

FRONTLINE LEADERS

Developing Tomorrow's Executives

TOP REPORTING INDUSTRIES



13%

FINANCE & INSURANCE



9%

MANUFACTURING

ORGANIZATION'S TYPE OF OPERATION



49%

National



20%

Multinational



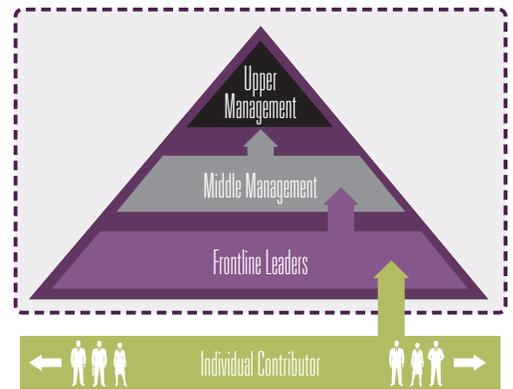
32%

Global



WHO ARE FRONTLINE LEADERS (FLLs)?

Entry point into management pipeline with dramatic role transition.



513 RESPONDENTS

62% work in organizations of less than **5,000** employees

58% respondents' organizations report a total revenue of under **\$500 million**

TALENT MANAGEMENT

55%

of organizations do not conduct organization-wide talent assessment.

OVERARCHING PEOPLE DEVELOPMENT STRATEGY

68%

Coaching/mentoring

66%

Informal training

60%

Formal training

TOP 3 PROCESSES FOR SUCCESSFUL ROLE TRANSITIONS

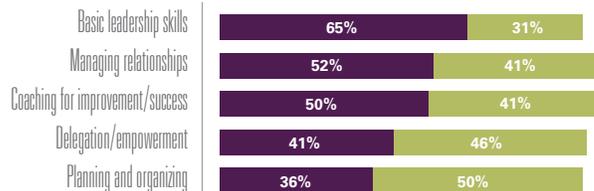


DEVELOPING FLL SKILLS

Most common development methods:



Top five content areas of practice reported in FLL development:



38%

have a formal development process for FLLs.

25%

of this group find it effective.

BEST PRACTICES BASED ON SURVEY:

METHODS: case studies, social media, peer mentoring/coaching, structured behavioral experiences, self-directed learning

SUPPORT: web conferences, videos and podcasts, coaching/mentoring, psychometric instrument self-assessment, job shadowing, field guides, mobile apps, and frequent feedback from FLL's managers

IMPACT

FLL skills impact employee engagement, productivity, turnover, ROI, and implementation of change initiatives.