



VERTICAL DEVELOPMENT REPORT IN 2022

by Adeption

SUMMARY

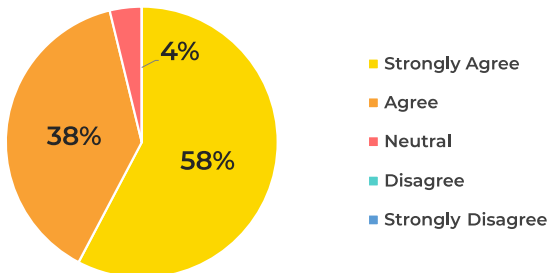
2022 is the year the world opened to a new normal. It is also the year that has given organizations challenges they never had to face before. The massive burnout that two years of covid restrictions have brought to their workforce, record-breaking global inflation, global instability, and the Great Resignation – now more than ever, organizations need flexible and effective leaders.

This is reflected in the responses we received from HR executives of Fortune 500 companies across different industries about the importance of Vertical Development.

In a nutshell, Vertical Development is an adult-learning model that focuses on an individual's ability to constantly grow and evolve. The different growth stages in a person's Vertical Development show how they might react and adapt to challenges in their environment.

Where exactly will Vertical Development go and how does it fit in the future of organizations? This is what our survey attempts to answer.

There is an increasing need for leadership development for all leaders/levels in your organization.



This survey was conducted in the first quarter of 2022 to HR executives of Fortune 500 companies. We received 26 responses and have collated results in this paper.

Challenges facing organizations

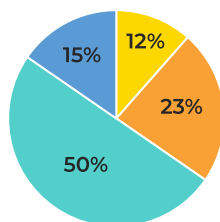
How can we measure the impact of leadership development programs? This remains the key constraint for most organizations in developing their leaders.

Vertical Development combines three approaches designed for higher effectiveness, namely: a) focusing on real-time challenges (developing while getting work done), b) addressing the mindsets and underlying behaviors of leaders, and c) building mindset ranges to meet and address diverse and complex opportunities.

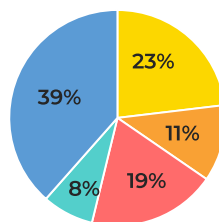
Organizations need programs that empower leaders to focus on and solve existing challenges within their roles. In other words, providing leaders with solutions to the problems they are currently facing. This provides an immediate and measurable impact on them and their organization.

What represents the greatest/smallest constraint to developing leaders across your organization?

Greatest constraint



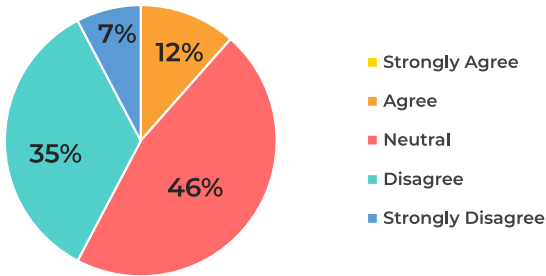
Smallest constraint



- Access to quality coaching
- Assessments that provide actionable development outcomes
- Technology Platforms
- Ability to measure the impact of leadership investments
- Engagement of leaders with existing programs

Are we doing enough?

L&D professionals are satisfied with the current options available to them to scale leadership development initiatives.



The available tools to measure and develop leaders have always been too costly or just plain ineffective. Most development programs with tools and programs that go deep to address mindset and capacity building, are expensive and impractical to scale (especially for large corporations with thousands of employees).

According to our survey, only 11.5% of HR executives are satisfied with the current options available to them. That means 9 out of 10 practitioners in the industry would love to see solutions that can somehow scale but remain cost-effective.

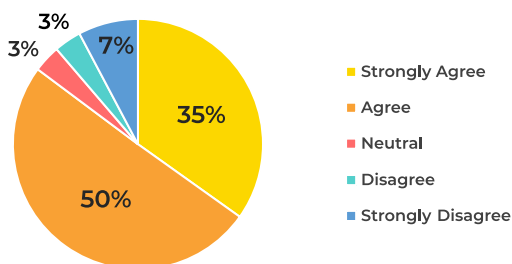
What works doesn't scale, and what scales doesn't work

Past and future of vertical development

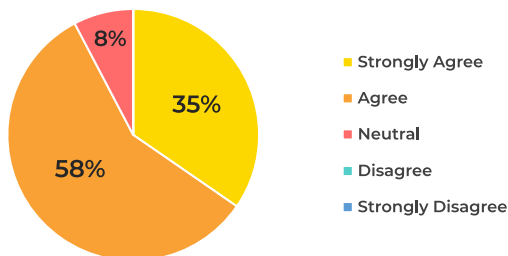
Vertical Development is trending upward based on the most recent data. According to our survey, 85% believe that it matters more today than it did five years ago and 93% believe it will only increase in importance five years from now.

The challenge is having more Vertical Development experts and practitioners to support the growing demand. Technology will continue to play a crucial role in scaling mass adoption while maintaining its effectiveness.

Vertical leadership development matters more today that 5 years ago.



Vertical leadership development will increase in importance in my industry over the next 5 years.



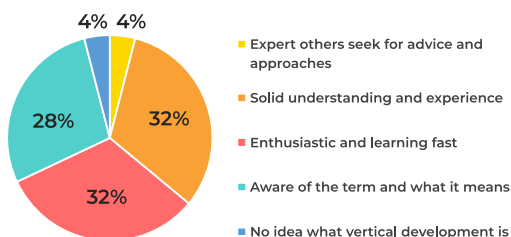
Vertical development in organizations

With programs like the Vertical Incubator and the Vertical Mindset Indicator Practitioners Program, there is a growing pool of L&D professionals who are creating programs informed by Vertical Development along with coaches and practitioners' making it more accessible in the market.

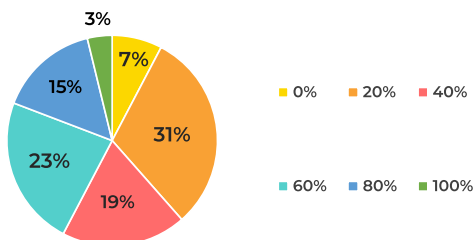
There is also a growing awareness of Vertical Development in the industry with over 92% of responses saying that they either have a solid understanding, are aware of what it means, or are enthusiastically learning about it.

Over 90% also indicated that they will be committing a part of their budget to Vertical Development programs in 2022 and beyond.

My level of understanding vertical leadership is



What percentage of your leadership development budget do you plan to commit to vertical development programs in 2022 and beyond?





Vertical development at scale

ADEPTION™

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Adeption blends a network of world-class coaches and technology to deliver effective and scalable Vertical Development programs for leaders.

Our award-winning programs are designed to maximize engagement by providing leaders tools to solve the current challenges they face in their roles.



Best Advance in Learning Technology Implementation

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