



LSU

Leadership Development
Institute

ANNUAL REPORT

2025

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EXECUTIVE SUMMARY

The LSU Leadership Development Institute (LDI) is building Louisiana's leaders for the future. We address the state's leadership needs through evidence-based, applied leadership development programs that strengthen organizations, enhance workforce capacity, and drive statewide economic growth.

Established as the flagship university's center for leadership and workforce excellence, LDI bridged research with real-world practitioners across sectors in FY2025 – K-12 education, healthcare, business, government, and nonprofit – furthering LSU's mission and driving workforce development. This year saw ground-breaking achievements.

- 600 professionals served
- 20 organization clients across eight sectors
- 350+ hours of professional development across ten parishes and three states
- Awarded access to dozens of proven tools for leaders to build teams that win in Louisiana, for the world, through a new partnership with the Center of Creative Leadership's Channel Partner Network

MEET OUR LEADERS



In 2012 I read some startling statistics: according to the National Leadership Index, 69% of Americans thought there was a leadership crisis in America and only 30% thought their leaders were doing a good job. Furthermore, the Development Dimensions International Global Leadership Forecast* added:

- Organizations with the highest quality leaders were 13 times more likely outperform their competition in key bottom line metrics.
- Only 18% of HR professionals reported strong bench strength to meet future business needs.

As Louisiana's flagship university I considered this a call to action, and we created the LSU Leadership Development Institute. As we told the Louisiana Board of Regents: The Institute will link LSU's expertise in leadership development with the critical need for strong leaders to grow our economy, communities, and organizations.

“Strong leadership is fundamental to enhancing economic development in Louisiana. Building a strong economy requires strong, effective leaders in all types of organizations, and communities.”

Our purpose and passion for leadership development has not changed. I urge you to ask yourself this fundamental question: Do you have the leadership talent to prepare your organization or community for today's demands and for the future? If your answer is no, then we ask you to consider partnering with the LDI to transform your leadership. When you do, you will access world-class expertise for best-in-class leadership development.

Ed Holton, EdD, MBA
Founder, LSU Leadership Development Institute
* 2011 study of 2,600 global organizations and over 12,000 leaders

It is my honor to share with you this year's annual report and to reflect on a period of tremendous growth, learning, and collective impact for the LSU Leadership Development Institute.

Our mission has always been clear: to cultivate leaders who can think boldly, act with purpose, and elevate the people and systems around them. This year, that mission came to life in powerful ways for the state of Louisiana and beyond. We expanded our flagship programs, launched new customized trainings, and deepened our research efforts to better understand what today's leaders need in an increasingly complex world.

To our clients: thank you for trusting us as your allies in leadership development. Your willingness to learn, experiment, and grow alongside us enriches everything we do. The stories, data, and testimonials in this report reflect the strength of our shared commitment to developing leaders who support vibrant workplaces, resilient communities, and a better future for all. To our new and prospective partners: we look forward to the possibility of working together and learning more about how we can support your goals and amplify your impact.

We are energized by the year ahead and excited to continue growing, innovating, and leading with you.

With gratitude,
Lacy Dicharry, ABD, MS, MBA, SHRM-SCP, PCC
Senior Director, LSU Leadership Development Institute

MISSION & VISION

OUR MISSION

To develop leaders who inspire excellence, create sustainable high performance, and transform Louisiana's organizations and communities through research-informed, human-centered leadership development.

OUR VISION

To be recognized nationally and internationally as the university-based thought leader in leadership and workforce development, building the leadership pipelines that power Louisiana's future.

