

Investing in leadership: Perceptions of executive education and continuous learning.



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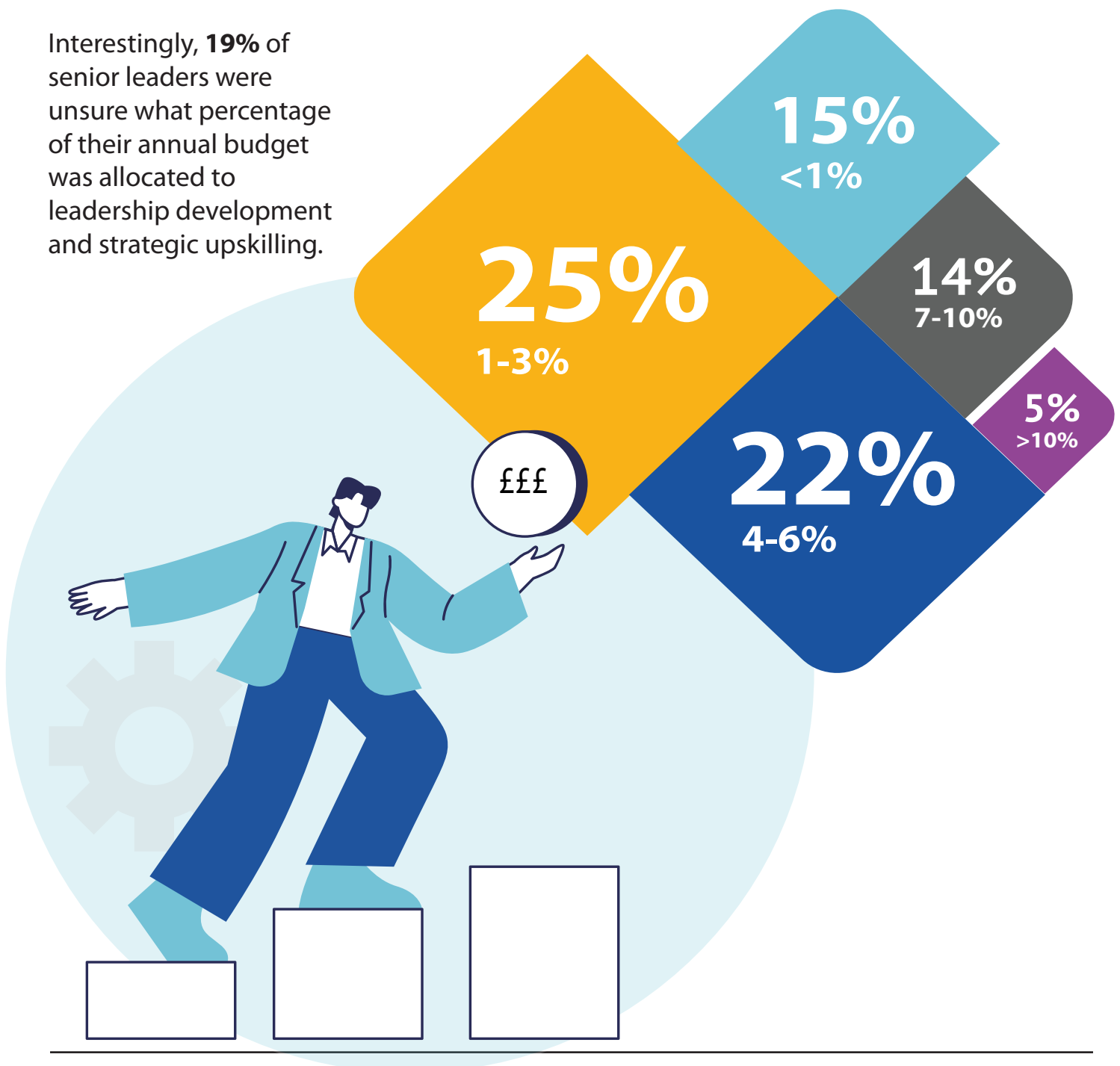
Investing in Leadership: Budget Allocations for Development and Upskilling

How organisations are positioning themselves for future success through leadership development

We asked 200 senior leaders what percentage of their budget is allocated to leadership development and strategic upskilling? The results reveal a varied commitment with **25%** allocating between 1-3% of their budget and another **22%** dedicating 4-6%.

These figures suggest that while there is room for improvement, a significant number of organisations are actively investing in the growth and development of their leadership capabilities.

