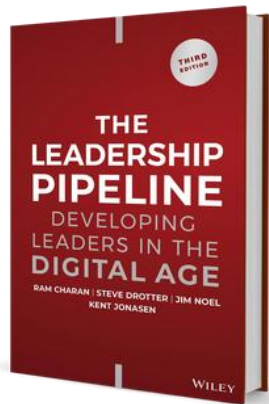
# LPI by the numbers

- We are represented in 30+ countries
- We have consultants in 40+ cities
- Our programs are available in 20+ languages
- We have program participants in 75+ countries
- Voluntary turnover of employees is 2% per year
- We have a client retention of 90% over a 15-year period

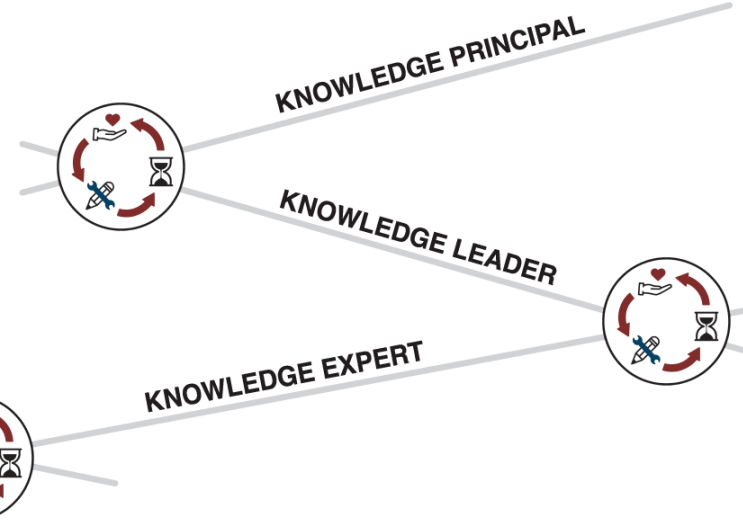
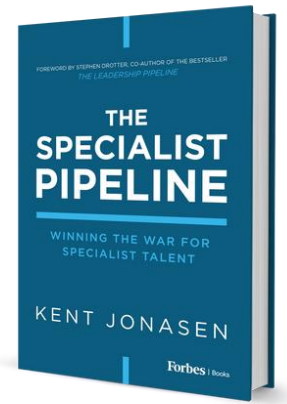