MEET OUR ADVISORY BOARD

Shelneka Adams

LA Department of Education

Karen Breaux

EisnerAmper

Jan Brien

Ochsner Health

Beverly Brooks Thompson

Carter

John Cavell

Louisiana Department of Health and Hospitals

Toby Comeaux

Louisiana's Community & Technical Colleges

Byron Decoteau

Louisiana State Civil Service

Jason Droddy

LSU Office of the President

Meredith Eicher

Executive Coach

Joshua Finch

LSU Campus Life

Bethany France

Louisiana A+ Schools

Eddie Gibbons

LSU School of Leadership & Human Resource Development

Nichola Hall

East Baton Rouge Parish Schools

Krystle Hilliard-Mitchell

LSU School of Leadership & Human Resource Development

Ryan Landry

LSU Office of the President

Emily Lebeau

Deloitte

Matthew Lee

LSU College of Agriculture

Yvette Marsh

LSU Foundation, Retired

Nikki McCann

Caldwell Parish Schools

Sandy Michelet

Sparkhound

Niki Norton

LSU Human Resource Management

Julie Perkins

LSU Office of Research and Economic Development

Brad Pevey

The NeuroMedical Center Rehabilitation Hospital

Arend Van Gemmert

LSU College of Human Sciences & Education

Louis Voiron

Iberville Parish Schools

Bobby Williams

Associated Grocers, Inc.

Molly Williams

Montessori Schools of Baton Rouge

Theron Williams

Shell USA Learning and Solutions

Megan Wilson

Valluzzo Companies

Clay Young

Clay Young Companies, LLC

PERFORMANCE SNAPSHOT FY2025

Problem > Solution > Impact

Louisiana's Leadership Gap

Across LA, organizations face a shared challenge: a shortage of ready, capable leaders.

- Trust in leadership eroded from 49% in 2022 to just 29% in 2024 (DDI Leadership Forecast, 2025).
- Seventy percent of organizations report major gaps in leadership development, yet only 11% feel equipped to address them (McKinsey, 2024)

These trends limit workforce resilience and economic growth.

The LSU LDI Solution

We empower our clients be intentional with their leadership development solutions.

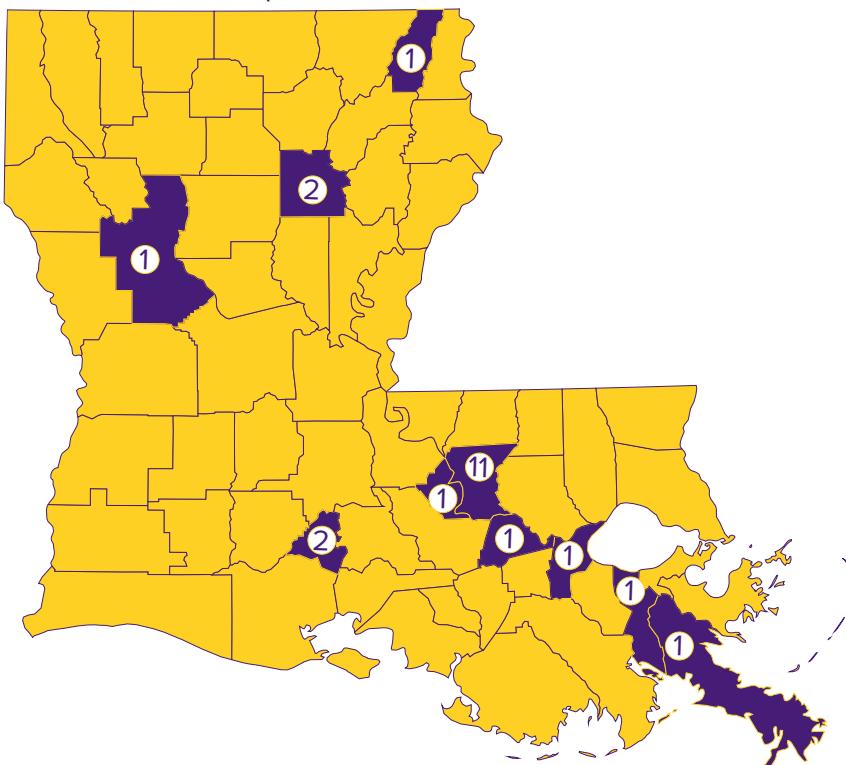
1. Assess: We are the exclusive provider of the Holton-Bates Learning Transfer System Inventory.
2. Develop: We design solutions and programs that are the right size, for the right population, at the right time.
3. Measure: We measure and report learning transfer, organizational impact, and ROI.