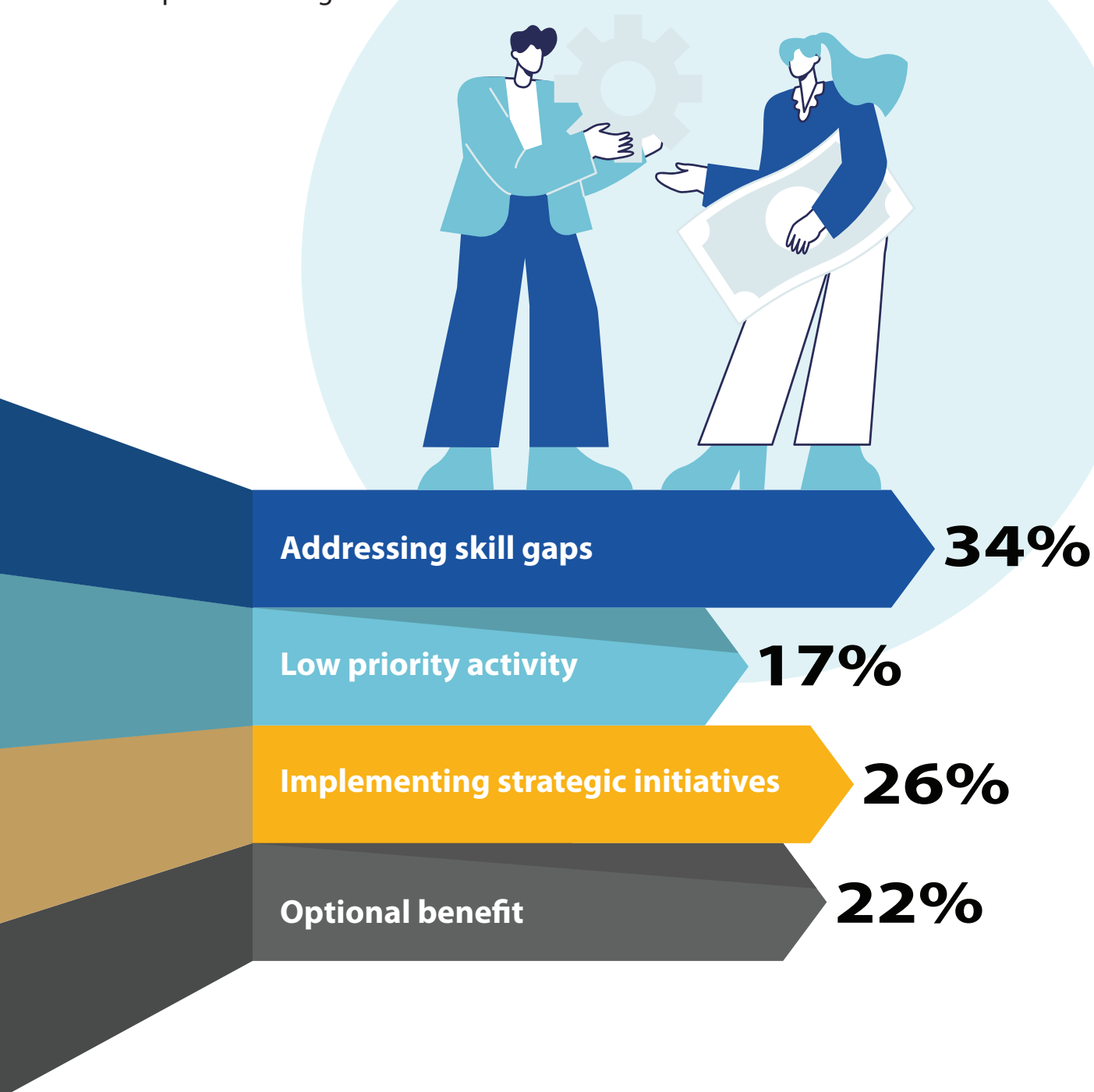
Interestingly, **19%** of senior leaders were unsure what percentage of their annual budget was allocated to leadership development and strategic upskilling.



Perceptions of Executive Education: Strategic Tool or Optional Benefit?

