

Meta Description

Explore bridging the gap between employee perception and performance. Learn how leadership development closes the double value gap for business success.

NOTE to reviewer:

Please make your edits as a comment and do not directly edit in the doc. Many of the elements are optimized for search engines (in particular: headlines, bold, statements phrased as questions). Would like to discuss before changing due to this ;) Any grammar/typos feel free to adjust. TY!

From Perception to Performance: Leadership Development as a Catalyst for Closing The Double Value Gap

In the dynamic landscape of modern workplaces, the pursuit of organizational success hinges on a delicate balance: the harmony between employee satisfaction and delivering tangible value to the company. As company leaders, you're well aware that this balance is often elusive, giving rise to what we term as the "[Double Value Gap](#)."



Double Value Gap: Identifies two critical gaps in organizations:

Feel/ Valued Gap: Focused on perceived employee value and engagement.

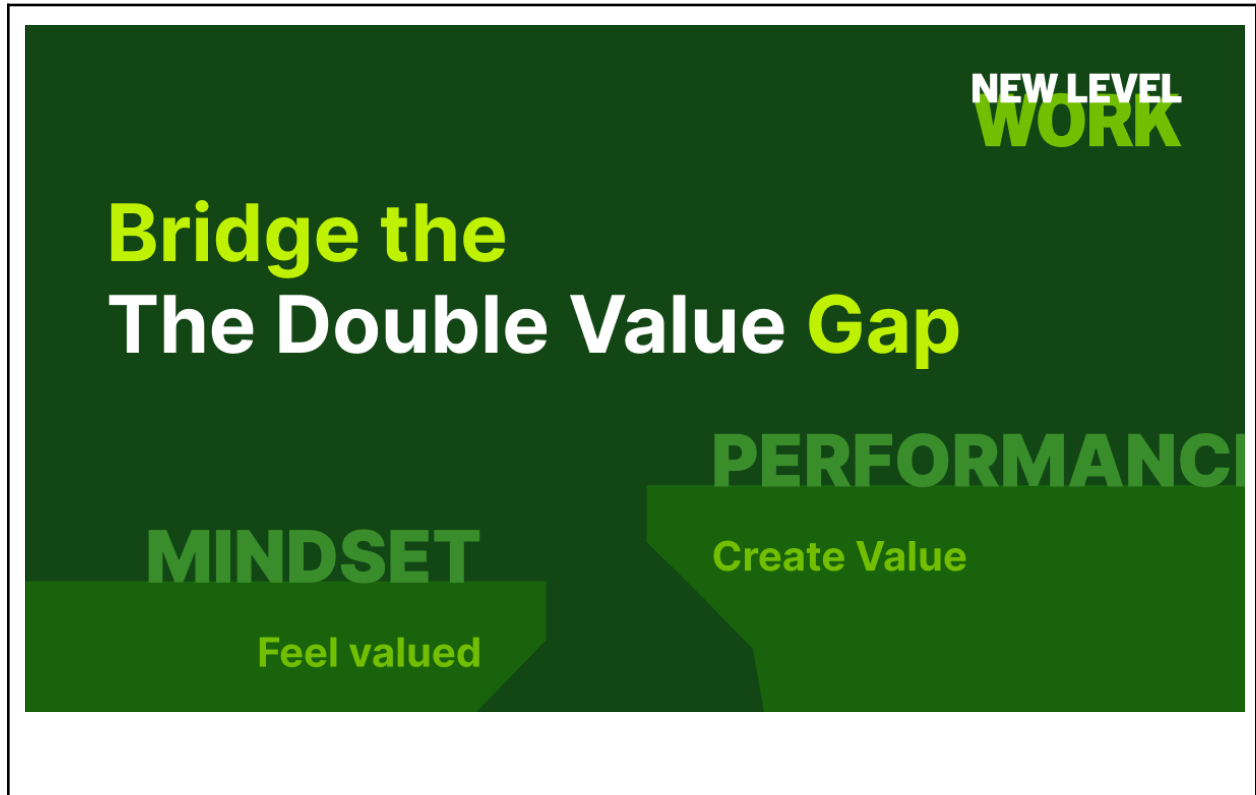
Create Value Gap: Concentrated on delivering tangible value to the company.