Impact

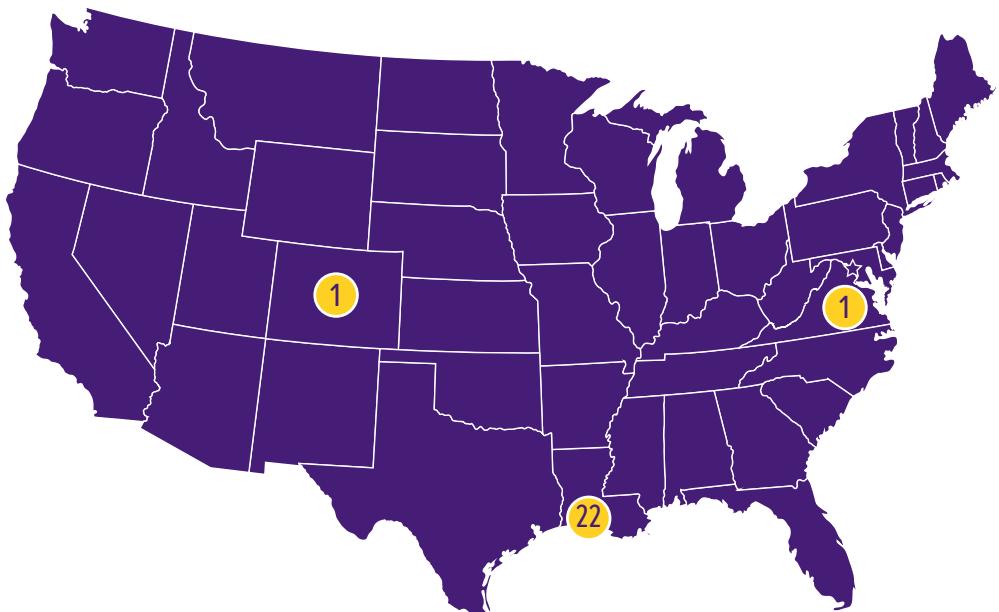
- 600 professionals served, 20 organizations across 8 sectors
- 350+ hour of professional development across 10 parishes and 3 states

WORKFORCE PIPELINES AND RETENTION

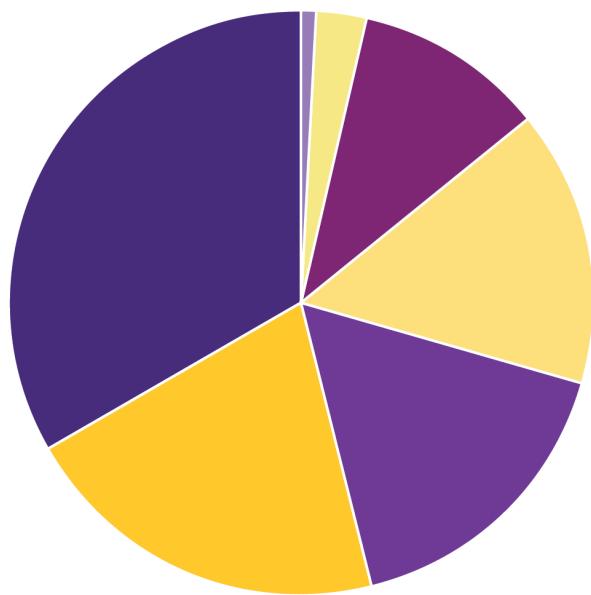
LSU's fierce drive for excellence is rooted in our mission to impact and serve Louisiana—providing pathways to higher learning, addressing critical problems through ground-breaking research and discovery, and bettering the lives of citizens in every parish. LDI serves clients from West Carroll Parish to Plaquemines Parish.



