



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

## LEADERSHIP COACHING NEWSLETTER

This Month's Topic: **Top Trend to Develop Management Talent**

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A top trend reported by HR Management in May 2010 is a dramatic increase in corporate training budgets. According to recent research, most corporations are investing more in training for three primary reasons:

1. **Economic growth** in many regions is putting greater demands on training.
2. **Talent shortages** are being felt in all industry sectors and across almost all geographies. Consequently, companies are putting more emphasis on hiring and training new personnel and on training current employees for new roles.
3. **Increased focus on talent management.** Corporations are increasingly recognizing that learning and development is part of an integrated talent management process that includes recruiting, performance management, leadership development, and succession planning.

Leadership development and management education is the largest single program area of spending in corporate training today. More than any other employee development area, leadership development and succession planning are being given center stage with performance management coming in second.

The war for talent and changing workforce demographics mean that companies in almost every industry sector are suffering from a lack of middle managers. Companies must build from within their ranks. 41 percent of HR managers report that one of their top talent challenges is building and maintaining their leadership pipeline.

What more could you be doing to build your management talent? And in what areas?

### **Recommendations**

Recommended reading: [\*The Leadership Pipeline: How to Build a Leadership Powered Company\*](#) by Ram Charan, Stephen Drotter, and James Noel

We offer leadership and executive coaching, and a kick start coaching program for those with tight budgets. We also offer leadership training courses and consulting services to help organizations develop a deep leadership talent bench. We focus on giving good managers tools to use to make them into more effective leaders. Call or email us for more information 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

I am co-facilitating a Women's Leadership Conference on May 20, 2010 in Cambridge, MA sponsored by Monitor Corporation, for senior level business women. For more information, [click here](#).

*Any questions or comments send to [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com). To subscribe or unsubscribe, [click here](#). Feel free to forward this newsletter. Permission is granted to reproduce, copy, or distribute as long as copyright and full author contact information is included. © Vision Quest Consulting 2000-2010.*

VISION QUEST CONSULTING P.O. BOX 979 WESTFORD MA 01886 [WWW.VISIONQUESTCONSULTING.COM](http://WWW.VISIONQUESTCONSULTING.COM)