

Leadership Development ROI Snapshot

Aggregated Outcomes from Insight Experience Programs

Retention

+10% vs. peers
(sales leadership cohort,
global med-tech)

Promotion Readiness

2× promotions for program grads
(global tech & e-commerce)

Capability Lift

+30–33% improvement in critical
thinking, people leadership, team
performance (financial services)

Strategic Communication

+47% strategic communication
rating throughout simulation
experience (director population,
global tech)

Business Outcome

5-yr targets met in 3 yrs
(diversified manufacturer)

Scale & Reach

6,000+ leaders, 300+ sessions
(industrial network)

Satisfaction/NPS

4.7/5 average program rating;
NPS: 54-100 (multi-industry)

Manager Effectiveness

100% stronger grasp;
91% coaching/accountability
(digital logistics)

Organizational Retention

93% retention vs. 87% industry
average (insurance IT)

What's Driving ROI:

- ▶ Immersive practice → behavior change that sticks
- ▶ Balanced scorecards → connect leadership behaviors to both business and people outcomes
- ▶ Cohort learning → culture and alignment at scale

Methodology & notes: Outcomes reflect anonymized client reports, participant surveys, and business metric movement from 2015-2025 across multiple industries. Program contexts vary; results are illustrative, not predictive.