



WORKPLACE LEADERSHIP

Workplace leadership is evolving
Is your team ready for 4D?

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Global Giants That Rely on Toastmasters



Microsoft

amazon

Google

ORACLE®



BANK OF AMERICA

TECH
mahindra

Canon




Reliance
Industries Limited

TOYOTA



GMM
Pfaudler

and many more

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TOASTMASTERS HELPS EXPAND EACH DIMENSION FOR YOUR GROWTH

Workplace leadership is evolving
Is your team ready for 4D?



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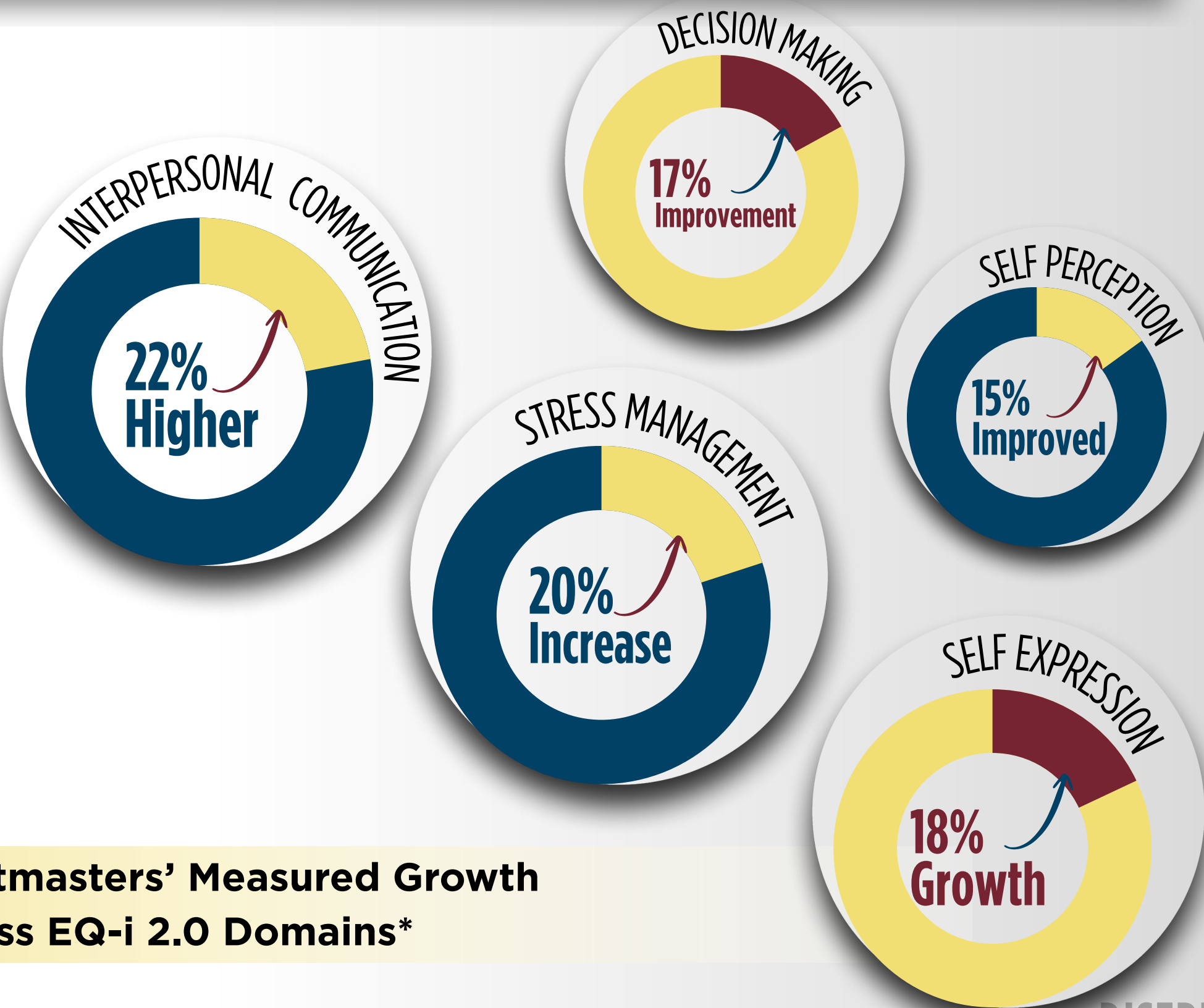
WORKPLACE LEADERSHIP

EMOTIONAL QUOTIENT

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How Toastmasters helps to build **Emotional Quotient** at Workplace



Toastmasters' Measured Growth
Across EQ-i 2.0 Domains*

*Supported by global research from MHS, Gallup, APA, Toastmasters International, and Harvard Business Review (2022–2024). d98tm dist98 toastmasters-district-98

- ✓ Self-regard
- ✓ Self-actualization
- ✓ Emotional self-awareness
- ✓ Stronger self-leadership
- ✓ Authenticity in communication



