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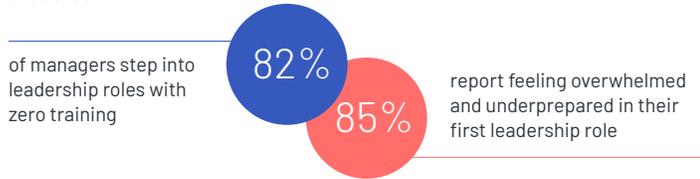
The Leadership Skill Gap

THE PROBLEM

Half of employees quit—not because of the job, but because of a bad boss.

82% of managers step into leadership roles with zero training

85% report feeling overwhelmed and underprepared in their first leadership role

We promote top performers into management, then leave them to figure it out on their own. The result? Overwhelmed leaders, disengaged teams and a leadership pipeline that's barely functional.

The Business Impact

The cost of underdeveloped leadership isn't just felt by teams—it hits your bottom line:

70% of team engagement is directly tied to the manager

Companies with weak leadership lose **21% of potential profits**

Low-trust workplaces are **50% less productive**

These costs compound over time as poor leadership practices become entrenched in company culture.

The Real Skill Gaps

Feedback Avoidance — 01
67% of managers are uncomfortable delivering constructive feedback, yet teams with regular quality feedback are 43% more productive.

Conflict Hesitation — 02
57% of managers delay addressing conflicts until they become serious issues, while teams with healthy conflict practices innovate 28% more effectively.

Delegation Resistance — 03
41% of managers spend over a third of their time on tasks they should delegate, while effective delegators free up 8-12 hours weekly for strategic work.

Remote Micromanagement — 04
Remote teams with autonomy are **22% more productive**, yet 71% of micromanaged employees are actively looking for new jobs.

Coaching Deficiency — 05
Only 18% of managers have received formal coaching training, though coached teams **exceed targets by 27%** more than uncoached teams.

The Window Of Opportunity

Leaders don't magically improve with time. Without intervention, struggling managers typically entrench bad habits, while top talent continues to walk out the door.

EVERY MONTH OF DELAY MEANS:
- Valuable team members looking elsewhere
- Potential leaders hesitating to step up
- Competitors who invest in leadership pulling ahead

THE SOLUTION: Coaching That Works

01 Leaders learn specific, practical frameworks **they can apply immediately**

02 70% of coached leaders **show measurable improvement**

03 Organizations with coaching cultures see **32% higher retention**

04 Companies investing in leadership development **outperform competitors by 4×**

The best companies don't just "train" leaders—they coach them through real-world challenges in real-time.

Great managers aren't born—they're built with the right coaching.

Ready to transform your leadership pipeline?

Download Our Whole Manager Playbook