

THE BEST & WORST MANAGEMENT DECISIONS OF 2025

What leaders must reflect on
before the year ends

Let's Swipe Right



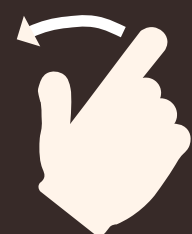
As 2025 closes, one question matters most

What decisions strengthened your people—and which quietly weakened them?

Because culture, capability, and continuity don't fail suddenly.

They erode through unexamined decisions.

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Internal Promotions

Promoting from within feels right.
But did it actually work?

Ask yourself:

- Were new managers supported with training?
- Were communication skills assumed instead of taught?
- Did HR & L&D stay involved after the promotion?

👉 Promotions fail less due to talent—and more due to lack of preparation.

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When Promotions Struggle

If an internal promotion failed:

- Was remediation attempted?
- Was role redesign considered?
- Was there a dignified path back to strengths?

The real lesson isn't the individual.
It's what your organization missed
teaching before the role changed.

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Layoffs & Terminations

Who left in 2025—and why?

- Budget-driven or performance-based?
- Were performance claims validated—or rubber-stamped?
- Did managers' narratives match team reality?

! Poorly examined exits damage trust far beyond one role.

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The Aftermath Leaders Forget

Post-layoff reality check:

- Skeleton teams?
- Burnout signals?
- Knowledge gaps?
- No backup for senior roles?

Layoffs without contingency planning
don't cut costs.
They create future crises.

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Learning's Role in Product & Service Failures

If a launch struggled, ask:

- Were sales & support trained properly?
- Did learning match real customer scenarios?
- Was feedback used to improve training?

Training isn't a checkbox.
It's the bridge between strategy and execution.

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Replicating Success

When launches did succeed:

- What learning model supported them?
- Can it be reused with small customizations?
- Were teams coached—not just trained?

💡 Scalable success always leaves clues.

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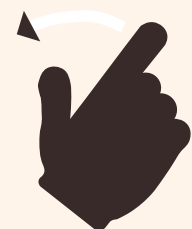


The Leadership Question for 2026

As the year ends, ask honestly:
What was within our control—and
what will we do differently next year?

Reflection isn't weakness.
It's how strong organizations renew
themselves.

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Turnkey Training

The best management decisions
aren't always bold.
They're thoughtful, supported, and
revisited.

What are your people and
learning teams rethinking for
2026?

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