The Double Value Gap encompasses two pivotal but often overlooked facets: the Feel Valued Gap and the Create Value Gap. Business success depends on addressing these two key factors—ensuring that employees feel valued and empowering them to create value. Closing these two gaps involves addressing both the emotional aspect of feeling valued and the practical aspect of contributing value.

Perceived employee value refers to how employees perceive or understand their own worth, significance, and contributions within an organization. It involves the subjective assessment of employees regarding the appreciation, recognition, and importance they believe their work holds in the eyes of the company, colleagues, and superiors. This perception is often influenced by factors such as acknowledgment, feedback, opportunities for growth, and the overall work environment. When employees feel valued, they are more likely to be engaged, motivated, and committed to their work. Their individual contributions translate into tangible outcomes that propel the company forward.

Understanding the Double Value Gap Facing Organizations

The Feel Value Gap underscores the need for employees to feel appreciated and valued. When this gap widens, it breeds disengagement, diminishing morale and productivity. On the other hand, the Create Value Gap spotlights the disconnect between individual contributions and tangible outcomes for the company. This gap, when unaddressed, stifles innovation and impedes progress.



The Impact of the Double Value Gap on Organizational Performance

The ramifications of the Double Value Gap extend far beyond workplace sentiments. Employee dissatisfaction correlates with higher turnover rates and reduced productivity, directly impacting profitability. Likewise, when employees are unable to connect their efforts to the company's objectives, it hampers growth and stifles the organization's competitive edge.

Navigating and Overcoming Critical Gaps

In order to enhance managerial impact, elevate leadership skills, and foster adaptability to serve business impact and growth, addressing this duality is not just an option but a strategic necessity. Managers, the linchpins of organizational success, serve as force multipliers when equipped with the tools to navigate and bridge these gaps effectively. Choosing between programs that prioritize either employee satisfaction or creating value for the company are often one of the biggest challenges facing people leaders.

Enter: Leadership development as the solution. Leadership development serves as a powerful solution to close the Double Value Gap by addressing the core elements of both the Feel Valued Gap and the Create Value Gap:

To make it easier for you, we've divided this extensive topic into sections. Simply click the link to jump to any section you're interested in.

- [Bridging the double value gap through leadership development](#)
- [How does the Double Value Gap impact your bottom line?](#)
- [What features should your leadership development platform have to boost employee value and output?](#)

Closing the Double Value Gap: Elevating Organizational Success through Holistic Leadership Development

When employees struggle to align their efforts with the organization's objectives, it hinders growth and undermines the competitive edge of the entire organization. Addressing the Double Value Gap through strategic measures, such as leadership development programs, is not just a

matter of improving workplace morale but a strategic move to enhance retention, productivity, and overall organizational success.



How do leadership development programs contribute to boosting employee engagement and development?

While employee recognition programs and open communication channels are important, they might not be enough for a few reasons. Firstly, everyone has different needs, and a one-size-fits-all approach might not cater to individual motivations. Secondly, sustaining engagement requires ongoing support, development opportunities, and a positive work environment, not just occasional recognition. Thirdly, communication channels need to be responsive and two-way to be effective. Additionally, employees look for a sense of

purpose, growth, and alignment with the company's values, which go beyond recognition and communication.

Now, why is leadership development crucial? It leads to outcomes such as:

Empathy and Recognition: Effective leadership programs prioritize empathy and emphasize acknowledging employee contributions. By fostering empathy, managers create a culture where employees feel genuinely valued and appreciated.

Communication and Support: Leadership training in effective communication promotes an environment where employees feel genuinely heard and supported. This proactive approach ensures that employee voices are not just heard but acknowledged and valued, closing the Feel Valued Gap effectively.

Goal Alignment and Clarity: Leadership development promotes clarity in communicating organizational goals and objectives. When managers effectively articulate these objectives, employees understand how their contributions align with the company's vision, bridging the Create Value Gap.

Empowerment and Development: Trained leaders empower employees by providing opportunities for skill development and growth. This not only enhances their value but also aligns their development with the organization's needs, closing the gap between individual capabilities and company objectives.