Exploring the value and impact of Executive Education in modern business environments

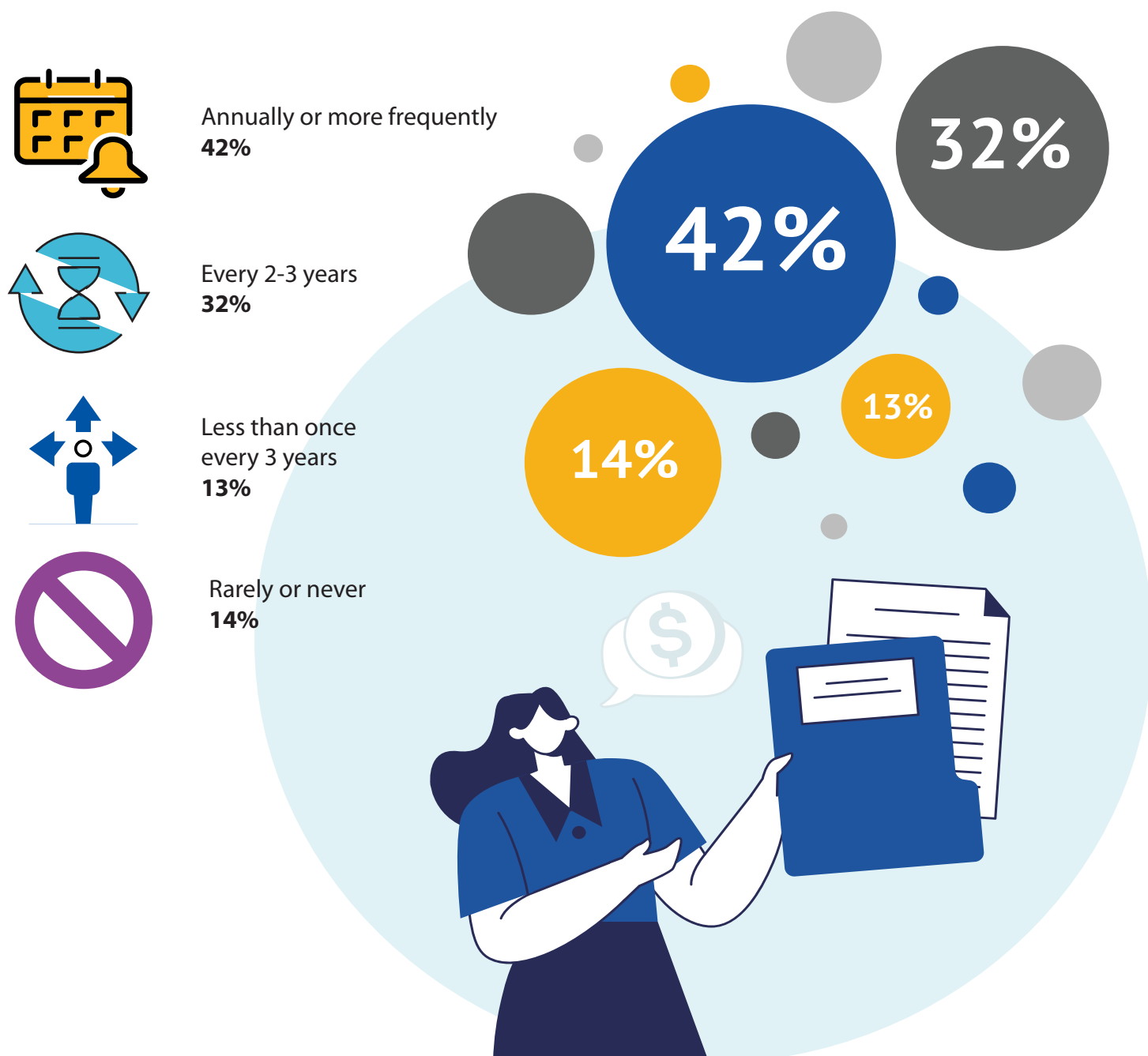
We explored how organisations view the role of Executive Education programmes. Results indicate a varied landscape: **34%** of leaders pinpoint these programmes as crucial for addressing specific skill gaps, while **26%** deem them essential for implementing strategic initiatives. Additionally, **22%** view them as an optional benefit, enhancing their overall employee value proposition. Surprisingly, **17%** consider these initiatives a low priority, suggesting diverse prioritisation across sectors. This diversity in perception highlights the multifaceted roles that executive education occupies in organisational development strategies.



Commitment to Learning: Frequency of Executive Education in Organisational Leadership

Leadership Learning Intervals: How Often Leaders Sharpen Their Skills Through Executive Education

Exploring how often organisations facilitate engagement in executive education programmes, the findings reveal a strong commitment to continuous leadership development. A significant **42%** of organisations encourage participation annually or more frequently, demonstrating a proactive approach to executive learning. Meanwhile, **32%** promote involvement every 2-3 years. However, a noticeable **13%** offer these opportunities less than once every three years, and **14%** rarely or never encourage this form of professional development, indicating varying priorities across the board.