SELF PERCEPTION

**Toastmasters’ Measured Growth
Across EQ-i 2.0 Domains***

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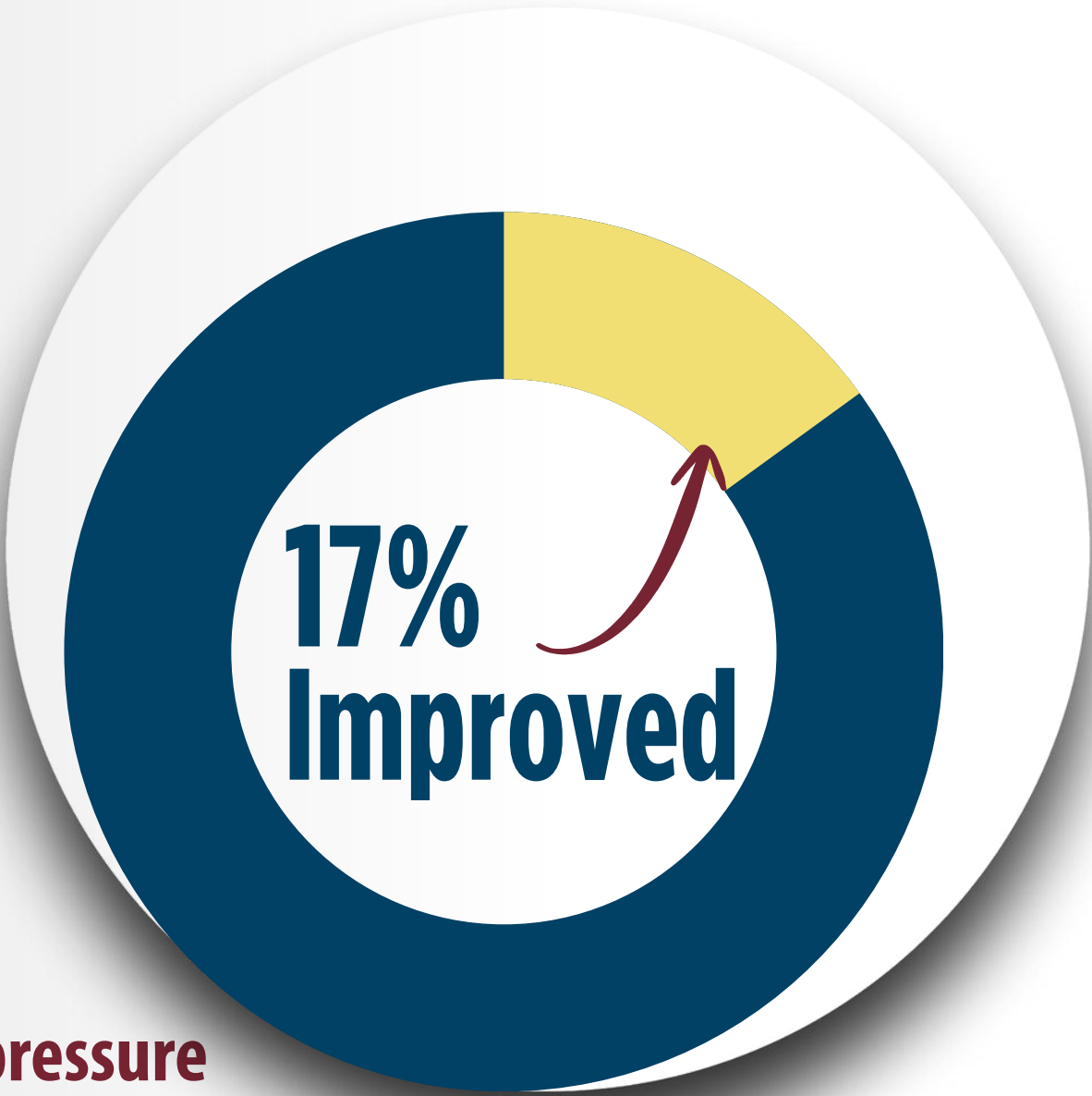
- Emotional expression ✓
- Assertiveness ✓
- Independence ✓
- Balanced leadership voice ✓
- Better feedback culture ✓

SELF EXPRESSION

**Toastmasters' Measured Growth
Across EQ-i 2.0 Domains***

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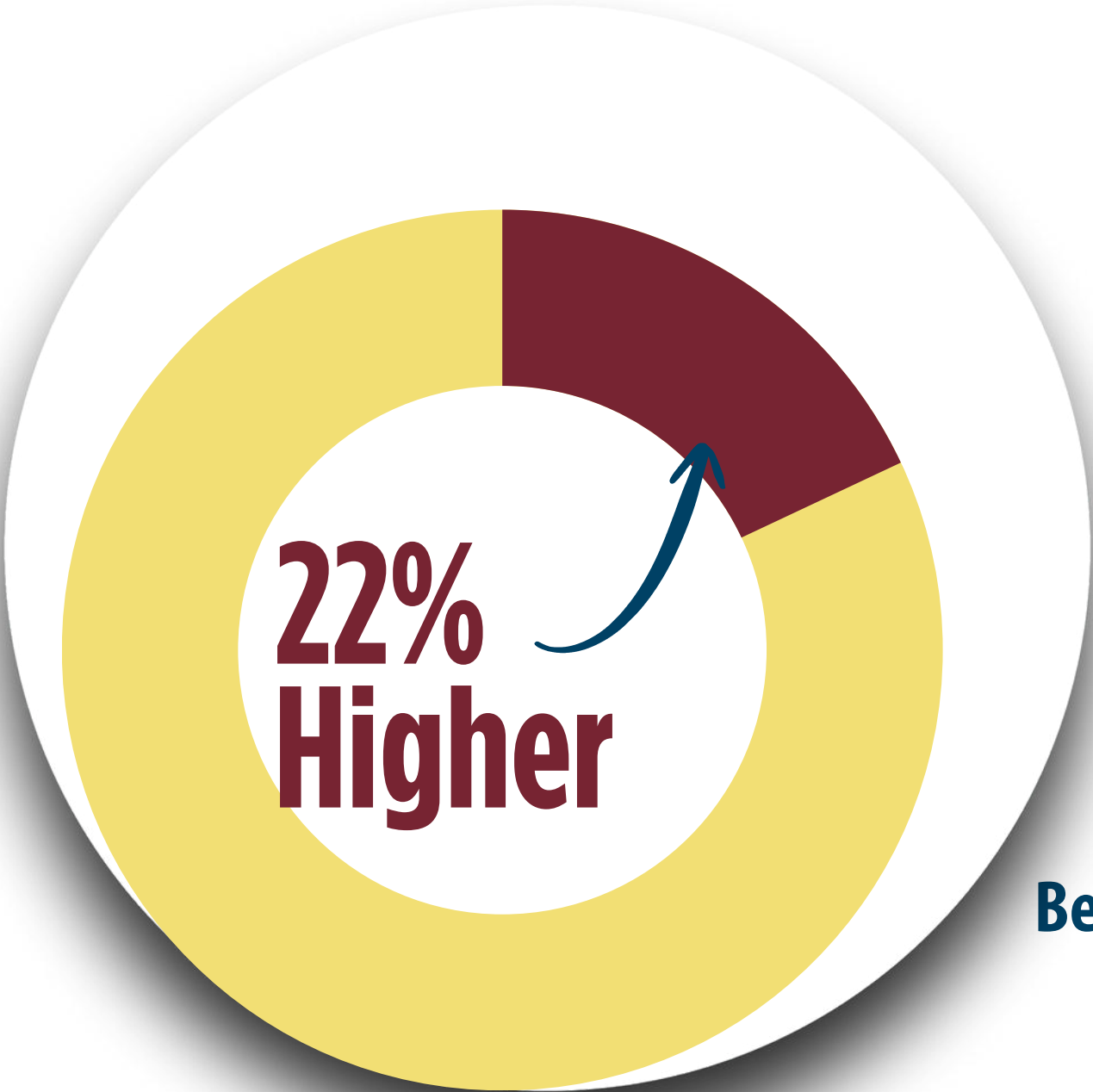
- ✓ Problem solving
- ✓ Reality testing
- ✓ Impulse control
- ✓ More composed
- ✓ Data-informed leadership under pressure



