For leadership, learning, and talent development professionals still on the fence about including projected impact numbers in their training proposals, Leone offers encouragement. “You always get the biggest bang for your buck with leadership training, because you’re sending one person through and influencing the ten people who report to that person. You’re paying for one person and influencing so many others. “Don’t be afraid to measure the impact of your training. If you don’t, people will never know the value you bring to the organization. How to improve the adoption of new leadership practices from the classroom to the work environment.