The background of the cover features a top-down view of three individuals participating in a team-building exercise. They are positioned on a metal frame with horizontal bars, each holding a blue bar above their head. The scene is set against a dark background with large, vibrant yellow concentric circles that create a sense of depth and focus. The overall aesthetic is modern and energetic.

Help leaders learn vital behaviors that drive desired change.

# How to Design Effective Leadership Training

**Jef Menguin**



## How to Design Effective Leadership Training

Many companies offer basic leadership training, hoping supervisors and managers will become better leaders by learning the skills, principles, and practices of leadership.

The usual thinking is that more information means more learning. This is why leaders have to endure three days of listening to lecturers. The lecturers, on the other hand, have to provide much knowledge, hoping that some of it will be helpful.

But does this method work? More often than not, it doesn't. Leaders leave these sessions overwhelmed and underprepared.

So, what should companies do instead? Let's explore effective strategies for leadership training.

## What Most Companies Do

Most companies send managers to public seminars, hoping they'll get basic knowledge. The truth is, basic leadership training is often filled with theories, most of which you can find on Wikipedia.

They are always looking for new training programs. They hope a fresh title will give them an edge. But these programs often old programs with new names.

Companies also rely heavily on lectures, believing that dumping more information on participants will lead to better learning. This approach rarely leads to long-term behavior change.





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Another common practice is to cram too much into a short period, making it hard for participants to absorb and apply the information.

Lastly, many companies fail to follow up after training, leaving leaders without the support they need to implement new skills.

## Cost of Ineffective Training

Ineffective training can be costly. When leaders don't learn vital behaviors, they can't drive meaningful change.

This results in wasted resources. Money, time, and effort are spent on training that doesn't yield results.

Poor leadership also leads to low morale and high turnover, which further drains company resources.

Ultimately, ineffective training can hold a company back from achieving its goals and reaching its full potential.

## Studies on Effective Training

Research shows that effective leadership training focuses on practical application, not just theory. For instance, a study by Allan Bird and Joyce Osland in their article "Beyond Sophisticated Stereotyping: Cultural Sensemaking in Context" emphasizes the importance of context and practical application in leadership development.





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Studies suggest that **shorter, more focused sessions with actionable takeaways are more effective** than long, lecture-based programs. According to "The Six Disciplines of Breakthrough Learning" by Roy V. H. Pollock, Andrew McK. Jefferson, and Calhoun W. Wick, training programs that emphasize shorter, more interactive sessions lead to better retention and application of new skills.

Leaders benefit from **ongoing support and opportunities to practice new skills** in real-world scenarios. Michael J. Marquardt in "Optimizing the Power of Action Learning" discusses the importance of action learning projects, where leaders apply their new skills to real challenges within their organizations.

Training that includes **follow-up and accountability helps ensure that new behaviors stick**. In "Training Ain't Performance" by Harold D. Stolovitch and Erica J. Keeps, the authors highlight that effective training involves post-training support and accountability measures to ensure long-term behavior change.

**Effective training also aligns with organizational goals, making it relevant and impactful for participants.** In "The Fifth Discipline" by Peter Senge, the importance of aligning training programs with organizational goals is emphasized to create a learning organization.

## Effective leadership training make change happen.

Effective leadership training is meant to make leaders learn vital behaviors that drive desired change.





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Given the same situation, leaders will behave differently to achieve extraordinary results.

This transformation requires a shift in mindset and the consistent practice of new behaviors.

### Effective training creates new reality.

Leadership training must serve organizational objectives. It requires a change in mindset and practicing vital behaviors that achieve extraordinary results.

Using various influence strategies, leaders can make these new behaviors their norm.

Training should focus on practical application, ensuring that leaders can implement what they learn.

Ongoing support and follow-up are crucial to maintaining the changes and achieving long-term success.

### Design effective leadership training.

Simplify leadership training. Don't waste money on training that doesn't serve a purpose or fulfill a goal.

**Set clear and meaningful goals.** These should be high-impact goals that make a difference.





## How to Design Effective Leadership Training

For instance, instead of a vague goal like "improve communication skills," set a specific goal such as "reduce project delays by 20% through improved team communication within six months."

**Find vital behaviors.** Identify two or three high-leverage behaviors that will help achieve your goals. Look for best practices and positive deviance.

For example, if your goal is to improve team collaboration, a vital behavior might be holding daily stand-up meetings to ensure everyone is aligned.

Also, identify recovery behaviors for when leaders backslide, such as a peer support system to get back on track.

**Establish influence strategies.** Training programs often fail because there is no plan to sustain behavior changes. Answering "What's in it for me?" and "Can I do it?" is crucial for sustaining learning.

Continuously increase both motivation and ability. Use a mix of positive reinforcement, like recognition programs, and practical support, such as providing tools or resources that make it easier for leaders to practice new behaviors.

**Monitor and evaluate.** Regularly check how vital behaviors are practiced and how they contribute to achieving meaningful goals. Use metrics to track progress and make adjustments as needed.

For example, if a goal is to enhance customer satisfaction, monitor feedback scores before and after the implementation of new leadership behaviors. Provide feedback loops to leaders, so they know how their actions are impacting goals.





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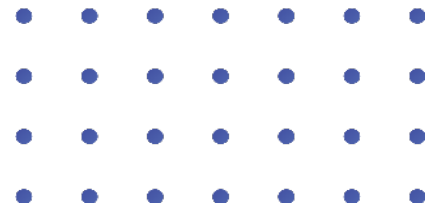
### **Make training effective.**

Explore more resources to enhance your leadership training.

Schedule a discovery call to learn how we can help you design effective training that drives real change. Start transforming your leadership approach today and see the extraordinary results it can bring.



# Jef Menguin



Many companies struggle to keep their teams motivated and productive. Leaders often lack the skills to handle stress, inspire innovation, and maximize their team's potential. This leads to high turnover, low morale, and poor performance.

Jef Menguin helps leaders excel in motivation, leadership, teamwork, and persuasive presentations. As a dynamic storyteller, Jef's workshops offer rich, immersive learning experiences. He uses games, scenarios, and challenges to encourage leaders to think outside the box and find levers they can use to 10x their results.

With over 20 years of experience, Jef Menguin has worked with top companies and government agencies. He has conducted training programs in Singapore, Malaysia, Indonesia, Thailand, and Taiwan.

Jef is a trusted thought leader who shares free actionable ideas through his articles, videos, and webinars. His practical methods and engaging style have transformed countless teams and leaders in the Philippines and beyond.

He gives many of his actionable ideas for free and is paid for implementation and results, making him a trusted partner in driving success.

Don't let your team fall behind. Visit [Jef Menguin's website](#) now to get free guides on motivation and others, book a discovery call, or schedule a training session.

**Transform your leadership and achieve extraordinary results with Jef Menguin.**