

Growth Beyond the Development Experience



This insights series report analyzes the final reflections of over 1,000 leaders who have completed an Adeption leadership development program, aiming to identify and understand the behavioral changes they have made. We unpack the most commonly mentioned theme to gauge what has changed, what resonates, and what leaders aim to continue doing post-program. By understanding these key areas, we can better support sustained growth, transforming development from something that happens in a program, to an ongoing process.

ADEPTION INSIGHTS

We analyzed answers to the questions, “What has changed for you after completing this program?” or “What do you plan to continue doing after completing this program?”, and found 14 distinct themes, each mentioned by at least 5% of leaders.

WHAT’S CHANGED FOR YOU?



Figure 1. Percent of participants who mentioned each theme in their response (multiple themes allowed per response).

Intentional Leadership Development – 25.4% of leaders reported dedicating more time to intentional leadership development. This includes reflecting on their roles and setting aside time to practice leadership skills.

Of those leaders that mentioned this theme in their response, we found:

- 17.4% also noted improvements in time management and workload control (Better focus and prioritization).
- 12.5% also expressed a greater willingness to question the status quo and embrace challenges (Openness to challenges and opportunities)

25%
of leaders reported dedicating more time to intentional leadership development.

These findings are powerful. They provide evidence for what our facilitators, coaches, and clients are reporting anecdotally: Leaders are not merely checking the box on development; they are **actively integrating deliberate growth in their routines**. They value the investment made in their development and are committed to taking what they have learnt forward. The next section explores two key areas where leaders say they want to be more intentional.



“ Follow effective action with quiet reflection. From the quiet reflection, will come even more effective action.

Peter Drucker

IN ACTION

MAKING TIME FOR REFLECTION

The importance of reflection stood out in responses, with 18.8% of leaders mentioning it. Nearly half (42.6%) of the responses within the Intentional Leadership Development theme highlighted reflection as a practice. This aligns with research suggesting reflection enhances individual performance by 23%.

Source: [Learning by Thinking: How Reflection Can Spur Progress Along the Learning Curve](#)

TOOL To assist leaders in reflection practices. [Read More](#)

BUILDING GOOD HABITS

The word “time” appeared in 20.8% of all responses, and was frequently linked to **building routines that emphasize core priorities**, such as practicing coaching techniques or regularly seeking feedback. Setting aside time for development is essential for habit formation. Integrated into methodologies like Adepton's B3 approach, leaders can **effectively 'learn to learn' and develop lasting developmental habits**.

TOOL Understand more about repetition and focused attention. [Read More](#)

SUPPORTING CONTINUOUS DEVELOPMENT

Adepton’s Chief Delivery Officer, Lettie Dalton, has developed a framework using three commonly overlooked strategies to help leaders prioritize development and sustain their growth beyond the program:

1. **Permission (P):** Explicitly, and often, encourage leaders to take time out, experiment, reflect and share.
2. **Enabling (E):** Take steps to ensure leaders practically and emotionally have the time and space they need.
3. **Role Modelling (R):** Lead by example, and avoid saying the right things but doing the opposite.

Combining these strategies in how you support leaders post-program will promote habit building and continuous development. Take the examples below, which outline discussions with a leader who is trying to build a habit of addressing issues within their team by having difficult conversations post-program.

	Permission	Enabling	Role Modelling
Permission	P: These conversations are important & a priority to have for an improved team dynamic	E without P: I've booked time to help you prepare, but finish this task first so you can really focus	R without P: Here is how I have prepared in the past, you should too, after that big project
Enabling	P+E: Book times to prepare and reflect on the conversation, I will protect it	E: Let's work together to identify what will make this successful for you, and actions we can each take	R without E: My chat with [name] went so well. You should sort out your calendar and talk to [name]
Role Modelling	P+R: This is important for the team dynamic, here is an approach I've used and how it was received	E+R: I tried a prep technique 'Power Pose'. Most of the time it is helpful, here is what I've learnt	R: I'm unavailable and prioritizing preparation for a talk that I am nervous about with my manager

By understanding and fostering these key themes, leadership development professionals can pave the way for leaders to engage in intentional continuous development, enhancing their ability to navigate challenges and seize opportunities beyond their development experience.



