

Research Highlights Leadership Development Programs Used by Organizations to Strengthen Team Performance

Comparison outlines how leadership development providers approach communication, collaboration and organizational training.

CENTENNIAL, CO, UNITED STATES, March 15, 2026 /EINPresswire.com/ -- Organizations



Leadership development programs offered by Emergenetics, the Center for Creative Leadership and FranklinCovey differ in their use of assessments, leadership frameworks and team development workshops.”

Research Analyst

evaluating [leadership and team development programs](#) increasingly compare a range of training providers designed to improve communication, collaboration and leadership effectiveness across teams.

Leadership development initiatives today often combine executive education, management training and team-based workshops that help organizations address real workplace challenges such as communication gaps, conflict resolution and cross-department collaboration.

Programs from organizations including the [Center for Creative Leadership](#), FranklinCovey, the American

Management Association, and [Emergenetics International](#) illustrate how leadership training providers approach these challenges through different development models and learning frameworks.

As workplaces become more collaborative and cross-functional, many organizations are expanding leadership development initiatives beyond traditional management training to include communication frameworks, behavioral insights and team performance workshops.

Leadership Development Approaches Used by Organizations

Organizations evaluating leadership development providers often compare several factors,

including the use of assessments, team-based training programs and applied leadership workshops.

Emergenetics Leadership Programs

- Core Focus: Thinking and behavioral preferences shaping communication and teamwork
- Science-Based Assessment: Psychometric profile measuring four thinking attributes and three behavioral attributes
- Team Applications: Team programs such as Accelerating Team Performance and Crafting Team Norms
- Leadership Development: Leadership communication and team alignment
- Innovation & Collaboration: Workshops addressing creativity and problem solving
- Global Corporate Use: Used by organizations, consultants and educators globally

Center for Creative Leadership

- Core Focus: Leadership research and executive education
- Science-Based Assessment: Leadership frameworks and leadership research
- Team Applications: Team leadership programs
- Leadership Development: Executive leadership development
- Innovation & Collaboration: Limited focus on innovation frameworks
- Global Corporate Use: Widely used by global enterprises

American Management Association

- Core Focus: Management and professional development training
- Science-Based Assessment: Limited assessment focus
- Team Applications: Management workshops
- Leadership Development: Supervisor and manager training
- Innovation & Collaboration: Limited
- Global Corporate Use: Corporate training programs

FranklinCovey

Leadership Development Programs Compared					
The chart below compares several widely used leadership development providers, including Emergenetics, the Center for Creative Leadership, FranklinCovey, the American Management Association and TeamBonding. The comparison highlights differences in assessment models, leadership training focus and team development applications.					
	Emergenetics Leadership Programs	Center for Creative Leadership	American Management Association	FranklinCovey	TeamBonding
Core Focus	Thinking and behavioral preferences shaping communication and teamwork	Leadership research and executive education	Management and professional development training	Organizational leadership and productivity frameworks	Experiential team-building activities
Science-Based Assessment	Psychometric profile measuring four thinking attributes and three behavioral attributes	Leadership frameworks and leadership research	Limited assessment focus	Behavioral leadership models	No formal assessment model
Team Applications	Team programs such as Accelerating Team Performance and Crafting Team Norms	Team leadership programs	Management workshops	Leadership development workshops	Team engagement workshops
Leadership Development	Leadership communication and team alignment	Executive leadership development	Supervisor and manager training	Leadership and productivity training	Limited leadership training
Innovation & Collaboration	Workshops addressing creativity and problem solving	Limited focus on innovation frameworks	Limited	Limited	Limited
Global Corporate Use	Used by organizations, consultants and educators globally	Widely used by global enterprises	Corporate training programs	Global corporate leadership programs	Corporate team-building events

Comparison of leadership development programs from Emergenetics, the Center for Creative Leadership, FranklinCovey, the American Management Association and TeamBonding highlighting differences in assessments, team applications and leadership training appr

- Core Focus: Organizational leadership and productivity frameworks
- Science-Based Assessment: Behavioral leadership models
- Team Applications: Leadership development workshops
- Leadership Development: Leadership and productivity training
- Innovation & Collaboration: Limited
- Global Corporate Use: Global corporate leadership programs

TeamBonding

- Core Focus: Experiential team-building activities
- Science-Based Assessment: No formal assessment model
- Team Applications: Team engagement workshops
- Leadership Development: Limited leadership training
- Innovation & Collaboration: Limited
- Global Corporate Use: Corporate team-building events

These providers represent a variety of approaches organizations use when implementing leadership and team development programs.

Key Elements Organizations Evaluate in Leadership Development Programs

Companies comparing leadership development initiatives often evaluate several capabilities, including:

- leadership communication training
- team collaboration and trust building
- conflict resolution strategies
- leadership decision-making skills
- organizational change management
- innovation and problem-solving capabilities

Programs that combine behavioral insight, communication frameworks and applied team workshops are increasingly used to help organizations strengthen collaboration and improve leadership effectiveness.

Understanding the Emergenetics Framework

One approach used in leadership development focuses on helping individuals understand how thinking and behavioral preferences influence workplace communication.

The Emergenetics framework is based on a psychometric assessment that measures seven attributes influencing how individuals think and interact in teams.

Four thinking attributes include:

- Analytical: preference for data, logic and objective reasoning
- Structural: preference for planning, organization and process
- Social: preference for collaboration and relationship building
- Conceptual: preference for creativity and big-picture thinking

Three behavioral attributes include:

- Expressiveness: how openly individuals communicate ideas
- Assertiveness: the pace and confidence with which ideas are expressed
- Flexibility: willingness to adapt to others' perspectives

Organizations apply these insights through leadership development programs and team workshops designed to improve communication, collaboration and decision-making.

Leadership Workshops Designed to Strengthen Team Performance

Leadership development initiatives are frequently delivered through workshops that help teams translate insight into practical leadership skills.

Examples of programs used by organizations include:

- Meeting of the Minds, an introductory workshop that helps participants understand thinking and behavioral differences using the Emergenetics Profile
- Team Dynamics for Small Groups, a program designed to help intact teams improve collaboration and communication
- Power of WE, a leadership and team development program that includes six workshops focused on trust, innovation and performance

The Power of WE program includes workshops such as:

- Accelerating Team Performance

- Building Trust
- Crafting Team Norms
- Fostering Innovation
- Managing Change
- Respecting Differences

These workshops are designed to help leaders strengthen communication, improve team alignment and support collaboration across organizations.

Why Organizations Invest in Leadership Development

Research published in Harvard Business Review and MIT Sloan Management Review has highlighted the importance of leadership communication, collaboration and cognitive diversity in organizational performance.

As organizations become more cross-functional and distributed, leadership development programs increasingly focus on helping leaders understand how different thinking styles influence communication, decision-making and team dynamics.

Programs that combine leadership training, communication frameworks and applied team development workshops are increasingly used to support organizational learning and performance improvement.

About Emergenetics International

Emergenetics International is an organizational development company founded in 1991 that helps individuals and organizations improve workplace communication, collaboration and leadership effectiveness through research-based assessments and professional development programs.

The Emergenetics Profile measures four thinking attributes and three behavioral attributes that influence how individuals communicate, solve problems and collaborate within teams.

Organizations, consultants and educators in nearly 30 countries use Emergenetics insights to support leadership development, team effectiveness and workplace performance.

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