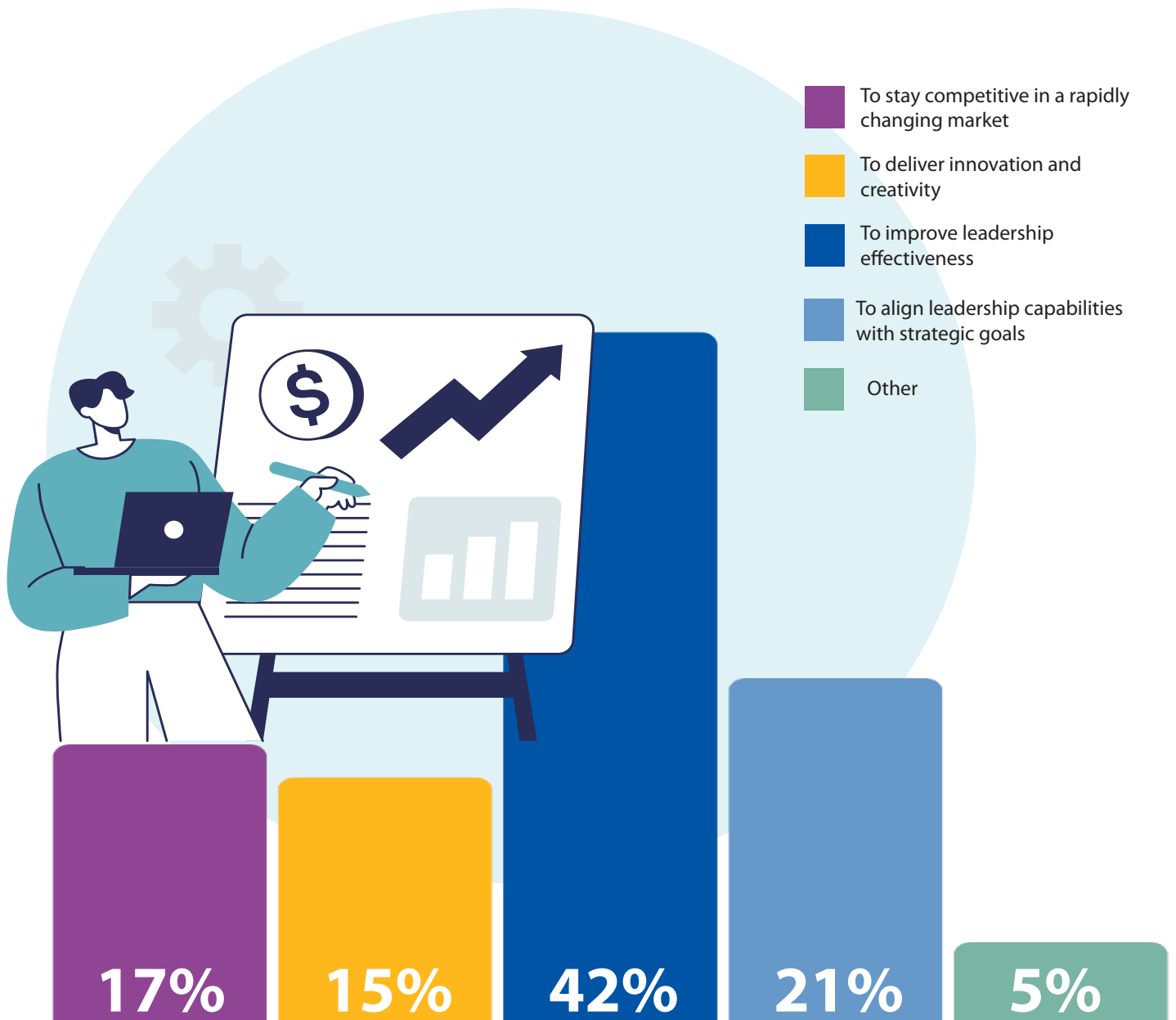


The Strategic Imperative of Continuous Learning for Senior Leaders

Exploring Organisational Priorities: Leadership Effectiveness, Strategic Alignment, and Competitive Agility