Enforces Adaptability and Resilience: Leadership programs equip managers with the skills to navigate change seamlessly. In times of transformation, adaptable leaders guide their teams effectively, fostering resilience and promoting innovation to address evolving challenges.

Promotes a Culture of Innovation: Leaders who encourage a culture of innovation foster an environment where employees are encouraged to contribute new ideas and solutions. This directly addresses the Create Value Gap by leveraging the innovative potential of the workforce.

Coaching and Mentoring: Leadership development emphasizes coaching and mentoring skills among managers. This personalized guidance enhances individual performance, addressing gaps and nurturing talent, thus contributing to overall company value.

Tangible Recognition Through Growth Opportunities: Leaders who undergo training comprehend the significance of acknowledging and rewarding outstanding performance. By equipping employees with tools to seize growth opportunities and recognizing their achievements, they contribute to both employee satisfaction and organizational value.

How does Double Value Gap affect your bottom line?

Addressing these gaps simultaneously is crucial for organizations aiming to foster a positive work culture, retain talent, boost productivity, encourage innovation, and maintain a competitive edge in the market. Closing the Double Value Gap is not just about improving employee satisfaction but also aligning individual contributions with the company's strategic objectives, ultimately leading to enhanced overall performance and success.

Here are areas that may be affecting your company's success and impacting the bottom-line results.

Employee Retention and Engagement:

- **Feel Valued Gap:** When employees don't feel appreciated or valued, it can lead to reduced engagement, higher turnover rates, and difficulty in retaining talented individuals.
- **Create Value Gap:** If the company doesn't effectively communicate its value expectations or fails to provide avenues for employees to contribute meaningfully, it may cause disengagement and decreased productivity.

Productivity and Performance:

- **Feel Valued Gap:** Discontent among employees affects motivation and morale, leading to decreased productivity and suboptimal performance.
- **Create Value Gap:** When employees don't clearly understand how their work contributes to the company's objectives or when their contributions aren't acknowledged, it can hamper their motivation to perform at their best.

Innovation and Problem-Solving:

- **Feel Valued Gap:** Employees who don't feel valued might not feel incentivized to contribute innovative ideas or engage in proactive problem-solving.
- **Create Value Gap:** Lack of acknowledgment or avenues for innovation can hinder employees from proposing new solutions or driving meaningful change within the company.

Talent Acquisition and Reputation:

- **Feel Valued Gap:** Negative word-of-mouth regarding employee satisfaction can affect the company's reputation, making it challenging to attract top talent.
- **Create Value Gap:** If the company isn't perceived as a place where employees can make meaningful contributions, it might struggle to attract skilled professionals who seek environments where their contributions are valued.

Closing the Double Value Gap Within Organizations

What features should your leadership development platform have to boost employee value and output?

Enabling managers with bespoke coaching and training programs form the bedrock of this transformational journey. Investing in their leadership skills goes beyond conventional models, delving into adaptive leadership, empathetic management, and the agility to navigate change seamlessly. For optimal improvement in employee value and productivity through a robust leadership development program, ensure the platform incorporates essential features to empower managers and foster a thriving workplace. Additionally, consider [tools that streamline administrative processes of L&D programs for employers](#).

Here is what to be on the lookout for:

