

| | <i>“Why/when should we invest in LDPs?”</i> |
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| Empiricist | <ul style="list-style-type: none"> • When we can have clear measurable performance outcomes of a program. • When there is identifiable change in leader effectiveness. • When there are clear/tangible outcomes indicating changed behaviors. • When there is clear evidence (pre- versus post-measurement) that the program works. |
| Believer | <ul style="list-style-type: none"> • Because leadership development gives people a chance to develop themselves as a person. • Because I am convinced that we need better leaders in society. • Because it is our social responsibility to help people grow. • Because I personally believe that leadership development can do wonders. |
| Cynic | <ul style="list-style-type: none"> • Because a program is a necessary step for getting promoted in an organization. • Because it is a modern perk (on top of salary) that people get. • Because the organization wants to appear to be an attractive employer. • Because it follows popular trends in society, where leadership is valued. |
| Pragmatist | <ul style="list-style-type: none"> • Because it can help to align organizational values with those of employees. • Because it allows people across the organization to exchange ideas. • When it builds a leadership pipeline for the organization. • When it is part of the organization’s HR strategy. |