



# 5 Key Principles of Leadership to Change Your Life



@TacyByham | @ddiworld



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# BETTER LEADERS. BETTER FUTURE.

Backed by Science.



**Tacy Byham, Ph.D.**  
Chief Executive Officer



**It takes 20 “Atta boys!”  
to overcome that one  
“Oh @\$%!” moment.**



**Our job is to deliver  
breakthrough moments.**






**Leadership is tough.**



Great leaders help you feel more connected, successful, and energized.







Behind every leader is a person doing their best in an environment of changing expectations and uncertainty.



Why  
do  
we  
lead?

**Only 38% of individual contributors say they are at all interested in leadership.**

Source: Visier 2024

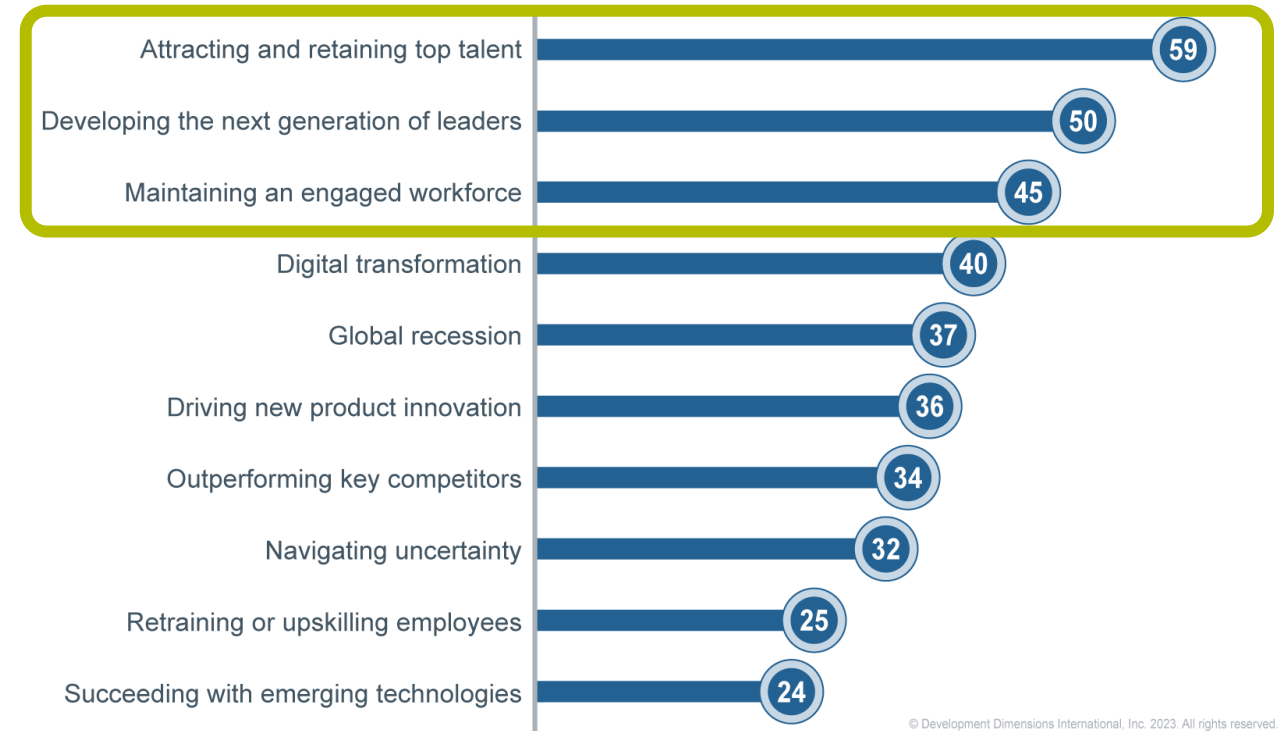


# Fragile Workforces Keep CEOs Up at Night

## Global Leadership Forecast | 2023

- 13,695 Leaders
- 1,827 HR Professionals
- 1,556 Organizations
- 529 CEOs

## Top CEO Concerns



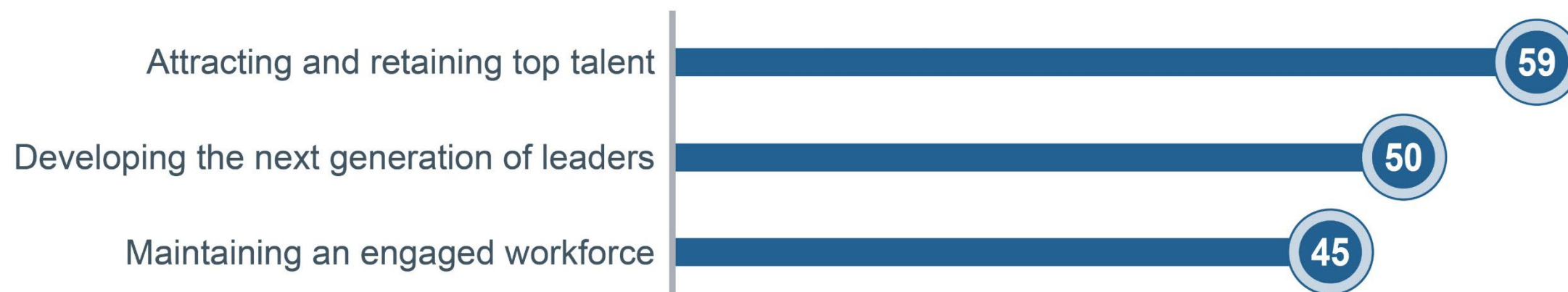
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Percentage of CEOs Who Selected Each Challenge

DDI, *Global Leadership Forecast 2023*



