

Parrant, however, emphasises the importance of a follow-up process to ensure that young managers do not lose their enthusiasm after a programme. “It is vital the organisation has a clear post-training follow-up process and this should include on-going support from line managers, HR, and Learning and Development. They should ensure a presentation is provided, that the individual learning plan is updated to incorporate the new learning, and that it is clear how the organisation can gain value from this development investment.”

Kaplan Singapore offers the WSQ Leadership and People Management (LPM) suite of courses that help develop various key leadership skills. Marriott says: “For example, our LPM level-five programme embroils well with young leaders as the content is peppered with experiential team development activities that stimulate learning and prolong retention of knowledge.”

Another company that provides leadership courses is Executive Coach International. It offers two programmes under the leadership series: Personal

Deloitte’s *Leaders at all levels* study states that leadership remains the **number one talent issue** facing organisations around the world

Leadership Programme (up to eight weeks) and Basic Leadership Programme (a six-month intensive course).

General Manager Loo Mei Yee says the organisation ensures the programmes develop task-based and oratorical proficiencies. “We base our engaging classes in various formats ranging from focused lectures on our 12 leadership principles to on-the-spot coaching for related issues, to individual and group work and community activities.”

Make the right choice

Though there are various leadership courses available, experts advise organisations to look out for several factors when choosing the right programme for their employees. They emphasise the importance of pre- and post-training support, as well as diversity in participants.

Marriott from Kaplan Singapore says the course should include important topics such as inter-generation communications and managing cultural diversity. “It should be a series of programmes that focus on imparting depth in competency, rather than a quick fix,” he says. “Ideally, time should be provided for applied learning and coaching to further correct and encourage knowledge application.”

Parrant from Align HR Group says that organisations should consider if the leadership programme has an e-learning platform; the diversity of participants; and even the track record of the provider and whether the facilitator is able to create dialogue and discussion.

He adds that millennials want the opportunity to learn and be developed like anyone else. “They (providers) need to ensure the learning is practical and useful and that there is sufficient support pre and post, so both the learner and employer get the return from the investment.”

