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Panel 2.2: Next Generation Leadership

Why Leadership Training Program in Companies Could Be a Waste of Time to Develop Next Generation Leadership

Leadership Training Programs (LTP) in companies have gone through many changes to maintain their effectiveness, but these programs are still failing. This paper investigates and describes the reasons behind the failings of company LTP in developing next generation of leaders. The study examines 100 companies with at least 50 employees that have or had a LTP. The research examines the 5 critical elements as contributing factors: corporate culture, employee behavior, employee expectations, changing environment, and the training program itself. As the baby boomers are increasingly stepping into retirement, companies are starting to lose the know-how and experience resulting from the leadership gap between the boomers and the younger generation. Study after study shows that despite billions being spent annually on developing leadership, companies are still struggling to cultivate leadership for our next generation. This research examines how companies could create a sustainable LTP to develop next generation leaders without spending more money.