## Top CEO Concerns



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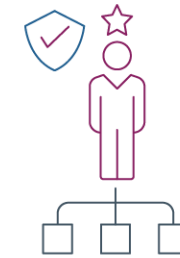
Percentage of CEOs Who Selected Each Challenge

DDI, *Global Leadership Forecast 2023*



# A Crisis of Trust in Leadership

## Leadership Trust Is Broken



I trust **senior leaders** at my organization to do what is right **32%**



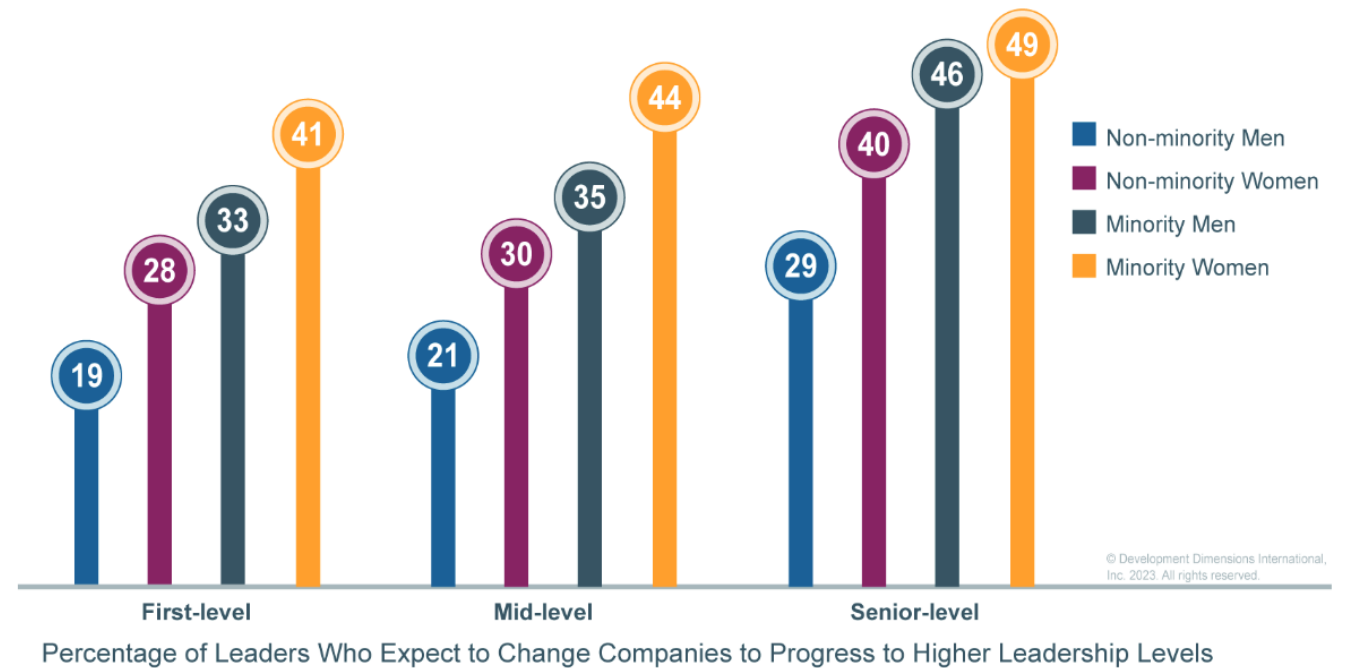
I trust **my manager** to do what is right **46%**

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# Lack of Trust Drives Diversity Out the Door

## More Women and Minority Leaders Plan to Leave to Advance



DDI, Diversity, Equity, and Inclusion Report 2023



Women are **1.5X** more likely to plan to leave their companies to advance their career than men



# Trust Has to Flow in Every Direction



**How can we inspire  
leaders, so they can  
better inspire others?**



**“The reason I got into this field is to make a difference.**

**So the kids of our employees don’t hear about their parents’ bad bosses every night at the dinner table.”**





# A Catalyst Leader

# We Know That...



We're lacking quantity **AND** quality of leaders.



