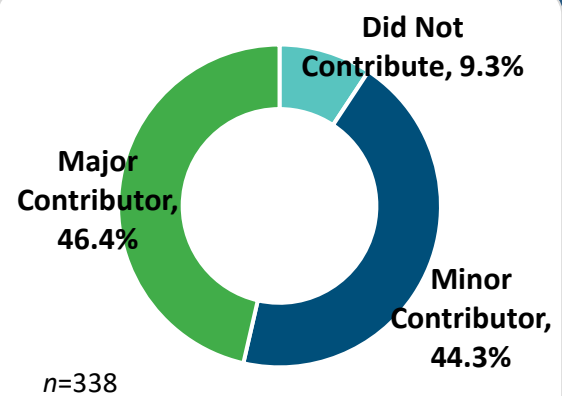




How Leadership Training Contributes to Organizational Change

The Leadership Institute of the National Leadership Consortium on Developmental Disabilities not only develops individual leadership knowledge, skills, and connections, but also encourages leaders to promote organizational and systems change in their work. A few years ago, the NLCCD started asking leaders what types of organizational changes they've made since attending the Leadership Institute, and how much attending the training contributed to those changes. Graduates named changes such as adding positions, retaining staff, adding grant programs, closing group homes, and more. About 91% said that participating in the Leadership Institute contributed to their positive organizational changes, with almost half (46.4%) saying that the training was a "major contributor" to making those changes.



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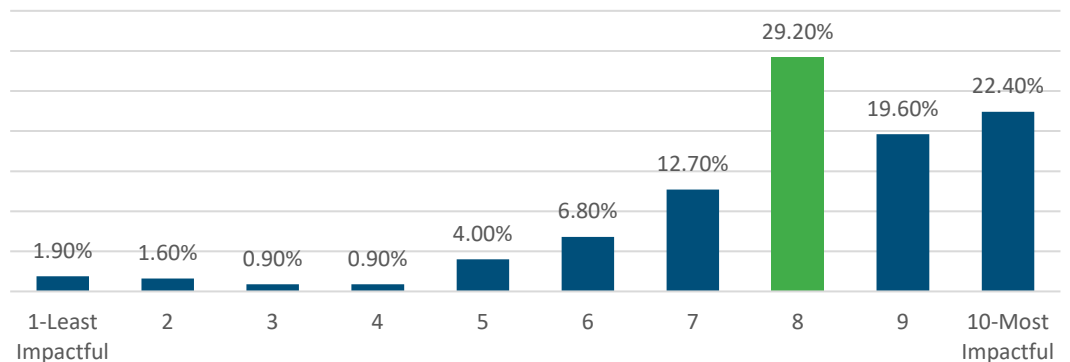
Questions? Comments? Contact Us!

For additional information about the National Leadership Consortium's programs and research, visit www.natleadership.org.

To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at njones@natleadership.org

Contact Cory Gilden at cgilden@natleadership.org with questions related to our research.

Average Rating of Impact Related to Organizational Change



The organizational changes leaders described anecdotally sounded very impactful, but we were curious how impactful leaders themselves considered the changes they made. Seventy-one percent (71.2%) of Leadership Institute graduates rated the impact of the organizational changes they made because of the Leadership Institute an 8, 9, or 10 out of 10, meaning their changes were very impactful. The overall average rating of graduates was 7.9 out of 10, with the most graduates (29.2%) rating the impact of their change an 8 out of 10.