

# 2025 Return on investment

Leadership Group	PER HEAD			TOTALS				
	Cost of hiring externally and retaining for relevant tracking period for group (B)	Cost of program, including cost of ready-now successor (based promotability per segment) (C)	Saving vs hiring externally (D) (Col B minus Col C)	Number of program participants who were promoted (E)	Total cost if program participants were hired externally (F) (Col B x Col E)	Total cost of program (G) (Col C x Col E)	Savings generated by program (H) (Col F minus Col G)	ROI per program (Col H divided by Col G)
<b>FFW 3:</b> Top 300 Leaders	€ 218.336	€ 39.030	€ 179.306	30	€ 6.550.068	€ 1.170.886	€ 5.379.182	<b>459%</b>
<b>FFW 2:</b> Change Leaders	€ 58.014	€ 30.139	€ 27.875	46	€ 2.668.660	€ 1.386.398	€ 1.282.263	<b>92%</b>
<b>FFW:</b> Front-line Leaders	€ 18.309	€ 15.039	€ 3.270	64	€ 1.171.745	€ 962.480	€ 209.266	<b>22%</b>
<b>TOTAL</b>	<b>€ 294.658</b>	<b>€ 84.207</b>	<b>€ 210.451</b>	<b>140</b>	<b>€ 10.390.473</b>	<b>€ 3.519.763</b>	<b>€ 6.870.710</b>	<b>195%</b>