The cost of lagging leadership development will come quickly and strike powerfully. If CEOs are serious about long-term performance, they need to commit themselves to the success of leadership-development NOW. The future demands more and better leadership up and down the line.
HAVE YOU WONDERED

“WHAT IS OUR FUTURE?”

Successful 21st century businesses require a massive change in employee development. They require Thinking Skills.

- Who is in our pipeline?
- Are they well-rounded in business?
- What are their aspirations?
- What career ladder is there for them at this company?
- Are they replaceable?
Why Teaching Thinking is an Imperative

For centuries work was a physical activity with a visible output.

But in the 21st century people are paid to think – to solve problems, make decisions, and lead organizations based on analyzing and synthesizing information.

Problem is – we’ve spent decades drumming this ability out of people.

✓ We’ve cut training departments and budgets to the bare minimum.
✓ We’ve silo’d training and made it solely job-specific.
✓ eLearning (aka self-study) has run rampant – removing the all-important element of collaborating with others.
✓ Leadership development starts after we’ve named people leaders.

It’s time to change course and develop individual’s thinking skills again.
Advantages of a Thinking Curriculum

A thinking curriculum immerses learners in a topic from a variety of angles and forces them to think about the concept more completely and more deeply – at a System 2 level.

Exposure to topics over time develops the ability to reflect and make connections between concepts / events.

Many business skills have levels of mastery; it is not possible to cover the many nuances of a topic in one course or even one year. Learners need time to practice, master, and assimilate their new skills.

In today’s business climate the stakes are always changing. An ongoing curriculum allows learners to apply knowledge and skills in varied situations.

There is immediate and long-term ROI. Read on...
Turnover can cost a company anywhere from $3000 to replace a $10.00 an hour hourly worker to 1.5 – 2 times a salaried person’s salary. (SHRM)

When employees feel they are being developed and are growing on-the-job, they stay with an organization longer.

Employees who understand company culture are priceless.

**A Thinking Curriculum**

- Reduces turnover because it introduces learning possibilities
- Increases productivity
- Creates more capable employees who are committed to the organization
The cost of recruiting and hiring is exorbitant and is a never-ending cycle if your turnover is high.

Employers have resorted to beg, borrow, steal, and bribe skilled employees from one another.

Recruitment should not be an effort based on numbers (we’ve got to find 3 good candidates in this sea of 300) it should be a an effort based on quality – who is the best long-term fit for this role and this organization?

A Thinking Curriculum
• Demonstrates commitment to the individual employee
• Is seen as a perk - worth more than money - that few employers offer
• Develops the company’s reputation as an organization that cares about its employee’s development
Boomers, with their institutionalized knowledge and decades of experience, are departing corporate America and will be largely gone by 2030 (US Census).

Millennials will be promoted to managerial and leadership positions much earlier than their predecessors and before they have the skills, knowledge, and experience to be fully successful.

Neither formal education nor traditional workplace training focuses on teaching thinking skills – which are critical to leadership success.

**A Thinking Curriculum**
- Ensures a steady stream of well-rounded talent prepared to lead in the not-too-distant future
- Molds leaders who act in accordance with company culture and mission
A customized Thinking Curriculum encompasses 5 core areas of development with innumerable benefits to both the employee and the employer:

✓ A clearer, more actionable self-development plan
✓ The willingness and ability to move laterally
✓ A mutually beneficial perspective (rather than win/lose)
✓ Partnering with people from other disciplines to better meet challenges and solve problems
✓ The ability to make sound, ethical decisions
✓ Communicating with greater competence and confidence
✓ The ability to successfully lead your company into the future

Multi-faceted learning process designed to increase the capabilities of all employees.

Designed specifically with your organization’s priorities, culture, and values as its foundation.

Activities and experiences that embed “deep thinking,” resulting in new, successful work behaviors.
The Training Doctor, LLC, is an organizational development firm that helps its clients achieve sustained performance improvement through customized training curriculums. For over 25 years the company has helped successful organizations to close the gap between where their business needs to go and the talent required to take them there.