

ROI REPORT

Leadership Development for Emerging Leaders



Executive Summary

Investing in a Leadership Development Program for emerging leaders aims to strengthen the leadership pipeline, improve organisational performance, and retain top talent. This report evaluates the return on investment (ROI) of implementing such a program, considering quantifiable business impacts and strategic benefits.

Program Overview

Program Name

Elevate Program

Target Audience

Mid-level high-potential employees
(5-10 years experience)

Duration

6 months

Delivery Mode

Hybrid (online modules +
in-person/live virtual workshops)

Cost per

Participant

\$5,000

Total Participants

(Year 1)

50

Total Investment

Cost Element	Amount (AUD)
Curriculum Design	\$ 50,000 (Cult of Monday investment)
Facilitators & Coaches	\$ 75,000 (Cult of Monday investment)
Tech Platform & Tools	\$ 25,000 (Cult of Monday investment)
Participant Cost (50 x \$ 5,000)	\$ 250,000 (Company investment)
Total Investment	\$ 400,000

Key Program Metrics

Application of Learnings

67% of participants reported already applying Elevate tools in their roles

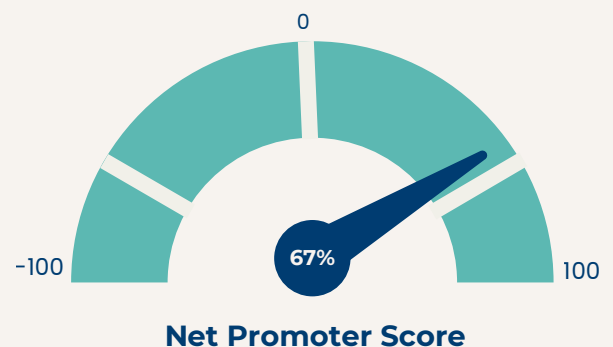
"Tempering my inclination to be helpful through advice with more questions... and carrying greater awareness of the impact my energy has."

"Self-awareness and leading others."

"Difficult conversations."

"Goleman's 6 leadership styles and Gallup strengths."

Net Promoter Score (NPS)



+67, indicating a high level of advocacy among participants

Overall Program Satisfaction

100% rated their experience as Good to Excellent

Expectations Met

100% confirmed the program met their expectations

"The Elevate Program has helped me to understand and lead according to my own strengths rather than trying to replicate the leadership style of role models."

"The overall program structure was great – everything I wanted to be covered was addressed at the right time."

"The virtual sessions were a great forum to hear about others' experiences and learn about strategies and mindsets that have worked for others."

"I really appreciated the casual and loosely structured agenda... it allowed the conversation to move in directions that resonated with the group."

Quantitative ROI Analysis

A. Key Benefits Tracker (Year 1)

METRIC	IMPACT ESTIMATION
Productivity Uplift 10% in emerging leaders teams	\$300,000
Reduced Turnover Retention ↑ by 15%, avg. cost to replace = \$50K	\$150,000
Internal Promotions 10 leaders promoted, vs. external hire at \$30K premium	\$300,000
Project Success Rate Better execution = fewer delays, est. savings	\$100,000
Total Tangible Benefits	\$850,000

B. ROI Calculation

$$\text{ROI} = \frac{\text{Net Benefit}}{\text{Investment}} \times 100$$

$$\text{ROI} = \frac{\$ 850,000 - \$ 400,000}{\$ 400,000} \times 100 = 112.5\%$$

Year 1 ROI: 112.5%

Intangible Benefits (Strategic ROI)

While harder to quantify, these benefits significantly influence long-term success:

Strategic Benefit

Leadership Pipeline Strength

Description

Reduces dependency on external hires and builds institutional knowledge.

Employee Engagement

Participants report higher job satisfaction and purpose.

Cross-Functional Collaboration

Exposure to peers across departments breaks silos.

Culture of Growth

Signals commitment to internal talent development.

Reputation as Employer of Choice

Enhances recruitment and retention of top-tier candidates.

Risk & Mitigation

Risk

Mitigation Strategy

LOW PROGRAM ENGAGEMENT

Include mentorship, manager buy-in, and performance-based selection.

INABILITY TO MEASURE
OUTCOMES

Set KPIs pre-launch and track with HR analytics.

TALENT ATTRITION
POST-TRAINING

Use retention incentives and internal career pathways.

Recommendations

- Scale the program after Year 1 with larger cohorts and cross-regional reach.
- Embed metrics into HR dashboards to track long-term impact.
- Pair Leadership development participants with succession planning efforts to maximize ROI.

Conclusion

The leadership development program yields a **112.5% ROI in the first year**, with potential for higher returns as organisational alignment and leadership maturity grow. Additionally, intangible benefits make a compelling strategic case for continued investment in leadership development.