



# A Wake-Up Call for Leadership Development

**10 Leadership-Cracking Frictions That Derail Development (and What to Do About Them)**



# LEADERSHIP.

## Everyone's investing in it. Few are addressing what's in the way.

Behind every stalled strategy, missed transition, or “we did the training” moment — there’s a headwind slowing leaders down.

This playbook isn’t a toolkit. It’s a truth-teller. A crisp view into what’s blocking progress — and how to lead past it.

Whether you’re a CEO grappling with succession planning, a team leader seeking to elevate your colleagues, an HR professional designing development programs, or an individual contributor striving for growth, use this to spot the red flags, activate the right levers, and make leadership work — for real.

# 1 When purpose feels out of reach

## Red Flags:

- 🚩 Leaders ask, "Why are we doing this, again?"
- 🚩 New posters, same old problems.
- 🚩 Impact on business strategy is unclear or immeasurable.

## Leadership Levers:

### Strategic Leadership Workshops

Align leadership behaviors with strategic priorities.

### Leadership success profiles

Define key leadership skills for strategy execution.

### IDP Integration

Embed strategic alignment into individual development plans.



# Learning that fades before it lands



## Red Flags:

- 🚩 Skills not applied on the job after training.
- 🚩 “Sounds great in theory—but not in our world.”
- 🚩 Little to no visible behavior shift post-development.

## Leadership Levers:

### Action Learning Projects

Apply learning to real-world leadership challenges.



### Leaders-as-coach programs

Equip managers to champion daily reinforcement.

### Leadership Coaching & Mentoring Programs

Enable personal, on-the-job application.



# One trained, none changed

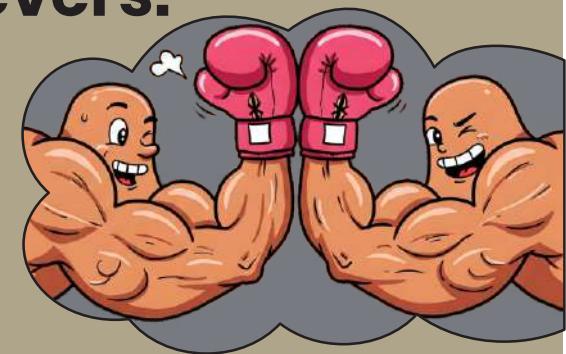
## Red Flags:

- 🚩 Trained leaders return to unchanged teams.
- 🚩 Misalignment between individual learning and team dynamics.
- 🚩 “How can one person transform the whole system?”

## Leadership Levers:

### Build collective leadership

Grow leadership muscle across intact teams.



### Change Leadership boothcamps

Prepare leaders to cascade change within their teams.

### Alignment Before Acceleration

Build shared commitment to new ways of leading.



# No time to grow while running the show



## Red Flags:

- 🚩 “I’m too busy for development.”
- 🚩 Learning always takes a backseat to daily firefighting.
- 🚩 C-suite focuses on revenue growth, but not leadership growth.

## Leadership Levers:

### Microlearning Implementation

Offer short, focused learning modules.

### Time Management Training for Leaders

Improve leaders' ability to prioritize development.

### Growth-Linked Performance Reviews

Embed development into what gets measured.



# When impact gets lost in attendance sheets



## Red Flags:

- 🚩 “Is this actually moving the needle?”
- 🚩 ROI is elusive and rarely tracked.
- 🚩 Success is measured by attendance, not transformation/change.

## Leadership Levers:

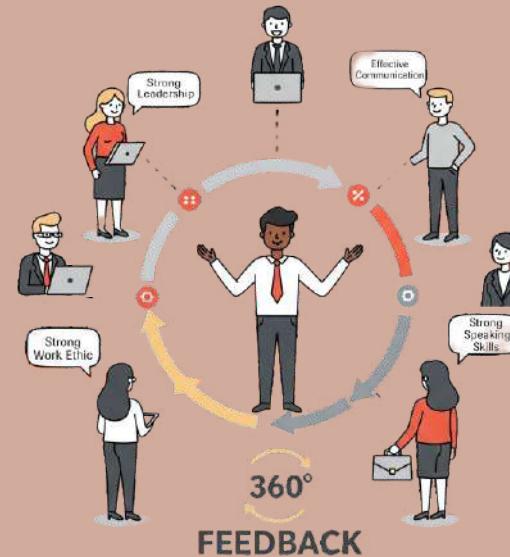
### 360-Degree Feedback with Action Planning

Drive measurable growth with multi-rater assessments



### Impact Evaluation Training for Leaders

Train leaders to assess outcomes, not just outputs



### Leadership KPI Definition Workshops

Co-define metrics of success from the start.

# The dip After the development high



## Red Flags:

- 🚩 "Old habits die hard... and fast!"
- 🚩 New behaviors vanish without reinforcement.
- 🚩 Development feels like a one-off event with no lasting change.

## Leadership Levers:

### Post-Program Coaching and mentoring

Sustain impact with ongoing accountability.

### Performance-Linked Learning Goals

Tie development to business reviews.

### Reinforcement Tech

Use digital tools to build habits through spaced repetition.