DECISION MAKING

**Toastmasters' Measured Growth
Across EQ-i 2.0 Domains***

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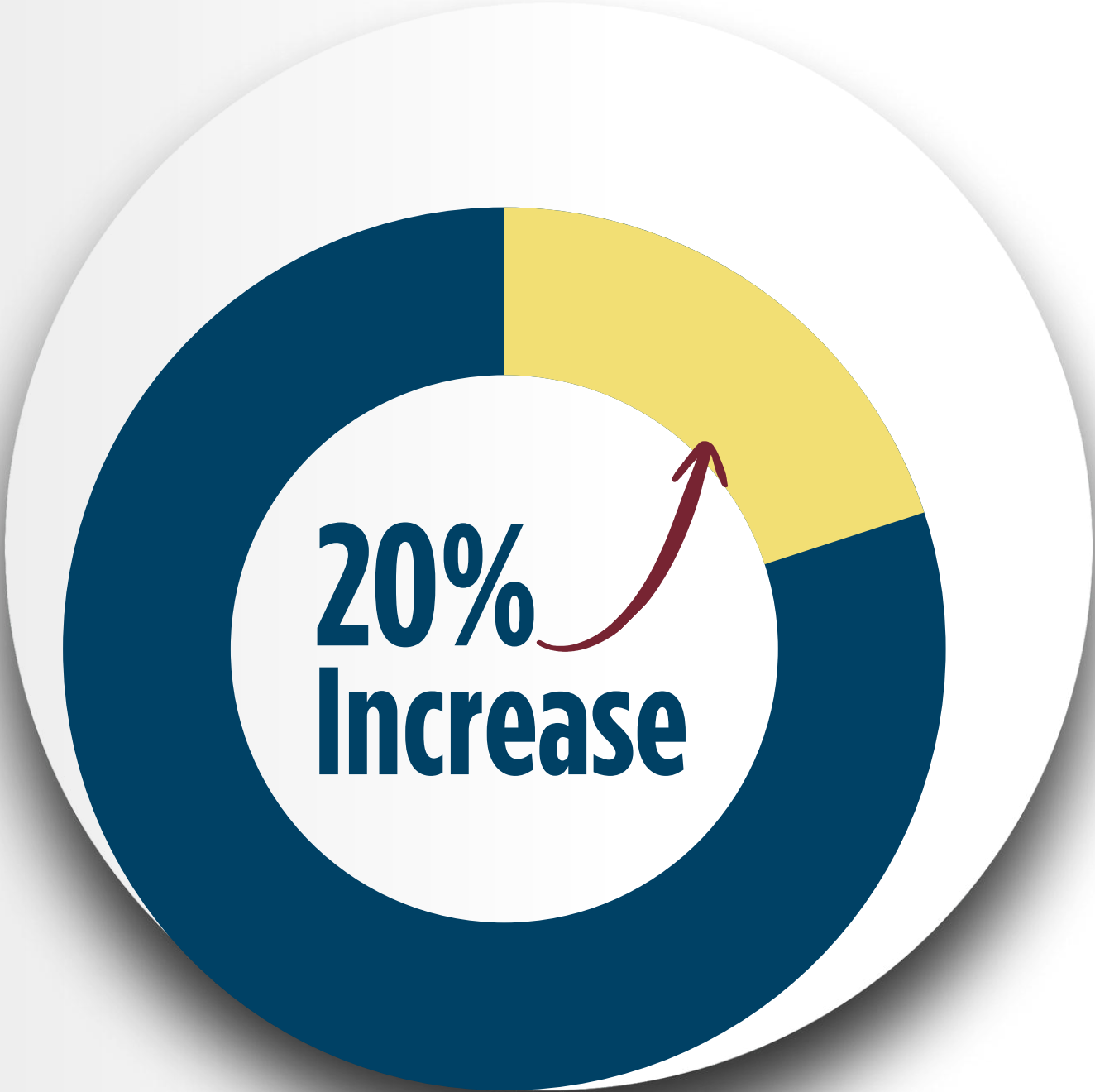
- Empathy** ✓
- Social responsibility** ✓
- Interpersonal relationships** ✓
- Higher trust** ✓
- Reduced Conflict** ✓
- Better cross-team collaboration** ✓

INTERPERSONAL COMMUNICATION

**Toastmasters’ Measured Growth
Across EQ-i 2.0 Domains***

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- ✓ Flexibility
- ✓ Optimism
- ✓ Lower burnout
- ✓ Higher resilience
- ✓ Improved retention



