



## Does Leadership Training Contribute to Positive Career Changes?

Understanding career trajectories and how leadership develops within our field is essential to helping organizations plan for the future, retain talented staff, and build strong, mission-driven teams. The National Leadership Consortium tracks the careers of leaders in the disability field by asking them questions about career changes on its annual survey. We ask past Leadership Institute training graduates about their employment changes over the past five years, why they made those changes, and how their professional training contributed to those changes.

Encouragingly, results from 175 graduates who completed the 2025 Annual Survey show that more professionals are choosing to stay with their organizations. This kind of longevity strengthens consistency in values, working knowledge, and a deeper understanding of the organization's history and vision. Stable, long-term staff not only support stronger organizational culture but also improve the quality and continuity of support for people with disabilities. Two-out-of-three graduates also attribute their growth in their careers in part to their training at the Leadership Institute, showing that investment in professional development can influence the direction of your career and create new opportunities.

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By: Cory Gilden,  
Research and  
Evaluation Manager

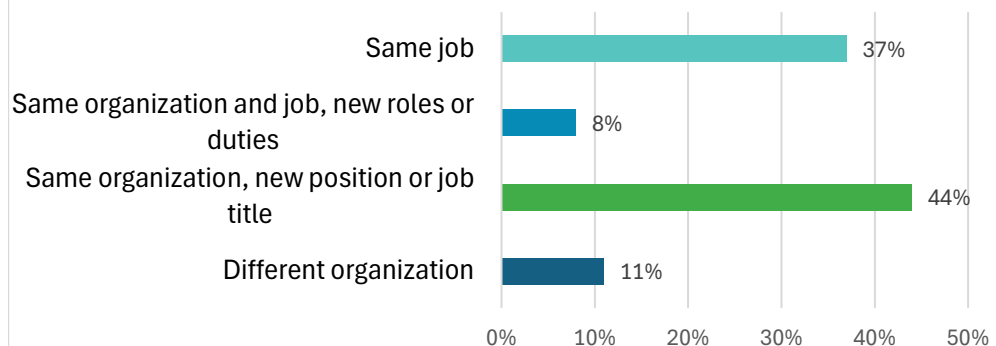
### Questions? Comments? Contact Us!

For additional information about the National Leadership Consortium's programs and research, visit [www.natleadership.org](http://www.natleadership.org).

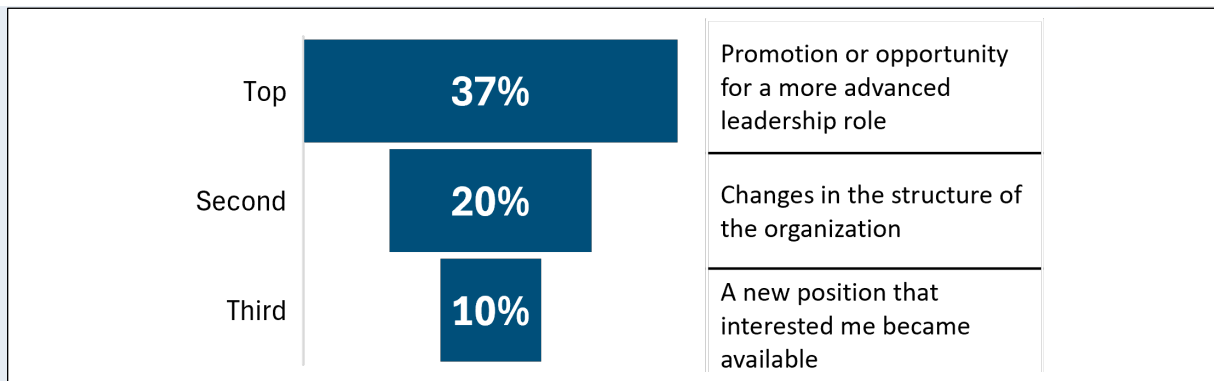
To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at [njones@natleadership.org](mailto:njones@natleadership.org)

Contact Cory Gilden at [cgilden@natleadership.org](mailto:cgilden@natleadership.org) with questions related to our research.

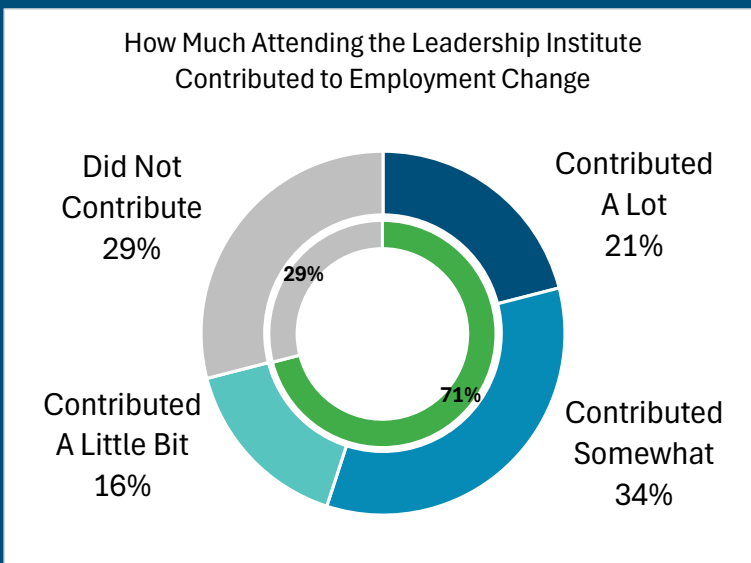
### Employment Changes in the Past 5 Years



Most Leadership Institute graduates (44%) stayed at the same organization in the past five years but had a *new position or job title*. More than one-third (37%) said they were doing the *same job* as they were five years ago, and 8% said they were at the same organization and same job but had *new roles or duties*. About one-out-of-10 (11%) graduates said they worked at a different organization than five years ago.



We asked Leadership Institute graduates who had experienced a job change in the past five years to select factors that prompted their employment change and listed 11 choices, including factors like “State or federal policy changes,” “Organizational culture changes,” and “Personal or family decision,” along with an “Other” write-in option. Respondents could select multiple factors. The top three selected factors chosen were “Promotion or opportunity for a more advanced leadership role” (37%), “Changes in the structure of the organization” (20%), and “A new position that interested me become available” (10%). These responses show that Leadership Institute graduates are continuing to progress in more advanced leadership roles at their organizations. Interestingly, only one respondent identified “State and federal policy changes” as a reason for changing their employment, which is something we are going to keep a close eye on in the coming years with new political administration making dramatic federal systems changes.



We also asked graduates to rate how much attending the Leadership Institute contributed to their employment change. More than two-thirds (71%) said the training contributed to their employment change. For 21% of graduates, the training “Contributed a lot” to changes, while 34% said it “Contributed somewhat,” and 16% said it “Contributed a little bit.”

When we know how professionals grow and advance, we can better support their development and create pathways that keep skilled leaders engaged in their work. Supporting leadership growth is not just beneficial to leaders themselves, but also to their organizations and the people they support — it's vital for shaping the future of our field.

To learn more about upcoming Leadership Institute trainings, visit: <https://www.natleadership.org/week-long-institute.html>