

## **“Are you seeing the impact you need from your Leadership Development investment?”**



### **The Problem**

We know that traditional learning programmes are not having the desired impact. In fact, only **12%** of companies believe that leadership development programmes are delivering high value to their company (LinkedIn 2023).

The “Great Training Robbery” in 2016 prompted a re-evaluation of training strategies. In this context, it's crucial to address the challenge of developing leaders effectively and ask the question, what needs to change? How do we use our investment wisely?

However, in an environment where 1 in 5 employees is at risk of leaving their organisation in 2024, the ability to invest in employee development is hindered by an uncertain economy and tightened budgets. This poses a significant risk as the average cost of replacing an employee is £25k, turning the increasing attrition challenge into a potential six-figure problem for organisations.

Moreover, Gartner identifies that investment in personal development is as significant a factor as remuneration when employees decide to leave their jobs. Organisations are grappling with the dilemma of meeting employees' developmental needs while navigating economic uncertainties.

### **The Solution**

Thrive offers a compelling solution to this challenge by presenting a cost-effective and impactful coaching approach. Recognising the importance of providing career development opportunities, Thrive's coaching solution is designed to be both accessible and economically viable, and through a focus on goal-setting and real-world application, it finally makes learning stick.

#### **Thrive is -**

**Flexible:** The unique features of Thrive's coaching solution include “Sessions not seats” deployment, allowing organisations to push coaching to deeper parts of their business. Organisations can seamlessly integrate Thrive into their existing development initiatives with predictable subscription pricing and the flexibility to allocate credits as needed.

**Scalable:** This approach is not only cost-effective but also addresses the pressing need for on-demand and personalised development. A recent example of our platform's success is in collaboration with General Electric's LEAP Programme, contributing to an 80% participant satisfaction rate, with Thrive coaching being identified across the board as a key driver of leadership transformation.

**Cost-Effective:** In the face of talent shortages and the high cost of employee turnover, Thrive's coaching solution emerges as a strategic yet cost-effective response to empower people to take ownership of their learning and growth.

Book a free coaching session with our CEO and the first master coach in the UK - Pam Bateson. [Book here.](#)