STRESS MANAGEMENT | WORK EFFICIENCY

**Toastmasters’ Measured Growth
Across EQ-i 2.0 Domains***

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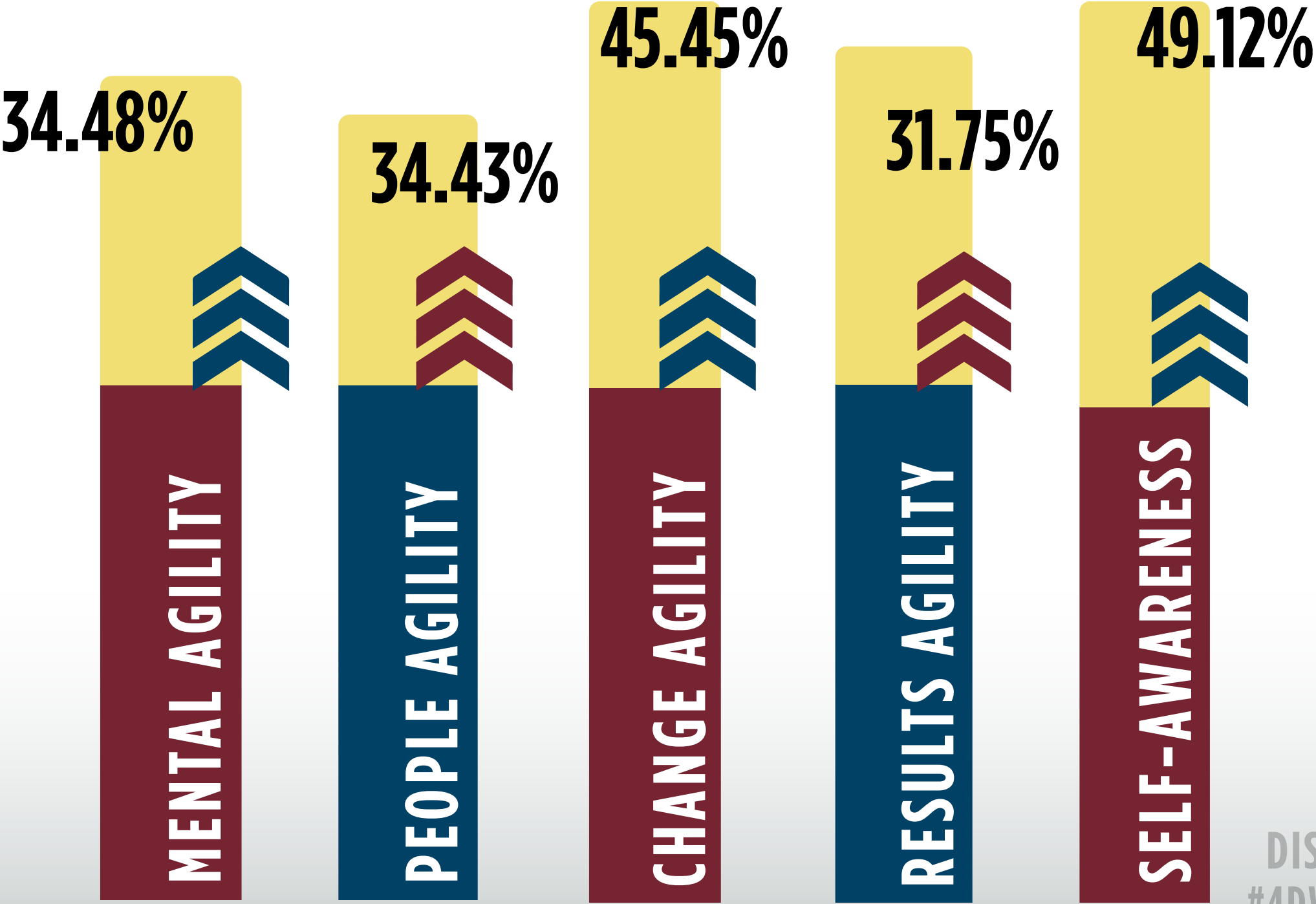
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AGILITY

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LEARNING AGILITY INDEX
After sustained Toastmasters participation*



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*Supported by research from Deloitte, Gartner, McKinsey, and Toastmasters International on measurable Learning Agility growth (2022–2025).

Comfort with complexity and ambiguity



MENTAL AGILITY

- Curiosity ✓
- Analytical Thinking ✓
- Conceptual Flexibility ✓
- Learning from Failure ✓
- Cognitive Resilience ✓

LEARNING AGILITY INDEX
After sustained Toastmasters participation*

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PEOPLE AGILITY

- ✓ Empathy
- ✓ Collaboration
- ✓ Listening Agility
- ✓ Emotional Regulation
- ✓ Influence through Connection

34.43%

Learning through relationships and empathy

LEARNING AGILITY INDEX

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Curiosity and resilience under new challenges



CHANGE AGILITY

- Adaptability ✓
- Openness to Experimentation ✓
- Resilience under Uncertainty ✓
- Initiative for Innovation ✓
- Continuous Improvement Mindset ✓

LEARNING AGILITY INDEX
After sustained Toastmasters participation*

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RESULTS AGILITY

31.75%

- ✓ Goal Orientation
- ✓ Accountability
- ✓ Resourcefulness
- ✓ Focus Under Pressure
- ✓ Strategic Execution

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After sustained Toastmasters participation*



Delivering amid uncertainty

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Reflective understanding of strengths and triggers



SELF-AWARENESS

- Reflection ✓
- Feedback Receptivity ✓
- Growth Mindset ✓
- Self-Regulation ✓
- Authentic Presence ✓