# SOLUTIONS BASED ON CORE INTELLECTUAL PROPERTY

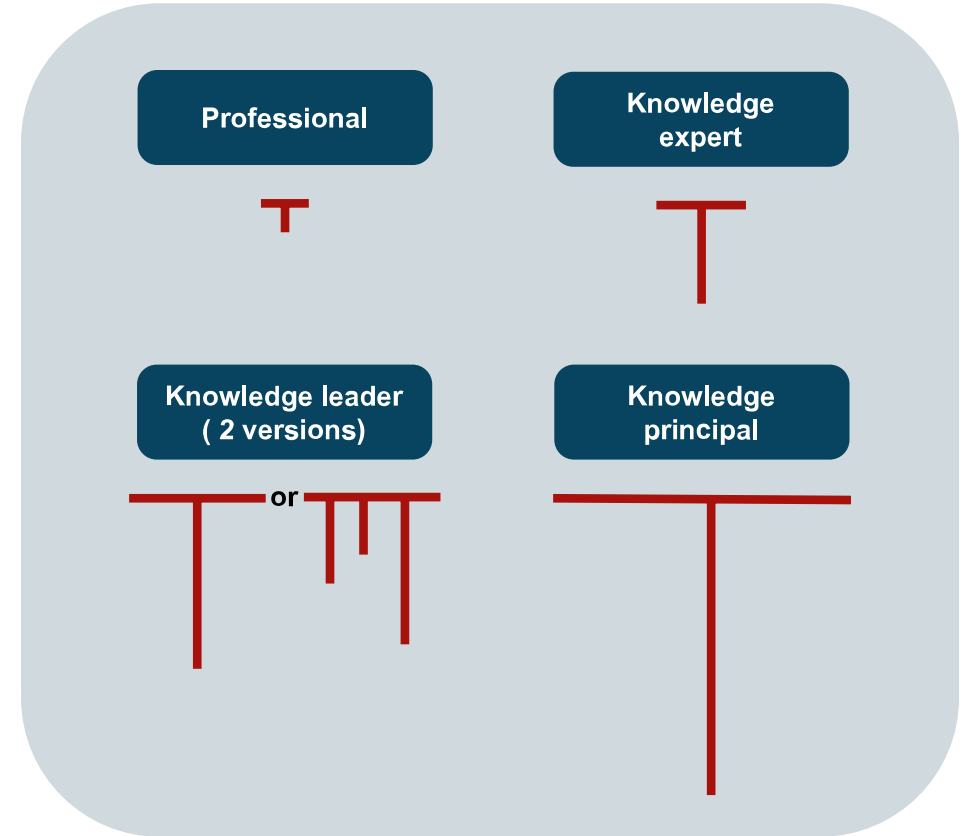
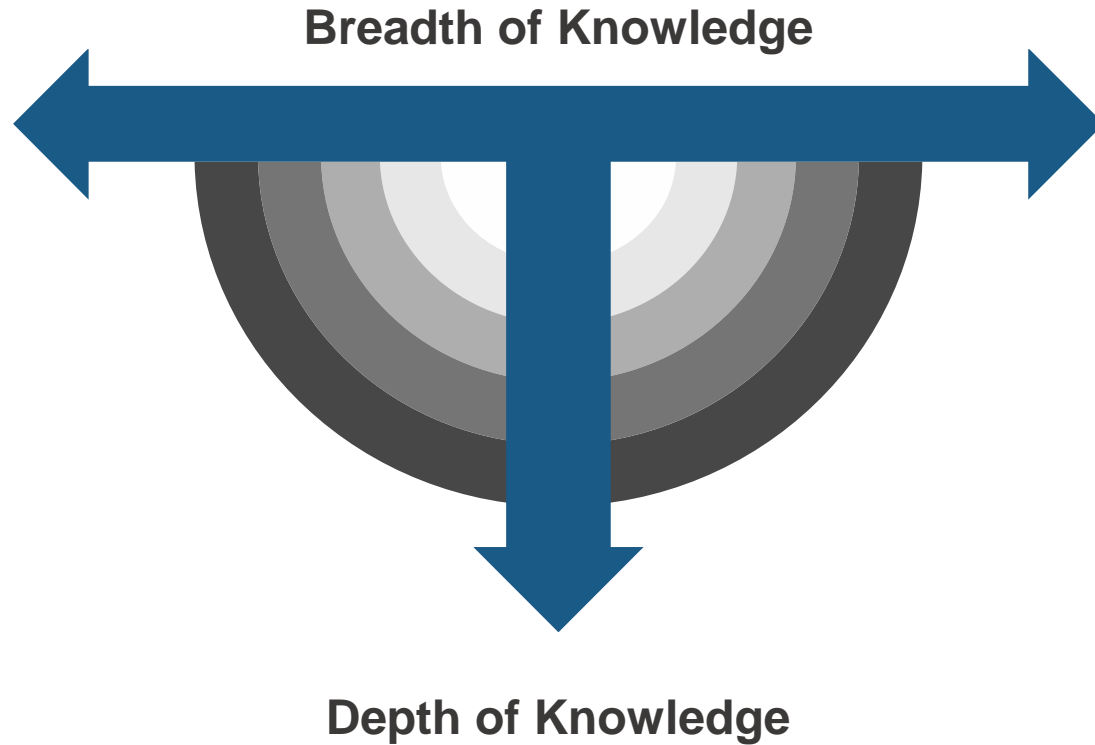
## THE LEADERSHIP PIPELINE