At LSU, We Build Teams That Win in Louisiana, for the World. At LDI, we bring solutions that solve critical issues in our state and expand our reach and impact across the U.S. In FY 2025, we were honored to serve clients in the Midwest and East Coast.



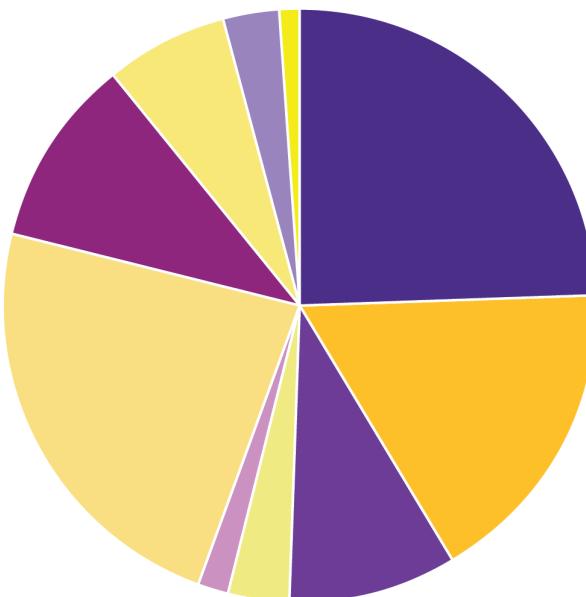
REVENUE ACROSS SERVICE TYPE



| |
|--------------------------------------|
| Strengths + Culture: \$141,886.82 |
| Academy: \$87,500.00 |
| Dare To Lead™: \$70,223.20 |
| Team Building: \$65,088.00 |
| CCL/Leadership Training: \$44,750.00 |
| Open Enrollment: \$12,550.00 |
| Coaching: \$4,000.00 |

The LSU Leadership Development institute's service frameworks uniquely identify and address needs across sectors.

REVENUE ACROSS SECTORS



| |
|-------------------------------|
| K-12: \$125,979.60 |
| First Responders: \$87,500.00 |
| Industry: \$47,140.00 |
| Community: \$18,300.00 |
| Nonprofits: \$8,000.00 |
| Business: \$119,799.75 |
| Higher Education: \$53,208.67 |
| Government: \$34,750.00 |
| Research: \$15,500.00 |
| Healthcare: \$5,000.00 |

FY2025 was a strong year for LDI. We provided solutions for multiple sectors and laid the foundation for innovative, new partnerships that will level up leadership and ultimately economic prosperity for our state.

IMPACT & ACHIEVEMENTS

BUILDING A STRONGER LOUISIANA ONE LEADER AT A TIME

Education | Client: Caldwell Parish

Strong Schools, Strong Communities

92% of educators felt more equipped to lead

#1 - Caldwell Parish named #1 Improving School System (2025)

System (2025) Public Safety | Client: Sergeants' Leadership Academy

U.S. DOJ funded project

4.54 out of 5 on Motivation to Transfer

100% of participants expressed confidence in applying their learning

Corporate | Client: Ware Immigration

10 Dare to Lead™ Workshops

4.4 out of 5 on Ability to Apply Learning

100% of participants reported strong clarity in linking new skills to behavior change.

