



NEWSLETTER

BETTER MANAGEMENT LEADERS LEAD TO BETTER RESULTS

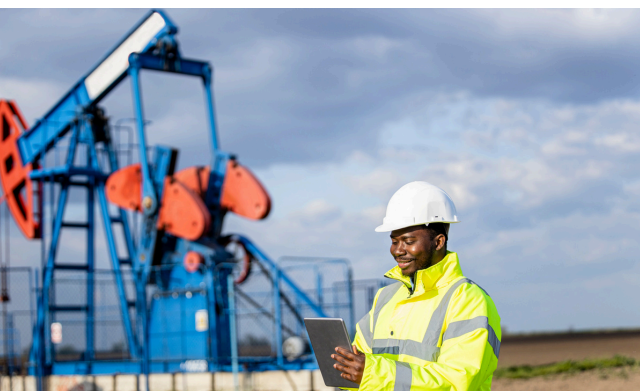
Measuring What Matters

In many organisations, leadership development is still treated as a necessary investment—but not always a measurable one. Programs are delivered, managers attend, and feedback is collected. Yet the real question remains: Did it make a difference? In today's environment, leadership development cannot be measured by attendance or satisfaction alone. It must be measured by impact—because if behaviour does not change, results will not follow.

The most effective organisations are shifting their focus from activity to outcome. Instead of asking whether training was valuable, they are asking what has changed in the business. Are decisions being made with greater clarity? Are teams more accountable? Are problems being solved faster and at the right level? As we've emphasised before, when leaders take time to reflect, refine, and reimagine, patterns begin to emerge—highlighting what truly drives performance and what holds it back.

Research from Zenger Folkman reinforces this shift, showing that leaders in the top 10% of effectiveness deliver up to twice the organisational outcomes compared to average leaders. This includes improvements in engagement, productivity, and overall team performance.

The message is clear: leadership capability is not a "soft" investment—it is a **measurable driver of business results**. When leaders think more clearly, act more decisively, and lead more intentionally, performance follows.



POLC in Practice: 6-Month Performance

Measurement in an Oil and Gas Organisation (Saudi Arabia)

Safety and compliance

Unsafe conditions

<10% 
from 30%

Audit compliance achieved

100% 
from non compliance

Efficiency and Cost

Checklist accuracy

91% 
from 68%

Rework hours reduced to

5 hours 
from 63 hours per month

Measuring leadership development does not need to be complex, but it must be intentional. It starts with defining clear outcomes, tracking behaviour change, and linking development directly to business performance. When this is done well, leadership development moves from being a cost to becoming a strategic investment—one that strengthens teams, improves execution, and delivers sustainable results.

Because what gets measured, gets improved—and what gets improved, drives results.

Better management leaders = Better results.



LEADING IN MOMENTS:

Why Microlearning is a key component for the Future of Management Leadership Development

Today's managers operate in a world of constant demand—tight deadlines, shifting priorities, and continuous decision-making. Time is no longer a resource they can easily allocate to development, yet the need to grow as leaders has never been greater. This presents a fundamental shift in how organisations must think about leadership development. It is no longer about taking managers out of the business for extended periods. It is about enabling learning within the flow of work.

Traditional, once-off training sessions often struggle to create lasting impact. While they provide valuable insights, the real challenge lies in application. When managers return to full inboxes and operational pressure, learning is quickly deprioritised. Microlearning addresses this gap by breaking development into short, focused, practical segments that can be applied immediately. It allows leaders to engage, reflect, and act—without stepping away from their responsibilities for extended periods.

This approach aligns with how leadership capability is truly built: over time, through consistent reinforcement and real-world application. Leadership is not developed in a single moment—it is shaped through many moments. A conversation handled differently. A decision made with more clarity. A problem approached with better structure. Microlearning supports these moments by making learning accessible, repeatable, and relevant when it matters most.

At Grow to N, we see this shift clearly in how organisations are approaching development. Structured, modular learning journeys—where key leadership capabilities are built step by step—are proving far more effective in driving real change. As reflected in our Management Leadership Fundamentals Program, development can be delivered in focused modules that build capability progressively and practically. Because in today's environment, the organisations that succeed will not be those who train the most—but those who learn consistently, apply quickly, and develop leaders in the moments that matter.

The 2027 workshop calendar will be released soon, with enrolment opening in 2026.

Management Leadership **FUNDAMENTALS** Program



CONNECTING LEADERS, SHARING INSIGHTS: THE POWER OF NETWORKING IN LEADERSHIP DEVELOPMENT

Another impactful Management Leadership Forum brought together professionals committed to strengthening how leadership is developed within organisations. What stood out most was the practical nature of the conversations—real experiences, real challenges, and real solutions. Our speakers shared how leadership development is evolving beyond theory, focusing instead on what works in practice: building capability through experience, reflection, and consistent application in the workplace.

The session reinforced a powerful theme—leadership development is no longer a once-off event, but an ongoing journey. The most effective organisations are those creating spaces for continuous learning, open dialogue, and shared insight. Forums like these remind us that some of the most valuable learning happens when leaders come together, challenge thinking, and learn from each other’s realities. This is where meaningful development takes place—and where better leaders begin to emerge.



VOICES OF IMPACT – SAUDI ARABIA PROJECT

Reflections from Participant.

“The POLC Program improved us in more structured approach , in planning to get the required results”

Reflections from direct line manager of participant.

“The learner has improved the consistency and clarity which resulted in less repeated operational activities”



ALUMNI COMMUNITY: FOLLOW US, REGISTER & SHARE YOUR STORY

You've already invested in your leadership journey by completing one of our Zenger Folkman, Louis Allen POLC or Kepner & Fourie programs – and that matters to us.

Leadership and management are not once-off skills. They evolve, stretch, and sharpen over time. The most effective leaders are those who continually revisit their thinking, refresh their tools, and learn alongside others who understand the responsibility of leading people.

That's why we're excited to invite you to become part of the Grow to N Alumni Community – a professional space created exclusively for individuals who have completed one of our programmes.

There is no membership fee.
Your qualification is simple: you've already done the work.



WHY JOIN THE ALUMNI COMMUNITY?



- No membership fee
- Newsletter with updates
- Free networking sessions
- Access to Resource & knowledge center
- Discounts on products & tools

HOW TO JOIN THE ALUMNI COMMUNITY?



- Follow us on LinkedIn
- Register on our website
- Share a testimonial