LEARNING AGILITY INDEX
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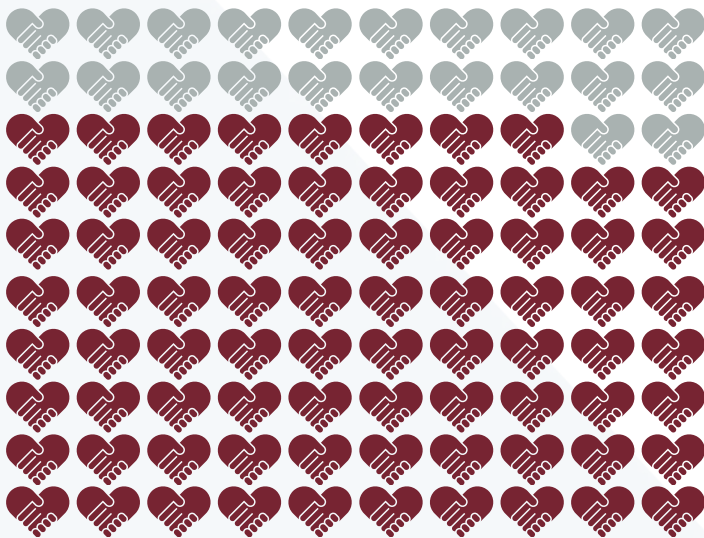
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EMPLOYEE ENGAGEMENT

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TOASTMASTERS HELPS EXPAND EACH DIMENSION FOR YOUR GROWTH

+66% Increase in
Psychological Safety



78%

50% Increase in Trust
in Leadership



50%

62% Increase in Active
Internal Engagement



62%

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Employee Experience (EX) and Engagement Index

Data: Gallup State of the Global Workplace Report (2024); Toastmasters International Comparative Studies (2023);
Toastmasters Corporate Club Research (2022–2023).

TRUST IN LEADERSHIP

- +64% career advancement
- +57% cross-department collaboration
- +100% managerial value recognition

BEFORE



20%

AFTER



50%

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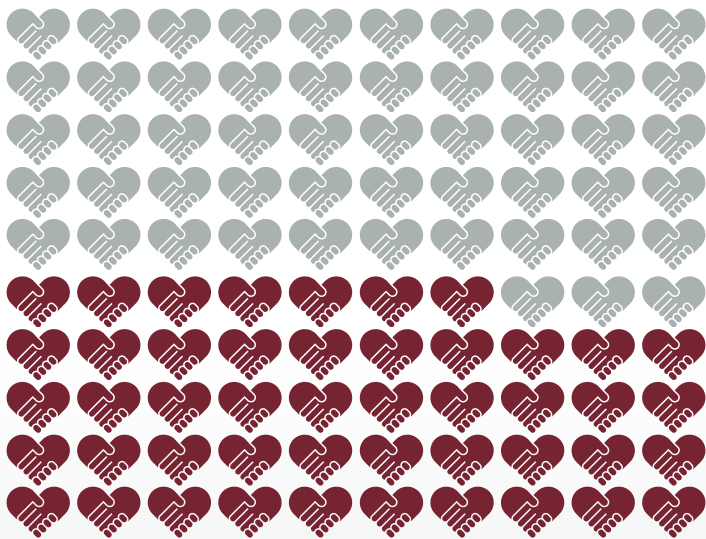
Employee Experience (EX) and Engagement Index

PSYCHOLOGICAL SAFETY

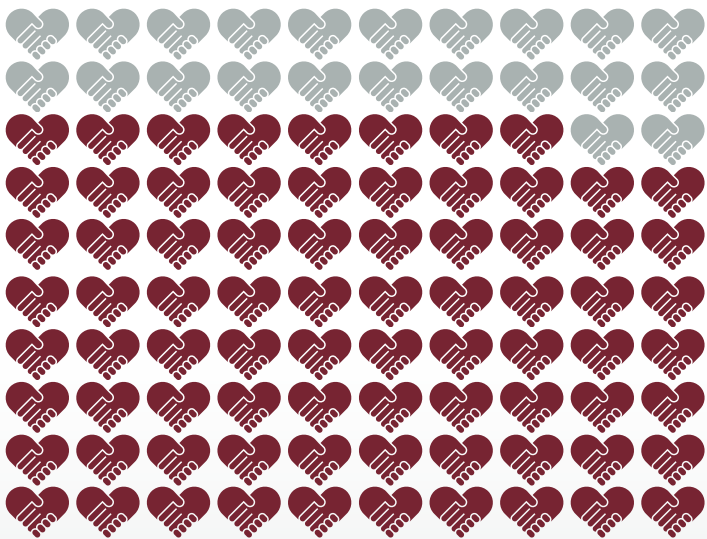
✓ +66% Increase in Psychological Safety
✓ +27% Innovation

BEFORE

AFTER



47%



78%

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Employee Experience (EX) and Engagement Index

ACTIVE INTERNAL ENGAGEMENT

- ✓ +55% increase in active engagement after joining Toastmasters
- ✓ +31-point gain in perceived connection to organizational purpose
- ✓ 2× improvement in cross-department collaboration metrics

BEFORE

AFTER



31%



62%

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Employee Experience (EX) and Engagement Index



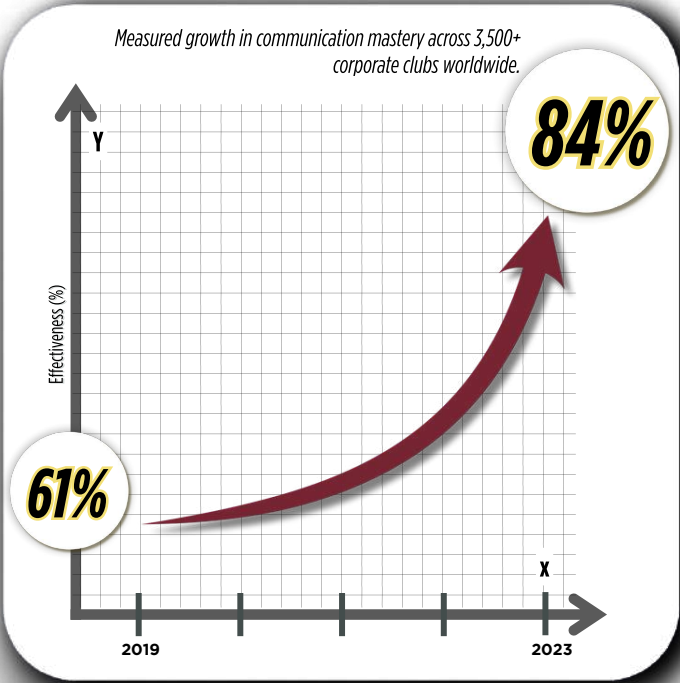
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RETURN ON INVESTMENT