Community | Client: The Gardere Initiative

\$53K HUD grant

57 youth and **19** families served by expanded leadership programs

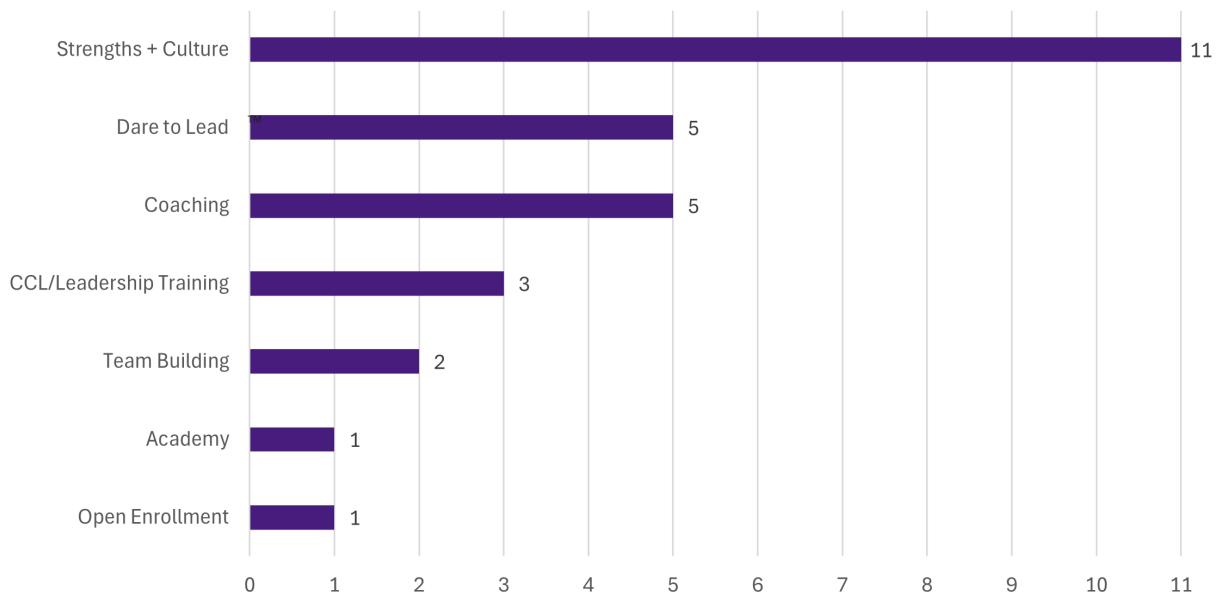
AWARDS

- Awarded **Top 100 for 2025** Learning & Development Teams Award | OnCon Awards
- Awarded **membership to CCL Channel Partner Network** – accessing hundreds of programs, models, and training materials to level-up Louisiana's leadership across any sector
- Exclusive university access to the trademarked **Holton-Bates Leadership Transfer System Inventory** — the only **validated tool** that tracks leadership learning transfer and performance readiness

SERVICES AT-A-GLANCE

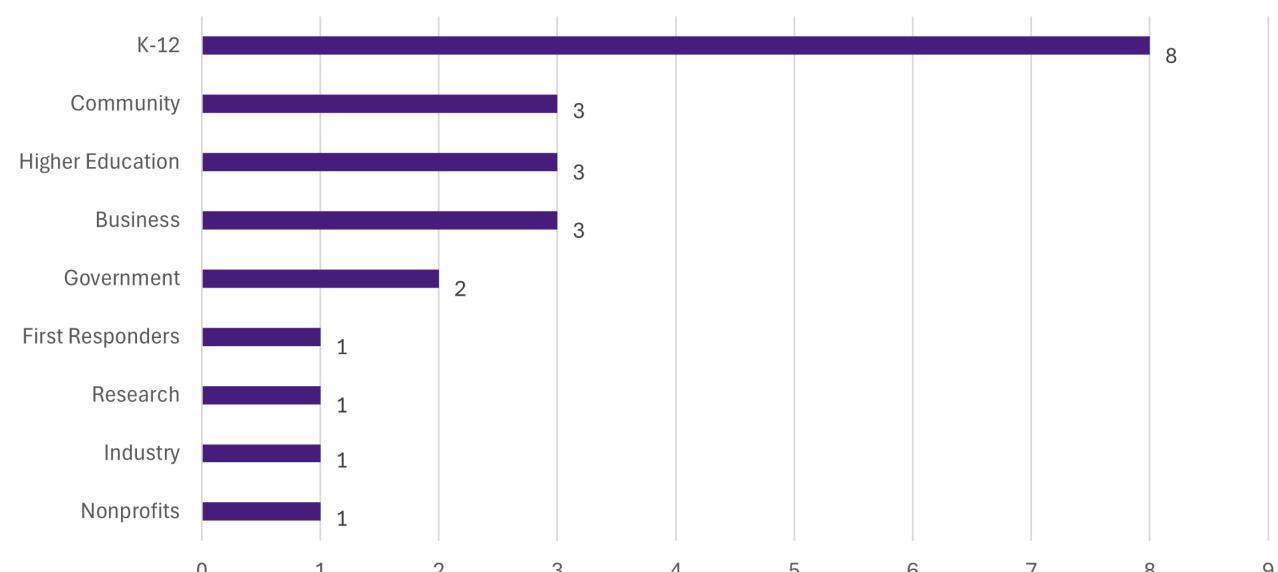
Leadership lifts communities. And uplifted communities drive economic impact. FY2025 marked a pivotal period for LDI, as organizations increasingly turned to strengths-based and culture-focused leadership solutions. This shift reflects a growing recognition that effective leadership development must be grounded in identity, resilience, and authentic connection. To meet this demand, LDI expanded its portfolio of offerings—from individual coaching and open-enrollment workshops to multi-session academies and organization-wide cultural initiatives.

