



**Deloitte Leadership**

Developing leaders to achieve the unexpected

# In the next 10 years, 40% of Fortune 500 global companies will be gone.

**Some will be acquired. Some will merge with other businesses. But many will simply be overtaken—by technology, by shifting business models, by the competition. How can you ensure your survival?**

With the right leadership. One of the most important differentiator for any business is how their people lead. In fact, organizations with effective leaders are two to three times more likely to outperform their peers financially, while those perceived to have ineffective leadership experience an equity discount of almost 20 percent. And yet, despite this, barely 1 in 10 companies believe that they do an excellent job developing leaders.

## **Are you getting it right?**

Most companies admit that they could do better. While developing leaders early in their careers is crucial for long-term success, deciding who to invest in is difficult and expensive. And even if you identify the right person, research shows that leadership development happens in real-life business scenarios, not through training sessions or evaluation surveys—particularly for the next generation of millennial leaders. It's time for a better way.

## **A new way to think about leadership development.**

Deloitte Leadership is a business consultancy that unlocks the power of leadership. We address the complexity and change facing both organizations and leaders with a unique approach that's grounded in evidence and decades of business insight. Here's how we do it ...

## Leadership pays off <sup>1 2</sup>



Higher revenue  
per employee



More likely  
to innovate



More likely to be highly  
effective at anticipating &  
responding to change



Higher gross profit  
margins

1. Andrea Derler, Anthony Abbatiello, and Stacia Garr. "Better Pond, Bigger Fish." DU Press. DU Press, 23 Jan. 2017. Web. 30 May 2017.

2. Bersin by Deloitte. "High-Impact Leadership: Leadership Maturity in Mid-Market Organizations." Bersin by Deloitte: Research and Advisory Services in Enterprise Learning & Talent Management. Bersin by Deloitte, 30 Jan. 2017. Web. 30 May 2017.

# We believe leadership is a business capability.

It can be measured, it drives financial performance, and—most importantly—it can be taught.

## We know business.

Deloitte's experience means we've spent years observing the issues organizations face, whether it's preparing leaders for executive roles, reducing critical shortages of talent, identifying the right leaders for the right roles, or preparing high-potential talent for the future. This isn't a typical one-size-fits all approach: we work side-by-side with you to curate the resources you need to drive performance across all levels of your leadership.



## We have the data.

We take a science-based approach to leadership. The underpinning of our leadership framework is backed by 25 years of valid and reliable research results. We work with you to get the business insights needed for making actionable recommendations that are proven to make an impact.

## We drive results.

Our experts have worked with the world's largest and most influential companies. The Deloitte Leadership is designed to create leaders at every level with development that is targeted, efficient, and of real business power.



# Deloitte Leadership unlocks the power of leadership to achieve the unexpected.

# Deloitte Leadership helps unleash your organization's full potential

## Executive readiness

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-  Transitions
-  Succession
-  Readiness
-  Executive Teams

## Transformational leadership

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-  Agile Leaders
-  Digital Leaders
-  Change Ready Leaders
-  Global Leaders

## Building leadership pipeline

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-  High Potential Identification
-  Diversity
-  Millennial Development
-  Functional Leader Development

Most businesses will meet expectations

Some will exceed them

Only a few will achieve the unexpected

The special few will have one thing in common...

**Leaders ready to achieve  
the unexpected.**

## Let's talk

Deloitte Leadership

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