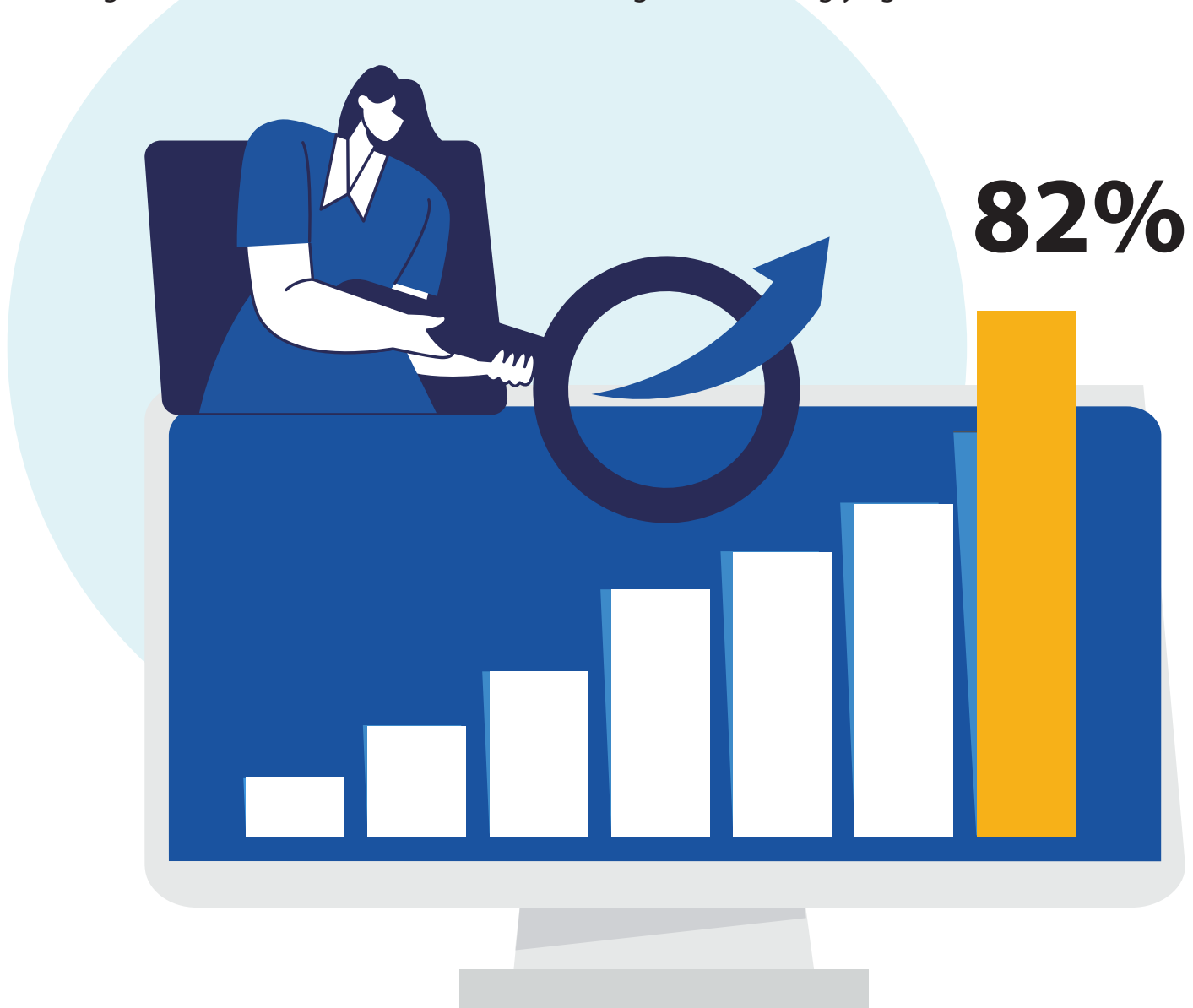
The varying levels of investment in Executive Education reflect different strategic perspectives on its importance. While some view it as crucial for ongoing success, others may not prioritise it as highly, highlighting diverse approaches to leadership development.

Understanding why organisations commit to continuous learning for their senior leaders offers insights into their strategic priorities. Our findings show that enhancing leadership effectiveness is the most cited reason, emphasised by **42%** of organisations. This is followed by alignment of leadership capabilities with strategic goals and staying competitive in a rapidly changing market.



“Organisations that prioritise Executive Education as part of their strategic planning, achieve greater long-term resilience”

When we asked 200 senior leaders if they agreed with the statement ‘Organisations that prioritise executive education as part of their strategic planning achieve greater long-term resilience,’ a massive 82% either agreed or strongly agreed.



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