Contracts Across Service Type



The chart above highlights clients across service types.

Projects Across Sector



The chart above depicts clients by sector

WINS & INSIGHTS

TESTIMONIALS

“



LSU LDI and LSU NCBRT are striving to fill a gap in training that is needed in Louisiana Law Enforcement. I was proud to be in the pilot program and to teach the initial cohort because I see the immense value that this training provides. Equipping first-line sergeants, who are our agencies' first-time supervisors, with the tools they need to lead with confidence, take charge when needed, and show compassion while doing it is vital to any Departments' overall success. As law enforcement agencies are always working to enhance how Officers are trained and how well our communities are served, this new training with LSU LDI and LSU NCBRT offers the perfect chance to build on both. I'm excited to team up with LSU and other law enforcement agencies from across Louisiana to advance leadership in public safety. Our first-time supervisors need and deserve this level of support, and they will be better public servants because of it.

- BRPD Chief TJ Morse



“



“When I recognized what I am in control over, it was so much more impactful...for my students, for my colleagues, and then eventually for my building...”

— Robin Burrow, The Joe Burrow Foundation

The EmpowerED Community Summit at LSU shared during the Strengths-Based Education discussion



“



Working with the LSU Leadership Development Institute (LDI) has been a truly transformative experience, not only for our leadership team but for our entire organization. The workshops were thoughtfully designed, strategically delivered, and highly impactful. They created a space where every team member felt encouraged to engage meaningfully or reflect deeply on the discussions taking place. Lacy's facilitation brought a unique and powerful blend of insight, empathy, and real-world relevance that deeply resonated with our team. Her guidance has helped us grow both individually and collectively, equipping us to face challenges with greater clarity and confidence. We can already see the results in our daily interactions with each other. We are sincerely grateful for the partnership and wholeheartedly recommend the LSU LDI to any organization committed to elevating its culture and inspiring meaningful growth.

— Elaine Kimbrell Owner/Managing Member, Ware Immigration



“



Through our work with LSU LDI, our high school leaders, staff, and students have built a CliftonStrengths-based culture that's fueling real growth. By focusing on what's right with people, we're seeing stronger engagement and student success — and this is just the beginning.

— Nicki McCann, Superintendent Caldwell Parish Schools



WINS

Exceeded individuals served by **20%**

33% increase in number of organizations served (over projected)

23 Active LDI Coaches, statewide

55% Client Conversion Rate

Revenue increased 35% over last year, and we experienced a Revenue growth of **\$390,180 over five years**, a **252% increase** since FY20.

