

U.S. Organizations Miss the Mark on Leadership Development

According to a Gallup survey, only 47 percent of HR leaders said that they have adequate talent to fill new roles in their company. This is a staggering figure given the volume of baby boomers and Generation Xers who are retiring every day, making the situation grimmer.

What needs to be done? According to David Smith, Ph.D., president and CEO of E·A·S·I·Consult® **it's time to get serious. "I've been in the talent management arena since 1985. As far back as then, organizations were preaching the need for leadership development and succession planning. This is the same mantra of today. What's different is that over the last 30+ years, the fields of industrial-organizational psychology, adult learning and Human Resources have developed highly sophisticated techniques to deal with these leadership gaps."**

So what has gone wrong? According to Smith, companies have seen more talk than action and most of the action has come mainly from overburdened HR groups. More importantly, most companies have failed to create a leadership and development culture, the main ingredient to success in this area. It starts at the top and should permeate the entire organization. Heather Huhman, contributor for Entrepreneur magazine, lists four steps to make leadership development part of your company culture. They include:

1. Clearly communicate a vision. Future leaders need to know what they are working toward.
2. Create a culture of learning and development. Make employees aware of any growth opportunities in front of them.
3. Identify leadership strengths. Provide employees with the tools necessary to identify and craft their talents.
4. Encourage employees to use their strengths every day. Find a way to allow each employee to exercise his or her own unique strengths.

For more information on this topic, go [click here](#).

About the Author

E·A·S·I·Consult® works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E·A·S·I·Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information

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