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**The impact of leadership development  
programs at FNB Namibia Holdings, Ltd.**



## **Abstract**

This dissertation aimed to examine the impact of leadership development programs on managers' leadership skills and competencies within FNB Namibia Holdings, Ltd (FNB). This quantitative study used to examine the impact of leadership development from the managers from various departments within FNB. The study began with a survey sent to the managers in each of the departments in the organizations to provide their view about the impact of the leadership develop on their individual leadership skills. Findings of the study indicated that there is a strong relationship between leadership development and leadership skills or competencies of managers. The author concludes that much of the academic literature is supported by his initial research findings but that there are widely varying levels of understanding of leadership development among managers in general, which requires explanation through further research. The results from this study were consistent with related literature on the topic. This study provided further evidence that managers were expecting certain high level leadership development evaluation to be provided in order to demonstrate the value from the programs.