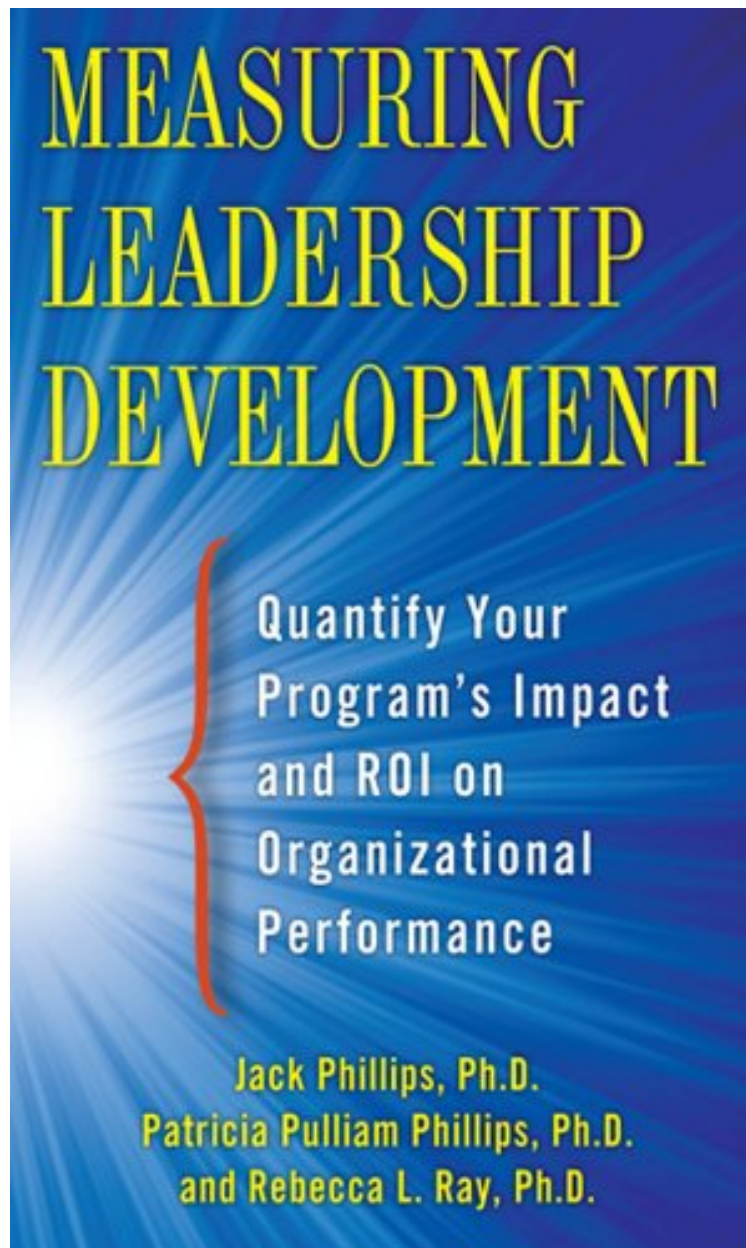


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## Measuring Leadership Development: Quantify Your Program's Impact and ROI on Organizational Performance (Business Books)

*Jack Phillips, Patti Phillips, Rebecca Ray*  
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About the Book: Leadership development is one of the driving forces behind strong organizational performance. However, when executives look to run their organizations leaner, they view it as a luxury. Now, *Measuring Leadership Development* gives talent managers a full toolkit for presenting their leadership development programs in terms of identifiable business benefits, including—for the first time—an accurate bottom line for return on investment in the program. Jack and Patti Phillips have set the standard for ROI Methodology, and here, with Rebecca Ray, they show you how to measure, in real numbers, the impact a leadership development program has on an organization. This complete package gives you sought-after advice for developing leaders with a conveniently measurable, results-based approach as well as the tools you need to collect, analyze, and report relevant data. With this one-of-a-kind book, you can get up and running fast to: Design, deliver, and sustain a periodic ROI evaluation process Provide executives and stakeholders with the confirmable data they demand in terms they understand Use your evaluation data to drive improvement in your organization Effectively value the ROI of a leadership development program using the same standard ratio accountants use for equipment and buildings Colorful case studies from some of the world's best-known companies illustrate how to establish best practices and avoid common pitfalls. You will turn to this book again and again for its authoritative, go-to advice and techniques. Take the lead in improving your company's performance with *Measuring Leadership Development*.

About the Author Jack Phillips, Ph.D., former bank president and head of HR for major organizations, has written or edited more than 50 books. He conducts workshops, provides consulting services, and speaks at conferences around the world. His work has been featured in the *Wall Street Journal*, *BusinessWeek*, *Fortune* magazine, and on CNN. Patricia Pulliam Phillips, Ph.D., is president and CEO of the ROI Institute, Inc., the leading source of ROI competency building, implementation support, networking, and research. She has authored or edited more than 30 books on measurement and evaluation, including ROI. She regularly conducts workshops and provides consulting services worldwide. Rebecca L. Ray, Ph.D., is senior vice president, human capital at The Conference Board and the leader of the Human Capital Practice. She was named Chief Learning Officer of the Year by Chief Learning Officer magazine.