

# WHAT DOES IT MEAN?

Definitions of the terms you'll find in the case stories

## Test

### Pre

Pre is the test that measures the participants' knowledge and attitude before attending the program.

### Post

Post is the test that measures the leaders' knowledge and attitude after attending the program.

### Job

Job is the test that measures to what extent the new knowledge, attitude, and behavior have been retained 3 months after the program.

## Objectives

### Behavioral Objectives



The behavioral objective indicates to what extent the desired leadership behavior has been applied to the participant's job 3 months after the program.

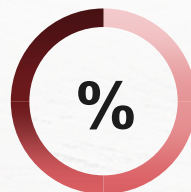
### Learning Objectives



The learning objective figure indicates to what extent the participants had the desired knowledge, attitude, and behavior prior to the learning activities, then right after and again 3 months later (Pre-, Post- and Job test).

## Transfer of Learning

Transfer indicates to what extent the participants are capable of transferring the learning from the program into sustainable change in attitude and behaviors in their actual jobs 3 months after the program





# CASE STUDY:

## Financial Group

Based on +650 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +9.3 Bn

 +20 countries

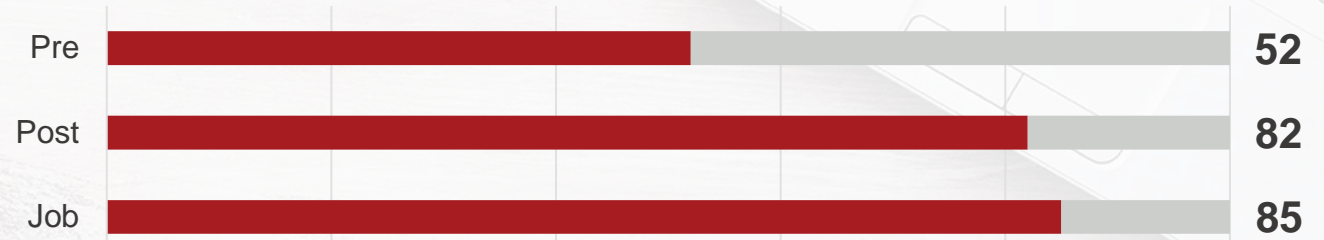
 +32K employees

 +11M customers

\* Numbers are based on +650 managers attending the Leadership Transition Programs

\*\*\* The benchmark data is based on 25+ million responses

### Learning objectives\*\*



Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **63%**  
increase from Pre to Job

 **18%**  
higher than benchmark



    
**Behavioral Objectives**  
78% was met /applied in job

 **26%**  
higher than benchmark

# CASE STUDY:


## Insurance Group

Based on +255 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +8.1 Bn

 +100 countries

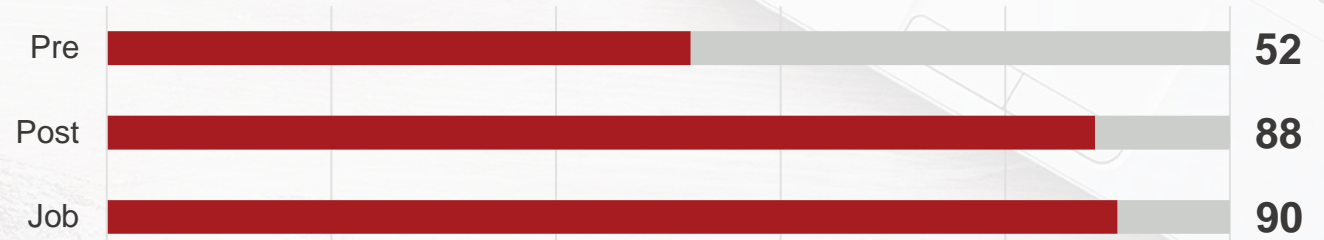
 +13K employees

 +9M customers


\* Numbers are based on +255 managers attending the Leadership Transition Programs

\*\*\* The Benchmark data is based on 25+ million responses

### Learning objectives\*\*



Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **77%**  
increase from Pre to Job

 **22%**  
higher than benchmark



    
**Behavioral Objectives**  
78% was met /applied in job

 **19%**  
higher than benchmark



# CASE STUDY:

## Telecommunications

Based on +647 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +8.1 Bn

 +100 countries

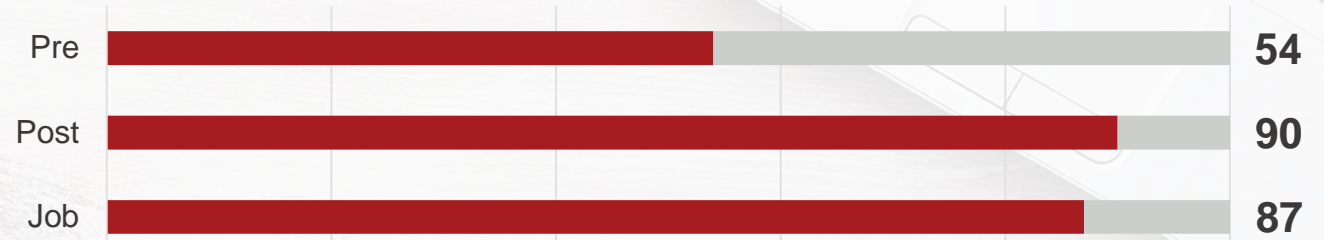
 +13K employees

 +9M customers

\* Numbers are based on +647 managers attending the Leadership Transition Programs

