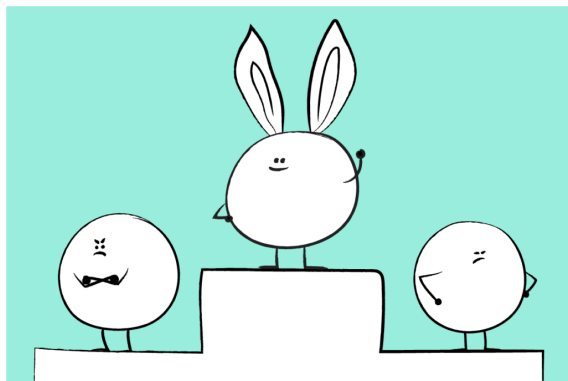


## Soft skills training will help prepare your employees for leadership positions <https://goverb.com/>

Regardless of your role or title, every person can benefit from the development of soft skills. That said, soft skills become more and more important as employees move into higher positions. A [report by iCMS Hiring Insights](#) which surveyed 400 HR and recruiting professionals found that 58% of recruiting professionals believe soft skills are even more important for leadership positions than entry-level positions.

From this same survey, 94% of HR professionals also believe that workers with strong soft skills have a better chance of being promoted at a company than an employee with more experience but weaker soft skills.



Skills like communication, problem-solving, emotional intelligence, and active listening are crucial to developing employees who are managing people at your company. In fact, 50% of employees leave their job because of a bad manager. Investing in soft skills training

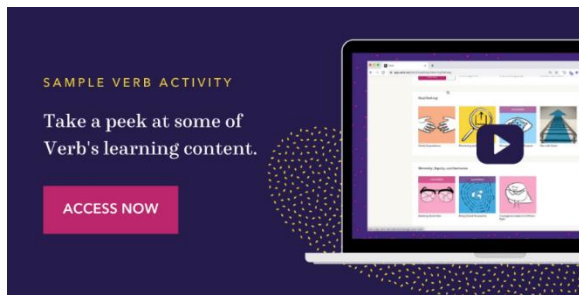
for your rising leaders can not only have a huge effect on their success in managerial positions but also on the job satisfaction of employees who work under them.

## Automation is taking over a lot of industries

In response to the increasing automation in many industries, [95% of people believe they need new skills to stay relevant in their jobs](#). According to [Accenture Strategy's Harnessing Revolution: Creating the Future Workforce report](#), 86% of American workers would invest free time to learn new skills to stay relevant. Top skills articulated to stay relevant included the ability to change and learn, and judgment and decision-making skills.



The report details a need for employers to really invest in “re-skilling” their employees. This includes investing in soft skills training. Arming employees with these soft skills – skills that cannot necessarily be mastered by robots or computers – is crucial to empowering employees with the skills they need to be successful.



## 6 soft skills every leader needs

There are an extensive number of soft skills that are beneficial for leaders and managers to develop, but today we'll be focusing six. They include:

- Empathy
- Awareness of unconscious bias
- Communication
- Decision making
- Prioritization
- Giving and receiving feedback

Let's dive deeper into each of these soft skills.



**Empathy:** is the ability to understand where someone else is coming from or why they feel or act the way that they do. By having empathy as a leader, you'll be able to connect with your team and better understand how to support them in their own career growth. Practice empathy by asking thoughtful questions, or focusing on the shared emotions or experience you

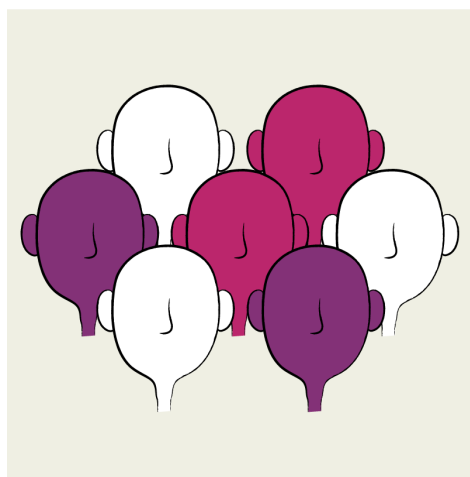


might have if you were in the other person's shoes

### Awareness of unconscious bias

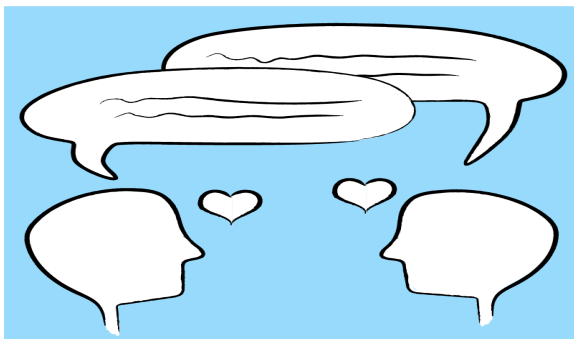
Whether or not we want to admit it, we all have unconscious biases. Unconscious biases are the underlying opinions you might have about a group of people based on stereotypes.

These biases can range from grouping people together based on your beliefs about their age group, gender, race, whether you have shared interests,



whether they're from, and more. The right soft skills training will allow you to recognize your own unconscious biases and face them head-on. By first acknowledging bias, we can then begin to combat it.