ABOUT THIS REPORT

Adeption has delivered leadership development experiences to thousands of leaders over 10+ years, empowering them to 'learn how to learn' and continuously develop their capacity and effectiveness. Coaching conversations on our digital platform help leaders unpack their challenges and experiment with new approaches through deliberate on-the-job practice.

Questions analyzed: We identified 19 programs that included in their final digital workouts a question similar to either "What has changed for you after completing this program?" or "What do you plan to continue doing after completing this program?" These were open-text questions (i.e. people could write whatever they wanted, at any length). A thematic analysis was performed on a sample of answers from 1199 people. 14 recurring themes were identified, and responses were manually read and tagged with all themes mentioned in their response. Those with none were tagged Other topic.

Theme definitions:

- Able to Shift Perspectives:** Leaders mention that they are more aware that they can hold multiple perspectives/viewpoints/mindsets and feel able to move between these when needed.
- Better Equipped to Lead:** Mentions having the tools needed to lead a team. They mention being a more capable/effective leader generally.
- Better Focus and Prioritization:** Mentions improvements in short-term scheduling and prioritizing, 'big rocks' or time management. Feel more in control of their workloads.
- Better Networking and Stakeholder Relationships:** Growing their network and making new connections. Better relationships with internal and external stakeholders e.g. their boss/manager, other leaders/peers etc.
- Clearer on Strategic Direction and Targets:** Mention improvements relating to long-term strategy/purpose, and communicating direction/timetables with team/stakeholders. Includes those that feel a stronger connection to, or sense purpose for their work.
- From Problem-Solving to Coaching:** Movement from asking questions and guiding rather than giving answers (approaching conversations as a coach). Increase in helping team/individuals grow and utilizing active listening.
- Improved Confidence as a Leader:** Mention they feel more confident in their leadership role, or identify themselves more as a leader after the program.
- Improved Sense of Balance in Life:** Mention having a better work-life balance, or similar aspects to this such as health, sleep, family etc. Less stressed about work and/or a better split between work and home.
- Improved Team Dynamics:** Mention teams and interpersonal relationships connecting and working together better. Working together for improved success. Better team culture.
- Intentional Leadership Development:** Answers that mention taking time to reflect on their work/leadership role. Answers that mention setting aside time to practice aspects of leadership/management.
- More Considerate & Open-Minded Towards Others:** Mention being more open-minded towards others views or less judgmental. Sees new value in (active) listening and others' perspectives. Mentions being able to be more empathetic towards others.
- More Effective at Delegation:** Mention actively delegating more, feeling better about delegation, or that their team(s) are more empowered to carry out their work without direct (micro)management.
- More Open to Challenges and Opportunities:** Answers that mention feeling more comfortable about seeking the heat, questioning the status quo, and taking on changes/challenges. Can include answers that mention they will look for challenges/heat moments consciously.
- More Self-Aware and Emotionally Resilient:** Mention being able to control their reactions/emotions better. Feel more calm and composed and purposeful when responding. Might mention mindfulness/meditation

ABOUT ADEPTION

How Adeption can help you grow agile leaders for the future of work.



ASSESSMENTS

A scalable solution for individual or team growth as a one-time development boost or regular pulse-check.



WORKSHOPS

Designed to enable behavioral shift through iterative action and experimentation in the "flow of work" while fostering collective leadership intelligence.



PLATFORM

The digital platform uses AI to scale development and support pull-based learning. A coach on-demand, leaders access tools, insights and support at their point of need.



LEADERSHIP DEVELOPMENT PROGRAM

Using our B3 methodology across all touchpoints, programs are designed to grow agile leaders within a supportive development ecosystem.

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