

# Which delivery method should I use for my leadership development program?

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*This article provides guidance on selecting the best format for deploying a leadership development program with Curations by Big Think+.*

## What delivery method should I use for my Leadership Development Program?

Choosing the right delivery method for a leadership development program shapes how well participants engage, learn, and apply new skills. The format should align with your organizational culture, leaders’ schedules and workplace ([deskless](#), in-office, remote, hybrid), and the need for [scalability](#), while also providing opportunities for real-world practice. The delivery method directly impacts both the participant experience and the program’s overall effectiveness.

The following chart outlines the pros and cons of commonly used formats for leadership development.

Format	Best Fit Criteria	Pros	Cons	Best For
<b>On-Demand/Self-Paced</b>	You have a global or dispersed workforce, need scale & flexibility, and are budget-conscious	<ul style="list-style-type: none"><li>- Scalable &amp; consistent</li><li>- Self-paced flexibility</li><li>- Cost-effective</li><li>- Easy to update</li></ul>	<ul style="list-style-type: none"><li>- Risk of low completion due to overwhelm or getting “lost”</li><li>- Limited social learning</li><li>- Less transformative</li><li>- Less effective for soft skills</li></ul>	Foundational knowledge, reinforcement, large-scale rollouts

<b>Blended Learning</b>	You need a balance of depth, scale, and flexibility, and would like to offer diverse learning formats	<ul style="list-style-type: none"> <li>- Maximizes retention and transfer</li> <li>- Combines flexibility with interaction</li> <li>- Higher retention</li> <li>- Reinforces learning</li> </ul>	<ul style="list-style-type: none"> <li>- Complex to design and coordinate</li> <li>- Logistics heavy</li> <li>- May cause learner preference mismatches</li> </ul>	Comprehensive programs, leadership pipelines, hybrid workforce
<b>Spaced Sessions (weekly/monthly over time)</b>	Your goal is long-term behavior change, and your learners can commit to a recurring schedule	<ul style="list-style-type: none"> <li>- Higher retention results from time to apply concepts</li> <li>- Sustains engagement</li> <li>- Supports blended formats</li> </ul>	<ul style="list-style-type: none"> <li>- Longer time commitment</li> <li>- Risk of drop-off</li> <li>- Scheduling complexity</li> </ul>	Emerging leader pipelines, skill reinforcement, culture change

Summary:

- **On-demand** → best for scale and flexibility.
  - **Blended** → best for balance and retention.
  - **Spaced Sessions** → best for engagement and culture change.
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