# Only as strong as your weakest perception



## Red Flags:

- 红旗 Leaders are only developed to “fix gaps.”
- 红旗 Strengths go unacknowledged or underutilized.
- 红旗 High-potential leaders feel unseen.

## Leadership Levers:



### Strengths-based assessments

Identify what leaders' talents and capabilities – and amplify it.

### Strengths-First Development Plans

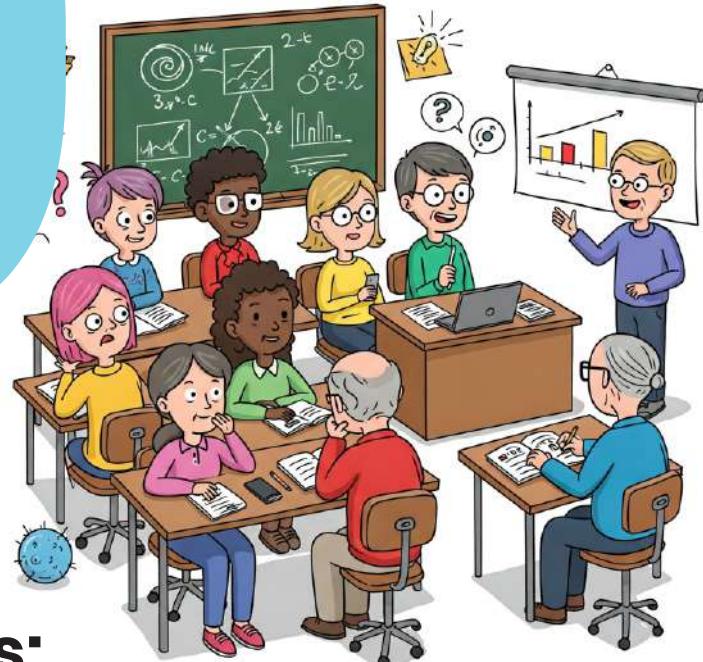
Build on what works to achieve what's next.

### Stretch Opportunities

Let leaders flex their strengths in bold new roles.



# Learning That Skips a Generation



## Red Flags:

- 🚩 "This just isn't my style."
- 🚩 Programs feel age-biased or tone-deaf.
- 🚩 One-size-fits-all delivery misses the mark.

## Leadership Levers:

### Multi-Generational Learning Design

Create learning experiences that appeal to all generations.

### Reverse Mentoring

Pair leaders from different generations for mutual learning.

### Inclusive Facilitation Training

Develop facilitator skills to engage diverse learners.



# When Every Trend Becomes the New Strategy



## Red Flags:

- 🚩 New programs keep replacing the old—without impact.
- 🚩 Lack of a core leadership philosophy.
- 🚩 Development fatigue is setting in due to constant influx of new initiatives.

## Leadership Levers:

### End-to-End Leadership Development Strategy

Define a clear and consistent approach to leadership growth.



### Leadership Capability blueprint

Build long-term skills, not short-term hype.

### Development Communication Plan

Keep the vision front and on centre

# Promoted, But Not Prepared



## Red Flags:

- 🚩 New leaders feel like they've been thrown in the deep end.
- 🚩 High failure rates in new leader transitions.
- 🚩 Support systems for new leaders are absent or ad hoc.

## Leadership Levers:

### New Leader Onboarding Program

Provide structured support for leaders transitioning into new roles.



### Targeted Skills Training

Develop critical skills for new leader success (e.g., delegation, feedback).

### Leadership Mentoring Program

Pair new leaders with experienced mentors for guidance.



# Headwinds don't stop leaders. They shape them.

The question is – are your systems helping them fly, or holding them back?

At NamanHR, we don't treat leadership like a checklist. We build end-to-end journeys that cut through noise, anchor in strategy, and move the needle – visibly and measurably.

If you're ready to shift from potential to performance, **let's talk about what's next.**

*“Leaders are not created only in classrooms or virtual sessions. We must empower them through innovative pedagogies and vibrant ecosystems that bring clarity from chaos, foster courage from fear, and inspire a willingness to embrace change over rigidity”*



**Samir Parikh**

*Founder – NamanHR & Enculture*



[namanhhr.com](http://namanhhr.com)

### **Disclaimer**

This playbook is a curated compilation based on our consulting experience, research, and observations across industries. The insights, models, and tools shared here are intended for thought leadership and reflective practice.

Any quotes or references attributed to global experts and thought leaders have been sourced from publicly available information and are used solely for illustrative and educational purposes. These individuals have not directly contributed to or endorsed the contents of this publication.

This material is not intended to serve as prescriptive advice but rather as a guide to provoke dialogue, reflection, and meaningful action in the space of leadership and culture transformation.

“Leadership must extend beyond short-term performance. Long-term value comes from trust, purpose, and people.”

– Larry Fink, CEO – BlackRock

“We have to be intentional about creating leaders at every level.”

– Rosalind Brewer, CEO – Walgreens Boots Alliance

“One cannot be prepared for something while secretly believing it will not happen.”

– Nelson Mandela, Activist & former President of South Africa

“Sustainable leadership is about building a system – not a star.”

– Ruth Porat, President & CIO – Alphabet