

LEE HECHT HARRISON
Leadership Consulting

RESEARCH REPORT

**Breakthrough Leadership:
Leadership Development Innovation and Best Practices**

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Introduction

Many studies say that leadership is vital to innovation. We agree and also think the reverse is true: *Innovation is absolutely vital to leadership and leadership development.* It is our belief that the highest performing organizations in their respective industries are investing in leadership development at the individual, group and organizational levels, and that they have created operational and organizational systems that support and measure breakthrough leadership practices and incremental results rather than inhibit them.

In order to understand what drives top performing companies and learn what specific organizational activities these companies are engaged in, Lee Hecht Harrison's Leadership Consulting business conducted a study on breakthrough leadership practices. Our study explores the experiences, thoughts and new practices of executives in chief and senior leadership development roles with industry-leading organizations – e.g., CLO, VP and Senior Director of Executive Development, and SVP/VP of HR. Companies participating in the study represent global organizations based in North/South America, Europe, and Asia/Pacific.

The study's title and overarching theme – “Breakthrough Leadership” – tee up an important question: **“When it comes to leadership, what innovative activities are driving top performing companies?”** In other words, how are industry leaders and senior management facing the current litany of economic and market challenges, especially when it comes to building a strong leadership bench? Our study answers this question and provides first-hand insights into how various leadership development challenges are being addressed. Topics explored include:

- What organizational levers (i.e., systems, factors and qualities) are being used to drive breakthrough leadership?
- How do organizations identify the key factors to ensure leaders effectively drive business results?