

# The 5 Principles of ROLD

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Unleash your full potential.

- 1. The same way you wouldn't buy a house just because one room was great, you want to look at the entire structure.** Measure your return on leadership development by evaluating your entire organization and not just training initiatives. You need to look at each leadership development initiative by measuring its impact on individual leaders, on their environment, as well as on the organization as a whole.
- 2. The same way you invest in any relationship, leadership development is a company's relationship with its leaders.** Be sure to put leadership development processes in place that are dynamic and that can be constantly evaluated.
- 3. The same way you wouldn't hire a consultant to teach your kids values at the breakfast table; you can't hire consultants and expect them to deliver your leadership development.** Your leaders need to be the teachers.
- 4. Measuring return on leadership development is both an art and a science...**and as such, needs to take into consideration as many data points as possible. Look at multiple dimensions to properly evaluate your leadership development including; effectiveness, efficiency, productivity, and innovation.
- 5. What gets measured improves, it is as simple as that** – we have talked to many CEO's about how they led improvements in their companies and they all agreed that it is very simple if you keep one thing in mind: “measure it and track it and you will be able to know what to change so it improves.”

Call **781-402-5481** or [click here](#) to learn a proven process *you* can use to determine the organizational impact of leadership development. Hear Noel Tichy speak on *Preparing Your Leadership Pipeline for 2020*. [Listen now>>](#)

# Linkage

Linkage is a global organizational development company that specializes in leadership development. We provide clients around the globe with integrated solutions that include strategic consulting services, customized leadership development and training experiences, tailored assessment services, and benchmark research. Linkage's mission is to connect high-performing leaders and organizations to the futures they want to create.

With a relentless commitment to learning, Linkage also offers conferences, institutes, summits, open-enrollment workshops, and distance learning programs on leading-edge topics in leadership, management, human resources, and organizational development. More than 200,000 leaders and managers have attended Linkage programs since 1988.

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