Leaders are overwhelmed, confused, and stressed.



Leaders have no time for development.



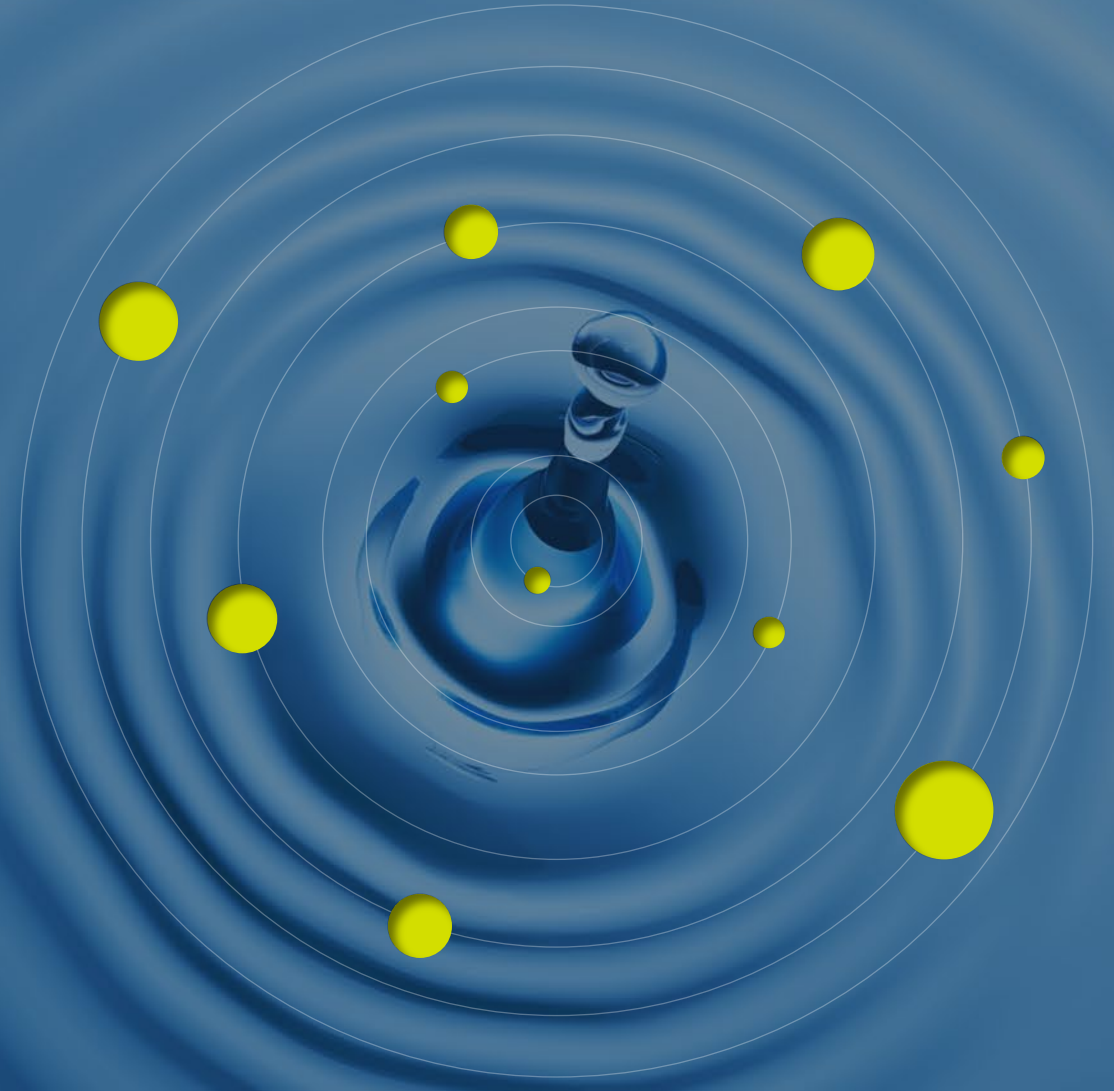
HR is swamped.