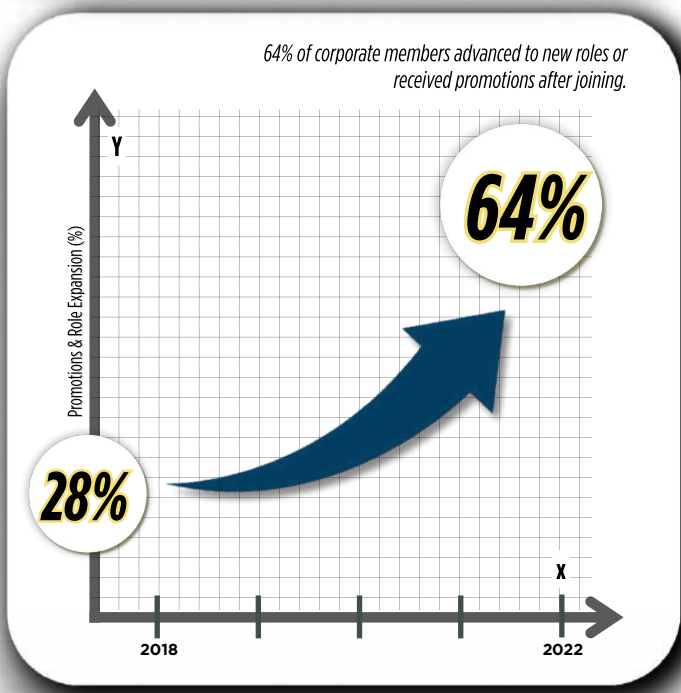
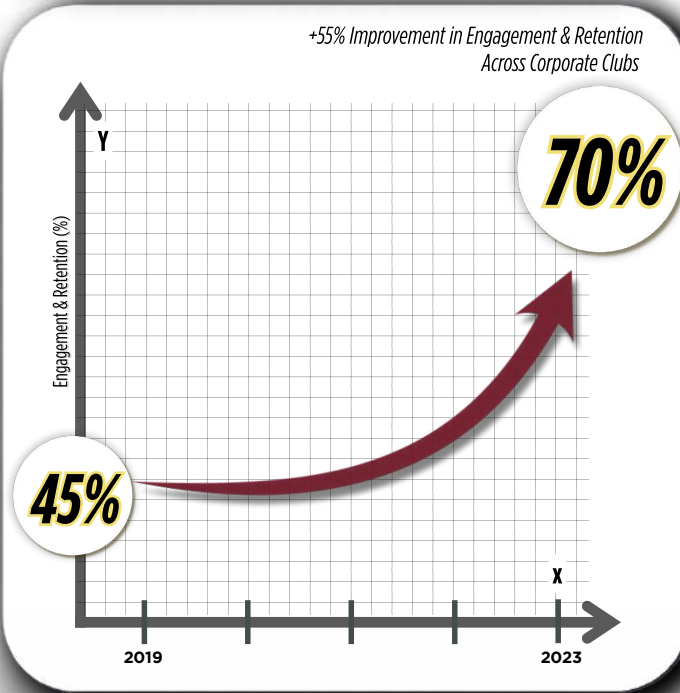
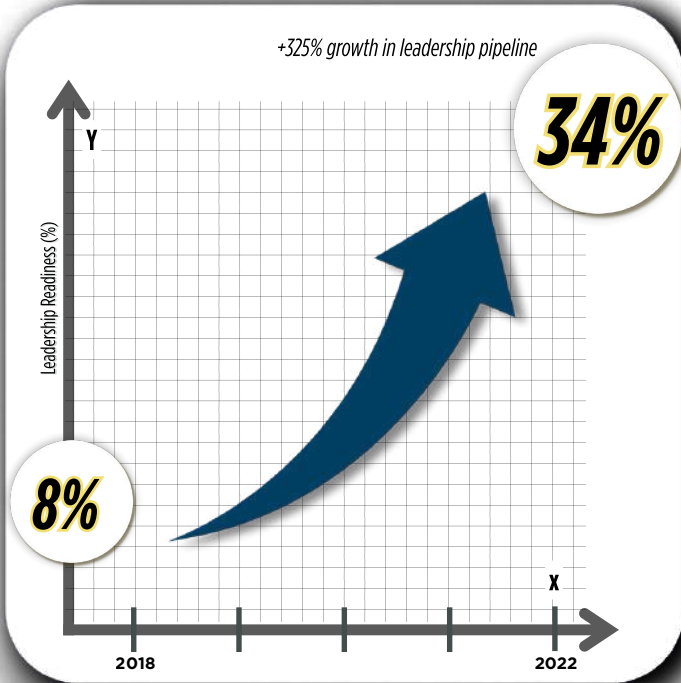
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Communication Effectiveness



