

Leadership Training Programs for Managers - U.S. Chamber of Commerce

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Executive Summary

This article addresses the challenge of selecting appropriate leadership training programs for managers, noting that 83% of organizations anticipate needing new leadership skills according to DDI's 2025 Global Leadership Forecast. The author presents a directory-style overview of various leadership training providers, including American Management Association, Babson College, EdX, Center for Creative Leadership, Dale Carnegie, Harvard, LinkedIn Learning, Manager Bootcamp, Udemy, and Thomas Gordon programs. The article provides basic program descriptions, formats, costs, and contact information for each option. It also discusses considerations for creating in-house leadership programs and measuring ROI, concluding that organizations should assess training relevance, knowledge application, and business impact when evaluating program effectiveness.

Key Insights

1. 83% of organizations anticipate needing new leadership skills, yet many lack training in change management, talent development, and decision-making
2. Effective leadership training requires research-based programs supporting 'learning by doing' with feedback and self-assessment opportunities
3. In-house leadership programs can develop leaders with existing organizational knowledge and relationships

Practical Takeaways

- Evaluate leadership training programs based on cost, relevance, structure, and curriculum alignment with organizational goals
- Measure training ROI by assessing participant relevance perceptions, knowledge application, and business impact

Critical Analysis

Strengths include comprehensive coverage of training options and practical ROI measurement considerations. Major limitations include lack of comparative analysis, absence of effectiveness evidence, and potential bias toward featured providers. The article functions more as a vendor directory than critical evaluation, with no independent research on program outcomes or quality comparisons.

Organizational Practice

Organizations create in-house leadership training programs to develop internal candidates with existing company knowledge and relationships, addressing the leadership pipeline shortage where 86% of companies cite developing new leaders as their top talent challenge

Strategic Implications

The findings suggest organizations face a dual challenge of anticipating new leadership skill requirements while addressing current training gaps in critical areas like change management and decision-making, potentially driving increased investment in both external and internal leadership development programs

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