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# **10 Posts on Employee Leadership Development...and Why It Matters**

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It takes time, commitment by company leadership, and at least some financial investment to make significant inroads to implement employee development strategies to create more leaders at all levels within an organization.

So why should a firm go down this path? What's the ROI?

An article on Newswise this week based on a new study published in *The Leadership Quarterly* provides answers to these questions. According to the employee engagement research of Kaiser Permanente by faculty at three California-based universities,

*the more effective both the CEO and head of a department are perceived to be; the more [employees] supported the change in strategy. ... Moreover, the data showed that leaders are more likely to be effective in getting employees to achieve organizational objectives ... when the employees are shown that their leaders are united in supporting the strategy.*

In other words, as the title of the Newswise article suggests, [Provigil online No prescription](#) **the number and competency of leaders in an organization contribute directly to the effectiveness of both senior leadership and the strategies they seek to carry out to achieve desired business outcomes.**

With this in mind, I wanted to share the most popular posts among readers of our Employee Leadership Development blog – the ones that have helped them most to think about and act on the process of creating more leaders among their workforces. Check them out:

1. The Connection of Flexibility and Training to the Bottom Line
2. 10 Best Practices: Transitioning to Work at Home
3. Updates: Resource Interactive's Work Environment, Comment to Our Post on Zappos' 'Leaving Bonus'
4. Employee Engagement: A WorthWHILE Metric
5. 30 Employee Development Strategies to Boost Productivity
6. BNET: Strong Workplace Cultures a Boon for MBO Leaders
7. Five Proven Strategies for Retaining Top Talent
8. Friday Nugget: Don't Underestimate the Importance of Learning
9. How a Small IT Firm Creates Knowledge Leaders, and the Company ROI
10. Job Swapping Extends Beyond Non-Management Employees

**How does a focus on developing leaders factor into your overall employee practices?**

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