Change is constant.

# How Do You Develop Catalysts?

Make development  
a way of work.



In the moment of  
change, catalysts  
help others  
transform more  
quickly and  
easily.



**“For me, success is not about the wins and losses. It's about helping these young fellas be the best versions of themselves on and off the field.”**

- Ted Lasso



# Key Principles

## Creating a More Human Workplace



**161**  
validity studies

**Every Level**  
*(leader or not)*

**Universal**

**3 Million**  
leaders per year

**Better  
Leaders**





# Key Principles

Creating a More Human Workplace



Esteem

Respect



# Key Principles

Creating a More Human Workplace



Empathy

Understanding



# Key Principles

Creating a More Human Workplace



Involvement

Commitment



# Key Principles

Creating a More Human Workplace



Share

Trust



# Key Principles

Creating a More Human Workplace



Support

Ownership



# Key Principles

## Creating a More Human Workplace



Esteem

Respect



Empathy

Understanding



Involvement

Commitment



Share

Trust



Support

Ownership

**Great Leadership Is Inclusive Leadership**

# Skills for Life



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**May 22, 8:00 – 9:00 AM**

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## MUST-READ FOR LEADERS

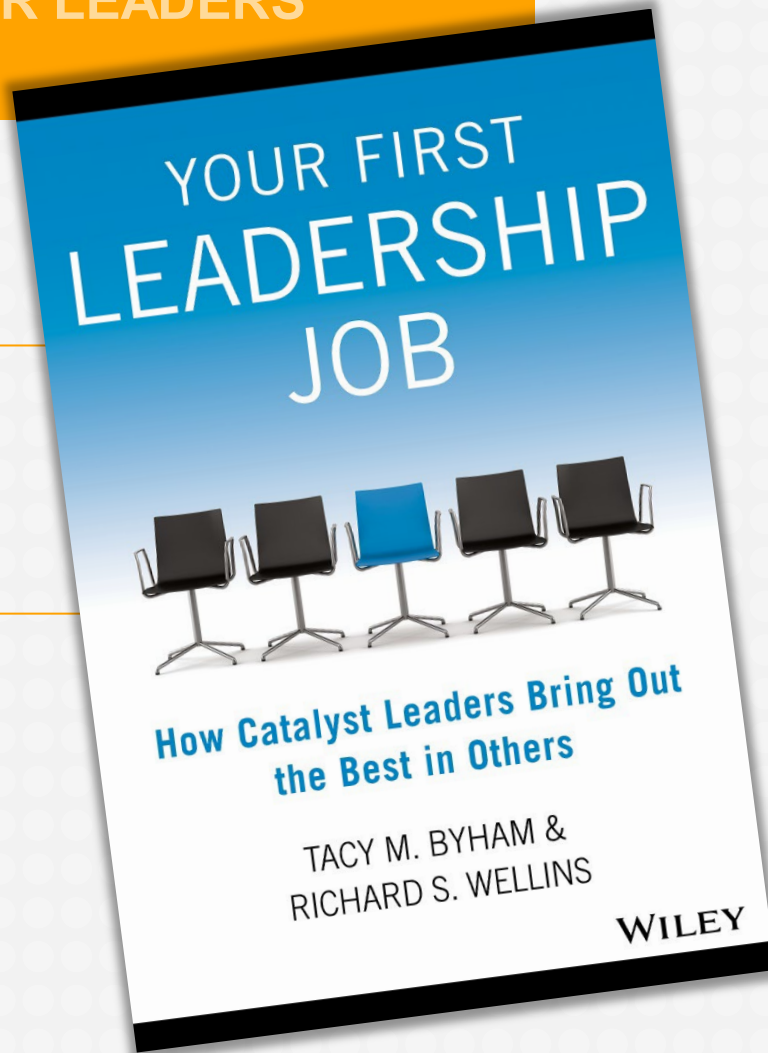
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(China) 5 Stars



“The penultimate **chapter on women** in leadership deserves **much praise**, too—not just for the research it highlights but also for the **actionable, tactical** advice it gives all women leaders on how to **break through ‘glass ceilings.’**”

- Paul W. Thurman, Columbia University

“No one sets out to be a poor leader. But it’s that first leadership role that often sets the trajectory...**It’s a must-read.**”

- Tony Bingham, President & CEO, Association for Talent Development

“...**skills** we know MBAs need post-graduation that they **don’t necessarily get in b-school.**”

- Lori Weingart, Carnegie Mellon Tepper School of Business

“This is the **What to Expect When You’re Expecting** guide for new leaders.”

- Amazon reviewer