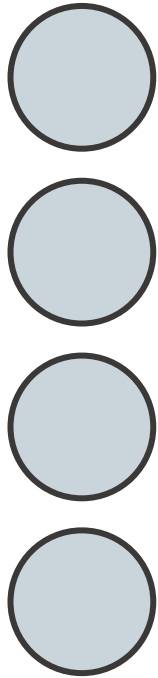
## THE SPECIALIST PIPELINE



# What Defines a Specialist

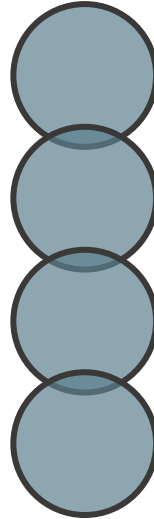


# Hands-off, Hands-in, Hands-on



## HANDS-OFF

No connection  
between the roles



## HANDS-IN

Everyone is trying to  
do the same job

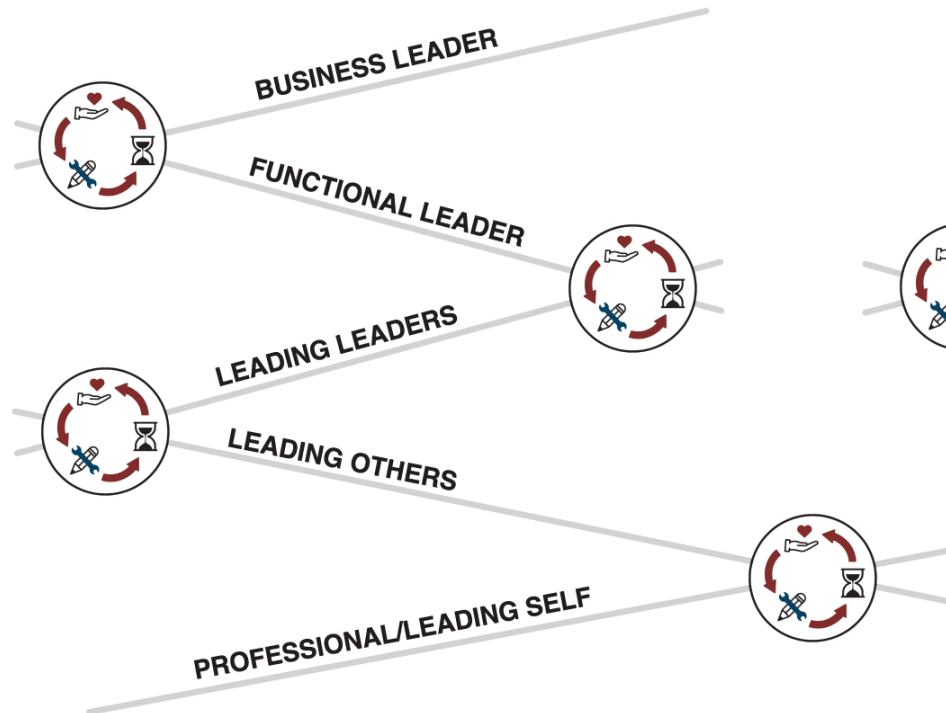
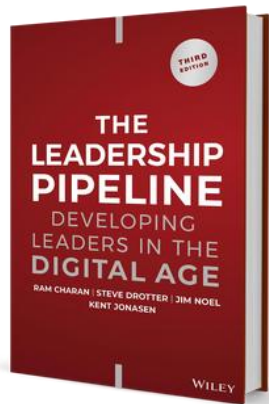


## HANDS-ON

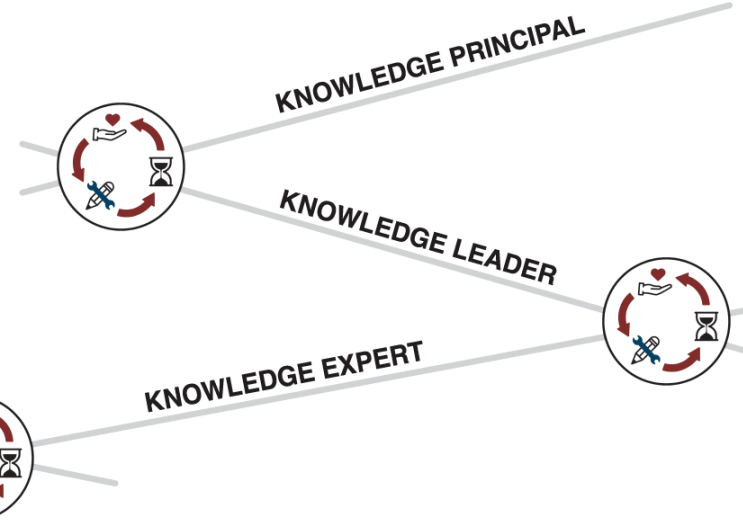
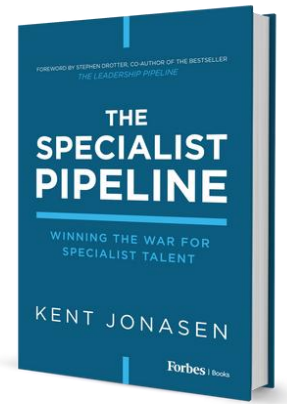
All roles are interconnected,  
and execution is possible