\*\* The Benchmark data is based on 25+ million responses

### Learning objectives\*\*




Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **63%**  
increase from Pre to Job

 **25%**  
higher than benchmark



    
**Behavioral Objectives**  
84% was met /applied in job

 **29%**  
higher than benchmark

# CASE STUDY:

## Financial Transactions

Based on +391 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +1 Bn

 7 countries

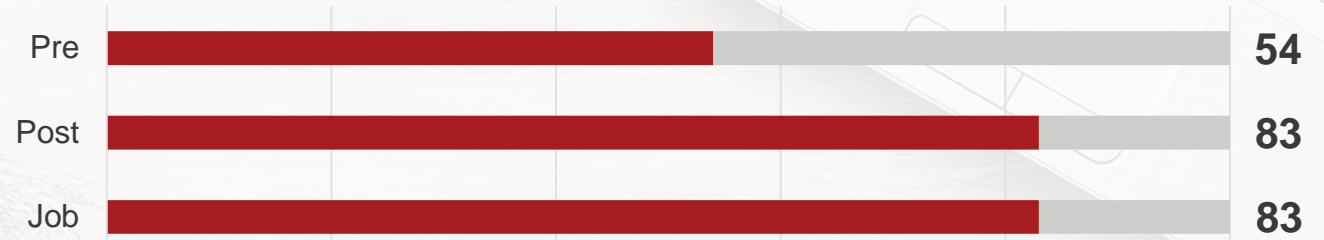
 +2K employees

 +8M customers

\* Numbers are based on +391 managers attending the Leadership Transition Programs

\*\* The 2016 Benchmark data is based on 12.4 million responses

### Learning objectives\*\*




Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **63%**  
increase from Pre to Job

 **25%**  
higher than benchmark



    
**Behavioral Objectives**  
84% was met /applied in job

 **29%**  
higher than benchmark



# CASE STUDY:


## Dairy Company

Based on +218 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +10 Bn

 +30 countries

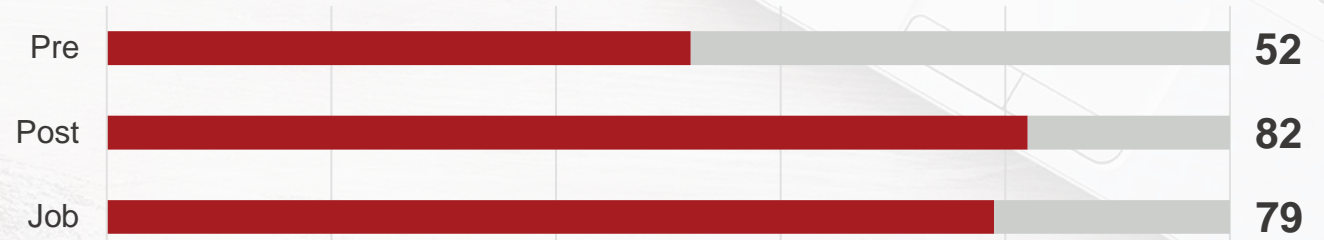
 +18K employees

 +11K customers

\* Numbers are based on +218 managers attending the Leadership Transition Programs

\*\*\* The 2016 Benchmark data is based on 12.4 million responses

### Learning objectives\*\*



Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **56%**  
increase from Pre to Job

 **12%**  
higher than benchmark



    
**Behavioral Objectives**  
77% was met /applied in job

 **18%**  
higher than benchmark

# CASE STUDY:


## Retail Group

Based on +1,237 managers\* attending Leadership Transition Programs facilitated by the Leadership Pipeline Institute

### Background

€ +10 Bn\*

 +30 countries

 +18K employees

 +11K customers

\* Numbers are based on +1,237 managers attending the Leadership Transition Programs


\*\* The 2018 Benchmark data is based on all of Peopleway's impact-measurement data

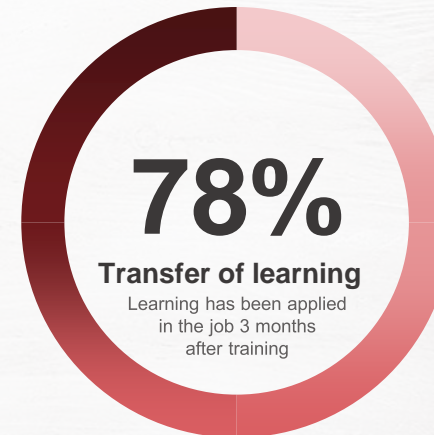
### Learning objectives\*\*



Indicates the participants' knowledge and attitude Pre, Post and in the Job 3 months after training

 **52%**  
increase from Pre to Job

 **4%**  
higher than benchmark



    
**Behavioral Objectives**  
76% was met /applied in job

 **16%**  
higher than benchmark