Leadership Readiness



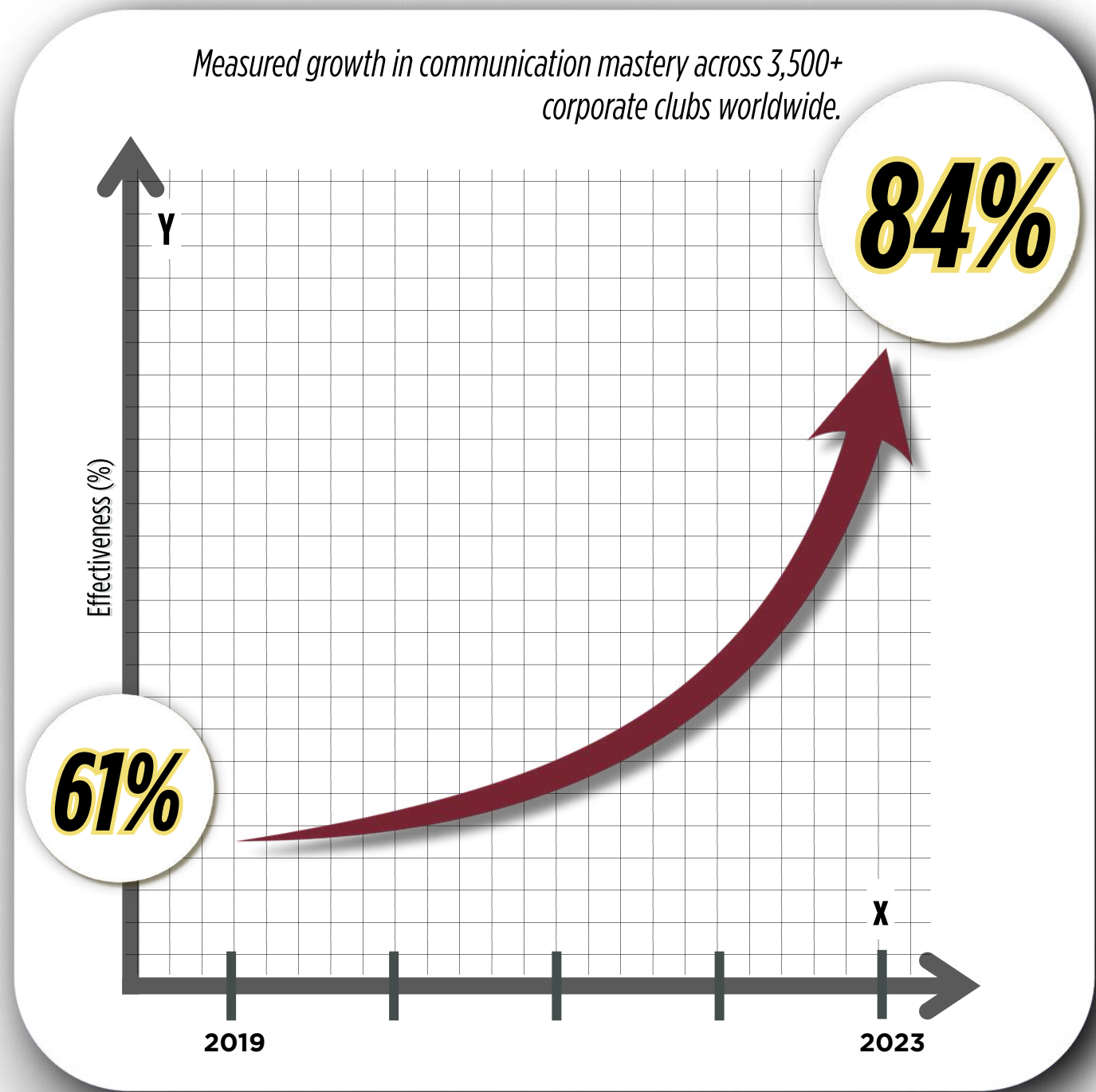
Engagement & Retention

Promotions & Role Expansion

THE MEASURABLE ROI TO TOASTMASTERS INVESTMENT*

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Based on multi-year data from Toastmasters International research reports and Deloitte collaboration, reflecting measurable gains across communication (+38%), leadership readiness (+325%), promotions & role expansion (64%), and engagement & retention (+55%).



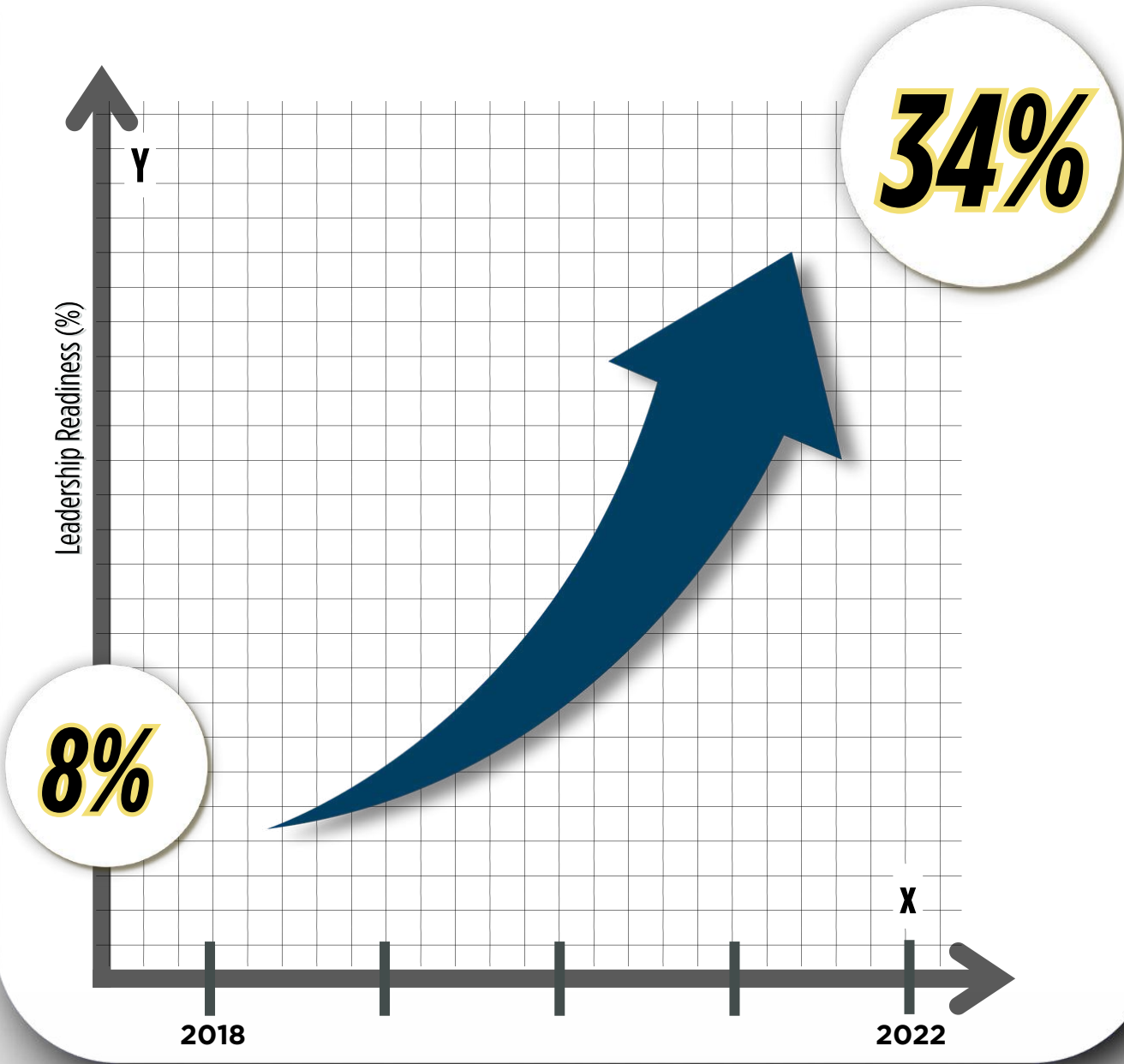
Clarity in Expression ✓
Confident Presentations ✓
Collaborative Communication ✓