# SOLUTIONS BASED ON CORE INTELLECTUAL PROPERTY

## THE LEADERSHIP PIPELINE



## THE SPECIALIST PIPELINE



# APPLYING THE LEADERSHIP AND SPECIALIST PIPELINE MODELS

The pipeline models offer initial principles for mapping and designing a framework for leadership, and an expert/specialist infrastructure.

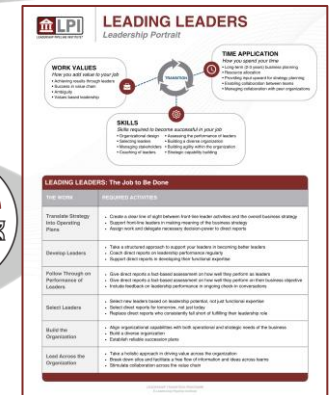
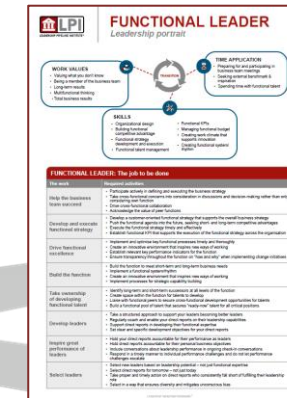
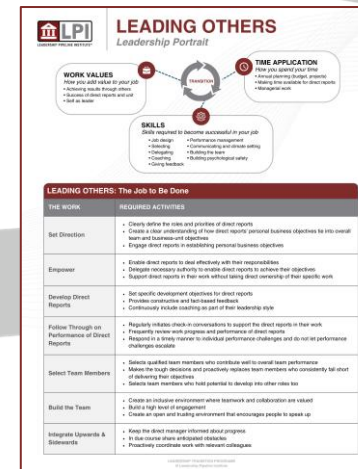
They help organizations to:

- **Map core leadership and expert/specialist layers** across the organization
- **Create leadership and expert/specialist portraits** for each of the leadership and expert/specialist layers
- **Define the critical transitions** in terms of work values, time application, and skills that leaders and expert/specialist face when moving from one role to the next.

**The Leadership Pipeline and Specialist Pipeline framework must be tailored to meet each organization's business model and organizational set-up.**

# THE LEADERSHIP AND SPECIALIST PORTTRAITS

- The first step is defining “the job to be done” for each key role/layer.
- By clearly defining “the job to be done” for each key role/layer, you create transparency about what is expected of leaders and experts/specialists in the organization, and you support them in recognizing how they add unique value to the organization in each specific role.
- The role clarity is key to effective business execution, enabling a leader-led development culture and supporting leaders and experts/specialists operating at the right level.



# Transition programs uniquely designed for each **Leadership** and **Specialist** role

As a unique offering in the market for development programs, LPI has designed transition programs to support the participants in making a full transition in work values, time application, and skills.

Our programs focus on adjusting participants' work values in terms of what they like doing, and how they believe they create value. We also provide the participants with all of the required skills, while supporting them getting their time application right.

However, their work values govern how they spend their time and whether they apply their acquired skills.



