

Climate for Leader Development (CLD) Research Study



CCL has long recognized the importance of context in accelerating leader development following participation in a formal leadership engagement or program. For example, a [2017 CCL study](#) found that leaders with high levels of boss support experienced better leader development outcomes than those with low boss support.

What is the purpose of the CLD Research Study?

CCL is conducting a research study to:

1. Better understand the aspects of an organization's climate – beyond one's boss – that accelerate or hinder the impact of leader development programs.
2. Determine which of the many aspects of climate matter the most for maximizing ROI of leader development programs.
3. Use a diagnostic tool to inform organizations' investments in both individual and org-wide leadership initiatives.

What does the CLD assess?

The Climate for Leader Development (CLD) is a broad and holistic assessment of the organization's climate for supporting and sustaining leader development over time. It consists of:

8 DIMENSIONS OF CLIMATE

Assessment, Challenge, Support

Senior Leadership Priorities

Recognition and Reward

Organizational Processes and Resources

Knowledge and Skills

Regular Communication

What are the benefits of participating?

- Identify strong areas of readiness
- Identify underdeveloped areas to increase readiness
- Help your organization facilitate a discussion about readiness for leader development
- Help your organization think about ways to bolster the climate for leader development

How can my organization participate?

1. CCL will administer the CLD to your leaders and you will receive a free summary report to inform leadership development efforts.

OR

2. For organizations with employees participating in CCL programs, the CLD will be administered pre-program and post-program impact will also be assessed. Organizations with at least 50 participants completing both assessments will receive free, custom reports of the CLD and the top drivers of post-program impact.

Over time, CCL will use the aggregate data to see which CLD factors best predict the success of leader development initiatives across organizations and will provide these results to all participating clients at no cost.

Contact Sarah from CCL to learn more!

Sarah Stawiski, Ph.D.

Director of Insights and Impact
Global Research and Evaluation
stawiskis@ccl.org
+ 1 (858) 638 - 8047
www.ccl.org