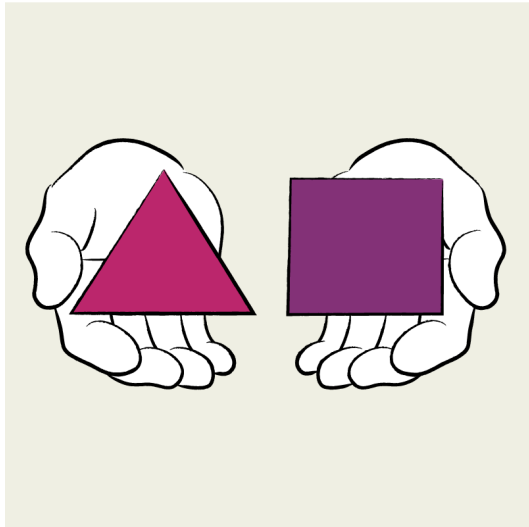
### Communication



If you're looking at the soft skill that is most likely to differentiate a *leader* from a *manager*, the ability to communicate might be it. Great communication means being able to flex your communication and leadership style to fit the team member you're talking with and having the ability to motivate your

team in the ways that resonate best with them. There are a number of different [communication and leadership styles](#) that are useful in any given situation. Unfortunately, not many [first-time supervisor training programs](#) teach these skills the way Verb does.

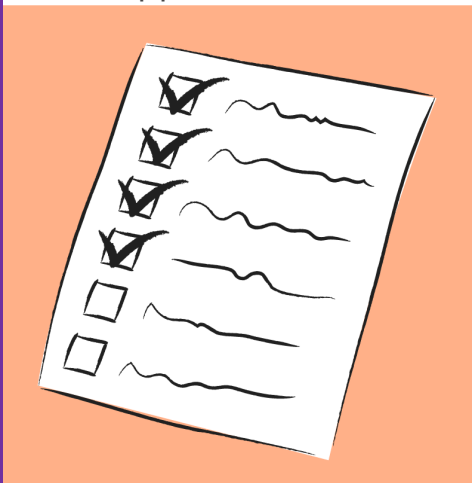




## Decision making

One of the most common tasks a leader will be faced with is making decisions. While not all decisions will be life-changing or difficult, a great leader should have the ability to make informed decisions quickly and with an understanding of the greater impact on both the business and team. While it may seem odd to think that you have to *learn* how to make decisions as a leader, having a thoughtful and focused

approach can make the process smoother over time.

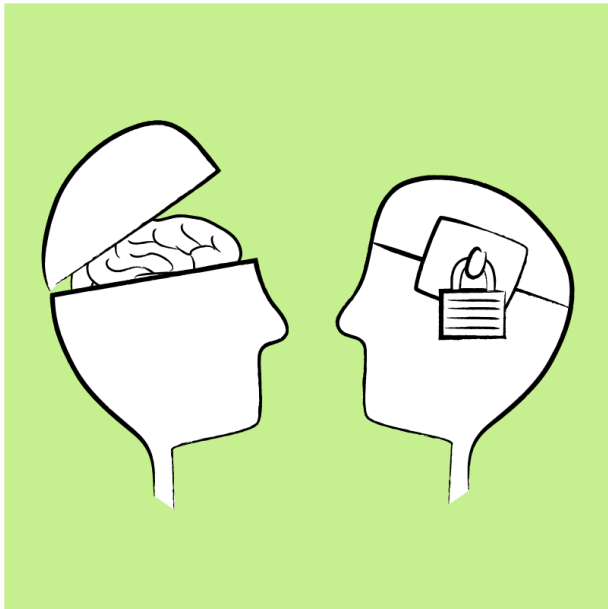


## Prioritization

As a manager, your time and attention will always be in high demand. There will likely be days when you just can't do it all- and the same is true for the team who works under you. It will be important that you can properly prioritize projects (try saying that three times fast) not only for yourself but for your team. With the

right soft skills training, you can find ways to systemize this process and make smart decisions that alleviate pressure. Luckily, you can start learning this skill whether you're in a leadership position or not.





## Giving and receiving feedback

For many people- whether they're an entry-level employee, first-time manager, or seasoned executive- giving and receiving feedback is hard to master. Simply put, many of us like to be positive, well-liked, and to not "stir the pot." Unfortunately, this is a disservice to everyone involved. Feedback is one of the best ways we can grow and improve. By developing the right soft skills you can change

your mindset and approach feedback in a more systematic way. Over time you'll find this process will get easier and easier.

Are you ready to invest in soft skills training and development for your employees? Verb specializes in soft skills development with collections and activities centered around topics like giving and receiving feedback, communication, and empathy. [Schedule time to talk to one of our educational experts to learn more.](#)


## Post navigation

# 5 Reasons to Invest in Professional Development For Your Team

Published June 4, 2019 by Amanda Hagle

We call this concept of investing in every part of the employee [whole person development](#). We recently conducted a survey of 299 millennials in the U.S. (defined for our purposes as individuals aged 22-35 who are employed for wages and have completed university, postgrad or vocational school) around





their opinions and expectations for professional development opportunities provided by an employer.

The results are crystal clear: Millennials have high expectations for their employers. 90% of those surveyed stated that professional development is something they expect from their employer.

But it doesn't stop there. Based on our survey, we've compiled these top 5 reasons to prioritize smart, effective professional development opportunities:

1. **Your reputation is at stake.** 87% of those surveyed agree or strongly agree that "because my employer offers professional development opportunities, I have a more positive view of my employer".
2. **This is a rare opportunity to cultivate the kind of leaders your business needs.** Leadership, communication and strategic thinking skills are the top skills those surveyed want to improve.
3. **Employees know if they're not getting anything out of the time they put in.** Only 14% indicated that their current professional development is very effective.
4. **It could put you over the edge in a hiring competition.** Of the 90% who say they expect an employer to offer professional development, 60% consider it a high priority or essential when considering a *new* employer.
5. **There are new tools to make what you're doing way more memorable.** More than 79% of respondents say that they use an online platform for training but 41% of those don't know the training provider name.

We understand that not every team has the bandwidth to create as robust a professional development strategy as they may want. But with these results, can you afford not to? We can help. Fill out the form below to start the conversation.

