

2024 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 promot ability 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)
FFW3:Top 300 Leaders	€ 165.368	€ 76.000	€ 89.368	12	€ 1.984.415	€ 911.998	€ 1.072.417	118%
FFW2: Change Leaders	€ 49.338	€ 29.255	€ 20.083	31	€ 1.529.474	€ 906.893	€ 622.581	69%
FFW: Front-line Leaders	€ 16.753	€ 13.549	€ 3.204	47	€ 787.377	€ 636.802	€ 150.575	24%
TOTAL	€ 231.458	€ 118.803	€ 112.655	90	€ 4.301.266	€ 2.455.693	€ 1.845.573	75%