## **Work Values**

How you believe you add value in your job and to the business



## **Time Application**

The things you spend your time on change when you develop into a new role



## **Skills**

Specific capabilities are required to execute new responsibilities

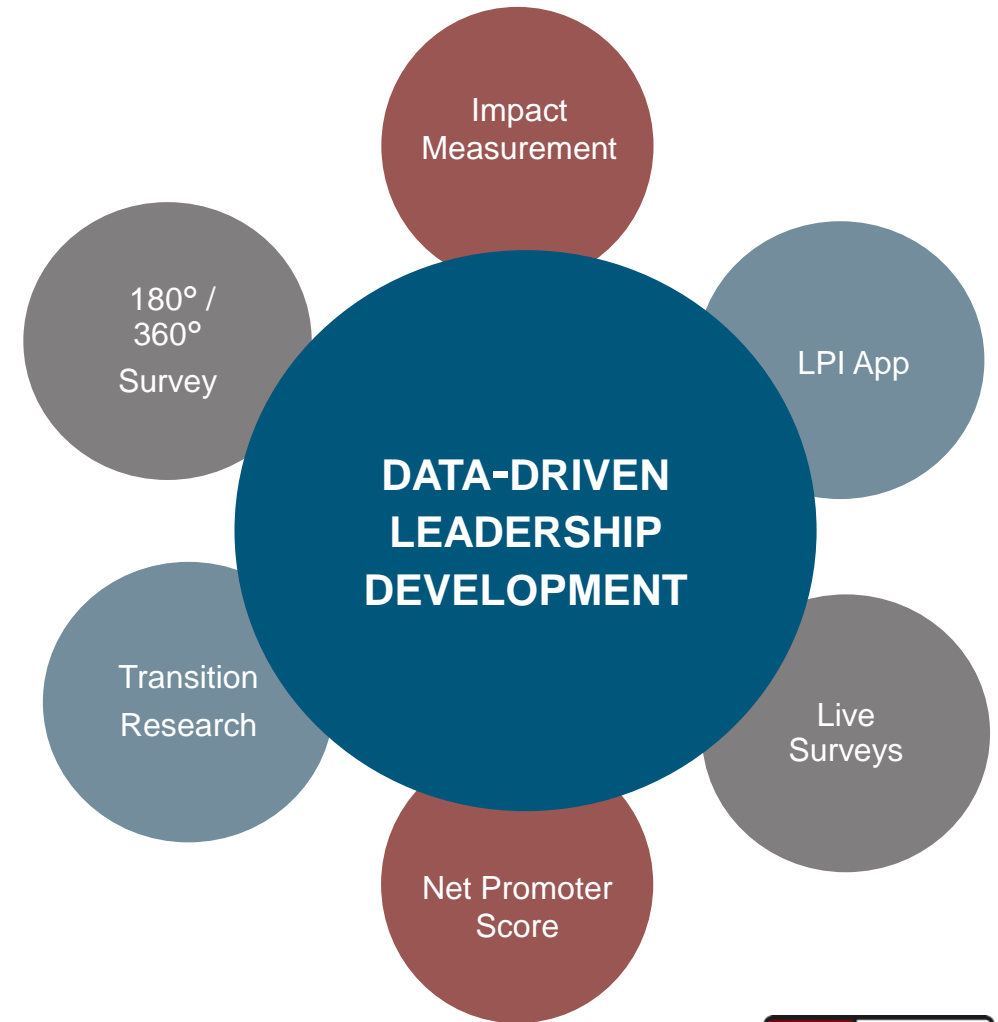
# Receive Insights from Multiple Data Points

LPI has developed a **unique approach to data-driven** training and development.

**We capture data before, during, and after** each program and use results to **improve the learning experience**. We conduct long-term analysis of the correlation between **training, leadership performance, and business results**.

Each participant provides **more than 150 unique** data points during a program. This enables us to **track, analyze, and adjust impact and value creation** together with our clients. This allows our clients to cross analyze data from the training programs with any other available HR/Business data.

Each element of the **data-driven approach** will be selected and **customized** together with our client and can be integrated into your HRIT.



# WE MEASURE THE IMPACT OF TRAINING

As something completely unique in the industry,  
LPI consistently measures the impact of our transition programs.

During a 3-6 month learning journey, each participant is **measured by change in:**



## KNOWLEDGE

Has the leader acquired and retained the knowledge needed to step fully into their leadership role?