Sectors served: Education, Business, Government, Healthcare, Nonprofit, Research, Defense, Agriculture, and Community

Top Performing Programs this year:

- Dare to Lead™ Workshops
- CliftonStrengths® Coaching & Team Development
- Emergenetics

WHAT WE LEARNED

EVOLVING CLIENT NEEDS

Post-COVID realities increased demand for strengths-based, identity-driven leadership programs. The Strengths + Culture model met this shift effectively, emphasizing trust, psychological safety, and adaptive leadership.

LEADERSHIP CAPACITY

LDI employs 23 coaches. Coach engagement and quality remained high due to continuous training through the annual Coaches' Summit. We maintained fidelity to evidence-based practices and ICF coaching standards. Furthermore, we are committed to recruiting and developing coaches to meet the evolving needs of LDI.

THE LDI MODEL

LSU aspires to be a Top 50 Research University. LDI collaborates across the College of Human Sciences and Education, including the School of Leadership & Human Resource Development, the School of Education, and the Social Research & Evaluation Center, accessing cutting-edge research and working alongside national experts. The result? Agile, adaptive, and “ahead of the curve” ideas and solutions for clients.

THE CHIEF LEARNING OFFICER CONUNDRUM

The average salary for a Chief Learning Officer in Baton Rouge, LA is \$233,044, an investment that is out of reach for many organizations. LDI successfully piloted a program called Fractional Chief Leadership Officer (fCLO). LDI team member(s) work directly with your HR team to design, implement, and measure leadership/workforce trainings, programs, or services as needed.

LOOKING AHEAD

LOUISIANA LEADERSHIP NEEDS ASSESSMENT

The LDI launched Louisiana's **first-of-its-kind statewide Leadership Needs Assessment** to evaluate leadership strengths, gaps, and priorities across industries. As a thought leader in identifying leadership needs unique to Louisiana, the LDI uses these insights to guide targeted strategies aimed at strengthening the state's leadership pipeline. Guided by LSU's Scholarship First agenda, the assessment identifies critical development needs that now drive customized, industry-specific programs designed to meet both current and future leadership demands across Louisiana's workforce and economy.

LHRD INTERNSHIP PROGRAM

In partnership with the School of Leadership & Human Resource Development, the LDI recently launched the Leadership and Human Resource Development (LHRD) Internship Program, **which provides students with the opportunity to fulfill academic requirements** in both the LHRD major and Leadership minor, bridging the gap between academic learning and professional application. Students co-design Leadership and Human Resource Development projects, conduct research, and contribute to initiatives **that align with both their academic goals and the needs of the LDI...and clients statewide.**

LEADERSHIP ACADEMIES

Academies serve as a strategic cornerstone of our work, delivering research-based, deep leadership development that's tailored to the unique context and needs of each group. By designing immersive learning experiences around the realities of a specific sector, we're able to build more relevant skills, strengthen leadership pipelines, and drive measurable behavior change. This approach not only helps us serve distinct populations more effectively, but also amplifies our impact across the state—creating stronger leaders, stronger organizations, and stronger communities.

OUR TOOLBOX



With Gratitude

The team at the LSU Leadership Development Institute would like to express our thanks for an incredible year. FY2025 brought growth, innovation, and change. First and foremost, we thank our founder and Executive Director Dr. Elwood “Ed” Holton, III, whose 23-year legacy continues to shape our mission and ignite our passion for this important work. For our Advisory board members, we appreciate the gift of your time, networks, and support in guiding our cross-sector leadership strategy and partnerships. To our clients and partners – YOU ARE OUR WHY. Thank you for trusting LDI as a collaborator in your leadership journey. At LDI, we build teams that win...including our own! Thank you to the men and women who dedicate their careers and their hearts to serving others. By building stronger leaders, we build stronger communities and a stronger Louisiana.

CONNECT WITH US



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