1. Transformative leadership development: comprehensive training, coaching, and programs for lasting impact



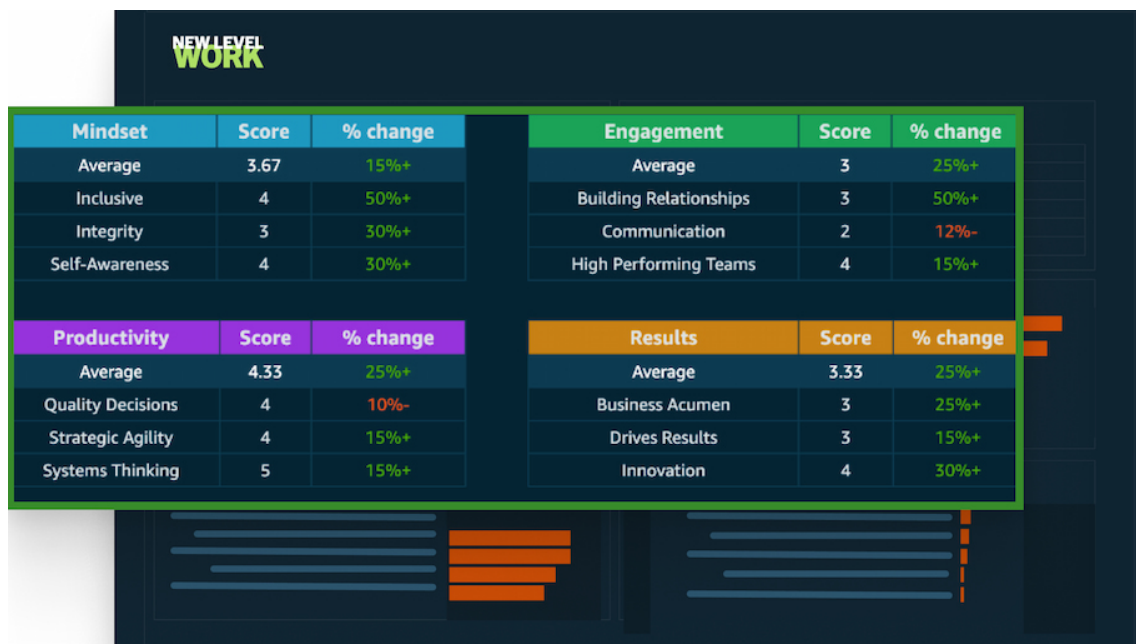
Leadership development programs empower managers with the skills to inspire, motivate, and lead effectively. These programs play a crucial role in closing the Double Value Gap by enhancing leadership abilities and fostering a culture where employees feel valued, contributing tangible value to the company.

Essential Features Your L&D Platform Must Offer:

- Flexible development approach with various session types: coaching, group training, surveys, and debriefs.
- Programs in alignment with company goals.
- [Learning plans for managers at all different levels](#) such as tailored content for [new managers](#), promising [potential leaders](#), and [senior level executives](#).
- Customization option for organizations to adapt their own plans.
- Interactive modules designed for adaptive leadership.
- Real-world scenario simulations promoting empathetic management.
- Continuous learning paths for agility in navigating change.

- E-Learning reinforcement that supports content and tools, aiding in transforming skills development into actual competencies for driving performance.
- **BONUS:** AI-powered e-learning content integrated into all programs to deepen individual and group learning, focusing on specific areas. This empowers managers to ask questions and receive on-demand answers.

2. Customizable training and coaching sessions that help skill development:



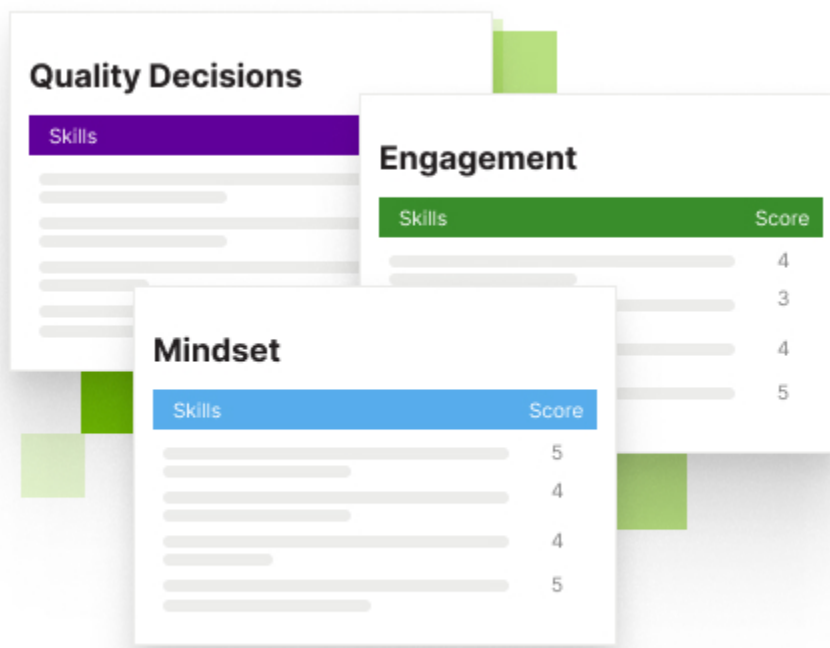
Focus on adaptive leadership, empowering managers to navigate change and lead their teams through evolving challenges. This adaptability directly impacts the organization's ability to bridge the value gaps by aligning employee satisfaction with company objectives.