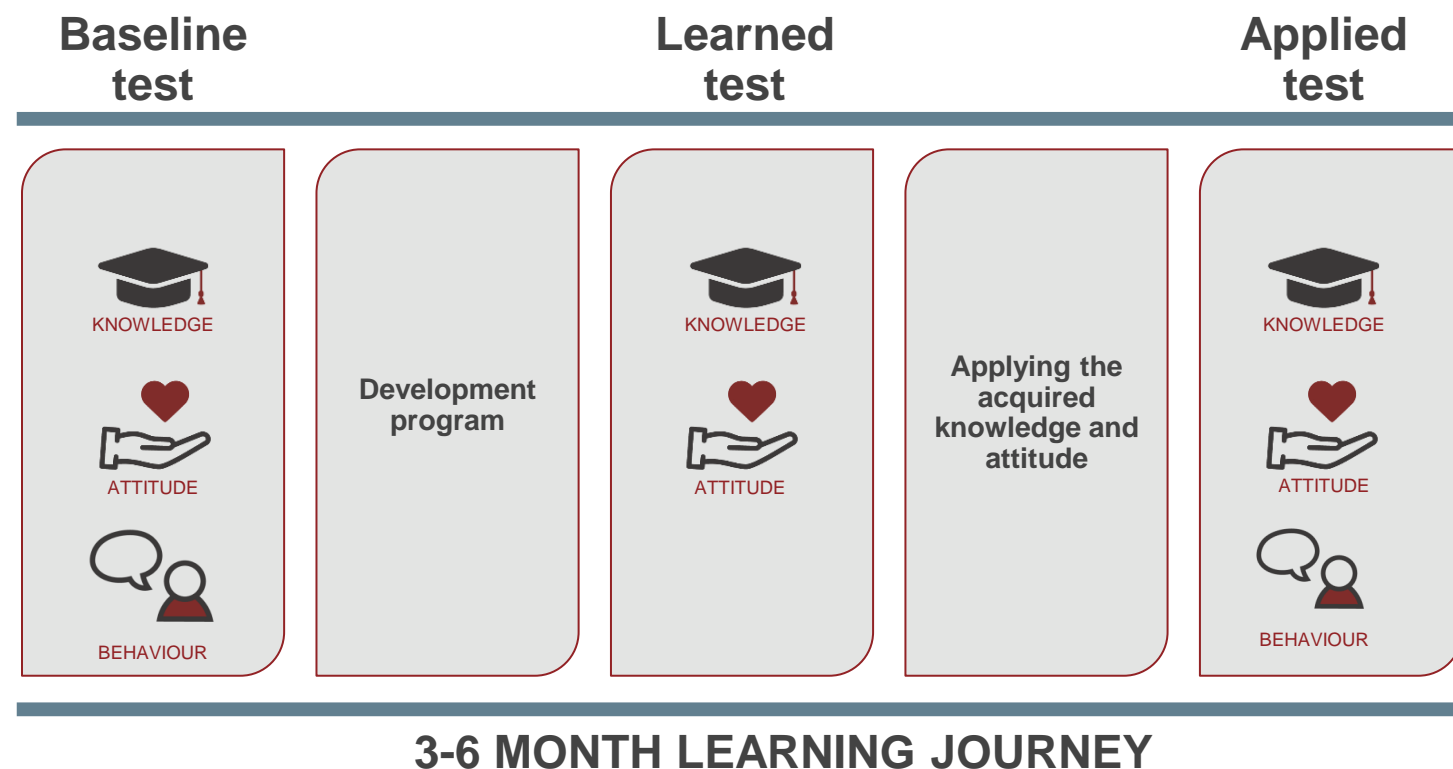
## ATTITUDE

Does the leader have the essential attitude regarding work values to operate at the correct level?



## BEHAVIOUR

Has the leader demonstrated the behavioural improvements required to lead at the correct level?



# LPI IMPACT SCORES

LPI consistently delivers significant impact on knowledge, attitude, and behaviour.

Most notable is the retention of learning and the behavioural change after three months: the applied test.

We deliver equally high impact scores for both on-site and virtual programs.

TYPE	LPI ON-SITE	LPI VIRTUAL
Baseline test Before training	42%	42%
Learned test Immediately after training	87%	89%
Applied test Three months after training	82%	84%



# BENCHMARKING LPI IMPACT SCORES

Ebbinghaus' and other similar contemporary research concludes that most of what people learn during training is forgotten one month later.

**Compared to Ebbinghaus' forgetting curve, LPI delivers unparalleled impact scores.**