Key Features to Expect from Your L&D Platform:

- [Personalized coaching sessions](#) for individualized skill development.

- Dynamic training content focused on fostering adaptability.
- Regular assessments to measure progress in leadership and adaptability.

3. 360-degree assessment tools:



Measuring manager behavior against industry best practices of high-performing managers and collecting direct report, peer, and manager feedback will enable goal setting and metrics for improvement. Highlighting manager's strengths and growth opportunities related to competencies and skills to increase self-awareness, confidence, effectiveness, and accountability.

This can provide a comprehensive view of a manager's strengths and areas needing improvement. They allow for targeted development in specific areas crucial for bridging the value gaps, addressing both employee satisfaction and value creation.

What should be included in a [360° review](#)?

- Actionable insights for targeted improvement plans.
- Integration with development resources linked to assessment outcomes.
- **Don't Forget:** Remember while surveys are useful, users can get tired of them. So, your tool should be able to quickly gather insights without taking up too much of the respondents' attention, ensuring the results are reliable.

4. Training & coaching modules that focus on managerial adaptability:



In an era where change is the only constant, empowering managers to be adaptable and agile becomes paramount. They are the catalysts who steer their teams through turbulent waters, fostering resilience and innovation in the face of evolving challenges.

The best coaching programs for managerial flexibility should include:

- Agile leadership workshops fostering quick decision-making.
- Change management simulations to enhance agility.
- Group training and coaching sessions to foster communication for large team dynamics.

Measuring employee engagement and impact:

Leadership development models often integrate metrics that measure the impact of engagement on organizational success. Through these models, managers gain insights into how to enhance engagement, directly influencing value creation.

- Tools for [measuring program impact](#) from manager growth to business results.
- Integration with leading indicators of learning success: engagement and satisfaction.
- Success metrics aligned with company goals.
- **Bonus:** Visual dashboards that easily showcase the impact of learning programs within your organization, illustrating [the return on investment \(ROI\) through the development of behaviors linked to business impact](#).
- **Even better:** Dashboards with customizable metrics that can be aligned with your company's OKRs, KPIs, or goals. This provides the C-suite with specific reports on investment, and facilitating ongoing support for Learning and Development (L&D) programs.

Closing the Double Value Gap

In summary, leadership development plays a crucial role in addressing various challenges by providing specific strategies, frameworks, and insights to effectively closing the Double Value Gap.

Our approach to the Double Value Gap is practical, not just theoretical. It involves aligning managerial skills with the organization's values, implementing strategies to enhance employee satisfaction, and leveraging individual talents to drive organizational growth.

At our core, we specialize in assisting businesses in narrowing the Double Value Gap through targeted interventions with high-impact managers. Our approach involves a dual focus on transforming mindset and performance. We guide managers towards cultivating agile and adaptable mindsets, fostering a sense of value and empowerment. Simultaneously, we drive improvements in performance, elevating leadership skills to create tangible value for the organization. Recognizing managers as force multipliers, we understand that supporting their success translates into increased adaptability and a readiness to embrace change. By doing so, we contribute to fortifying your organization for the challenges of today and ensuring its future-proof status amidst the accelerating pace of change on the horizon.

If you work in Human Resources or Learning and Development, you play a vital role in shaping this transformative narrative. Empowering managers to inspire, adapt, and bridge these value gaps sets the stage for a workplace where success is not just an aspiration but an everyday reality.

We're here to help you act now! New Level Work is here to assist businesses in closing the double value gap by focusing on high-impact managers, fostering agility, adaptability, and a sense of value. Elevate leadership skills, create value, and make success an everyday reality in your workplace. Start today by [requesting a free demo](#).