IMPACT ON COMMUNICATION EFFECTIVENESS*

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*Toastmasters International Corporate Club Research (2019–2023) | +38% Improvement in Communication Effectiveness |
Source: Item 735 Corporate Clubs Report

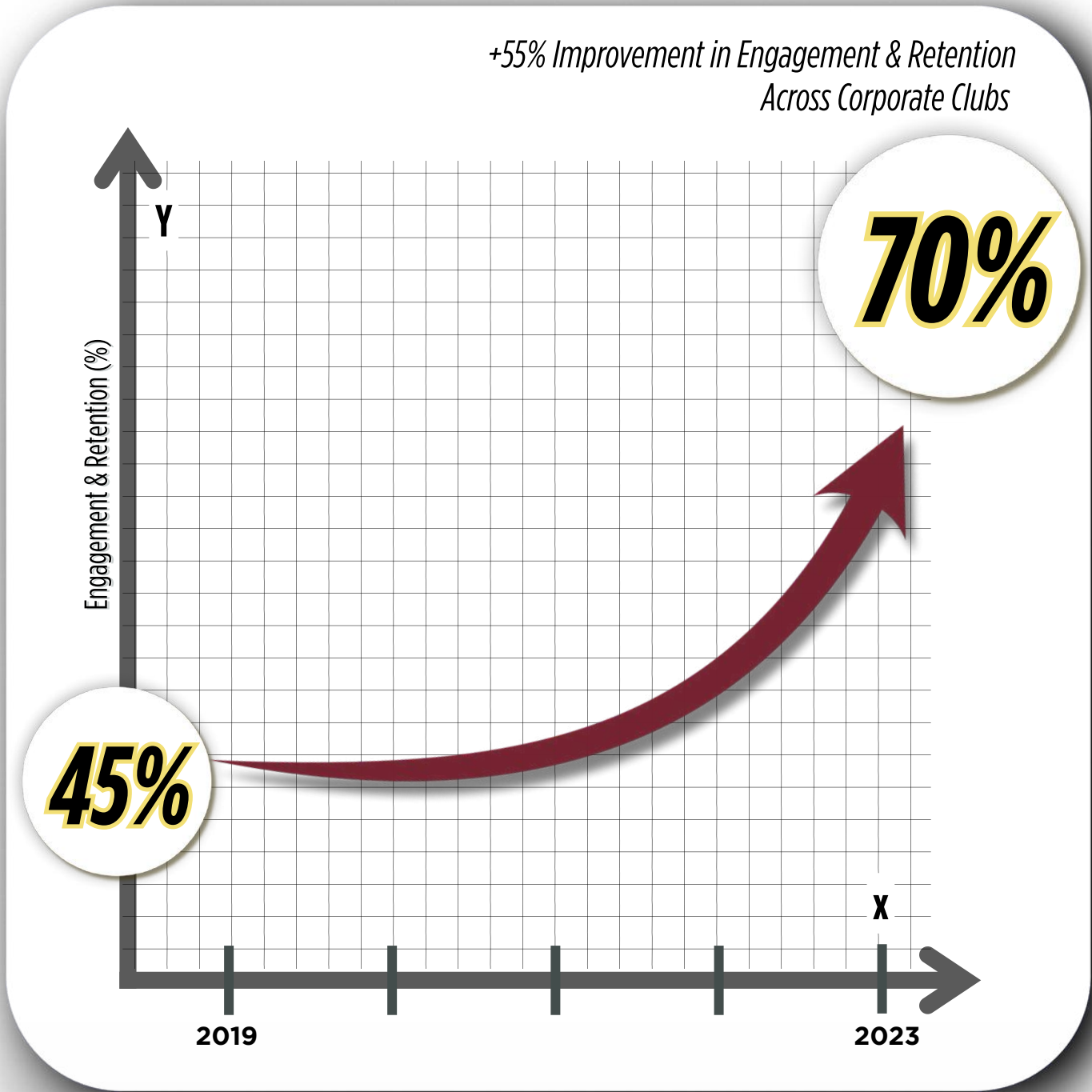
+325% growth in leadership pipeline



- 50% more team trust ✓
- 3.5× higher team performance ✓
- 2× more likely to lead successful teams ✓

IMPACT ON LEADERSHIP READINESS*

Toastmasters International Global Member Survey (2022) | 64% of corporate members reported promotions or expanded responsibilities after sustained participation.

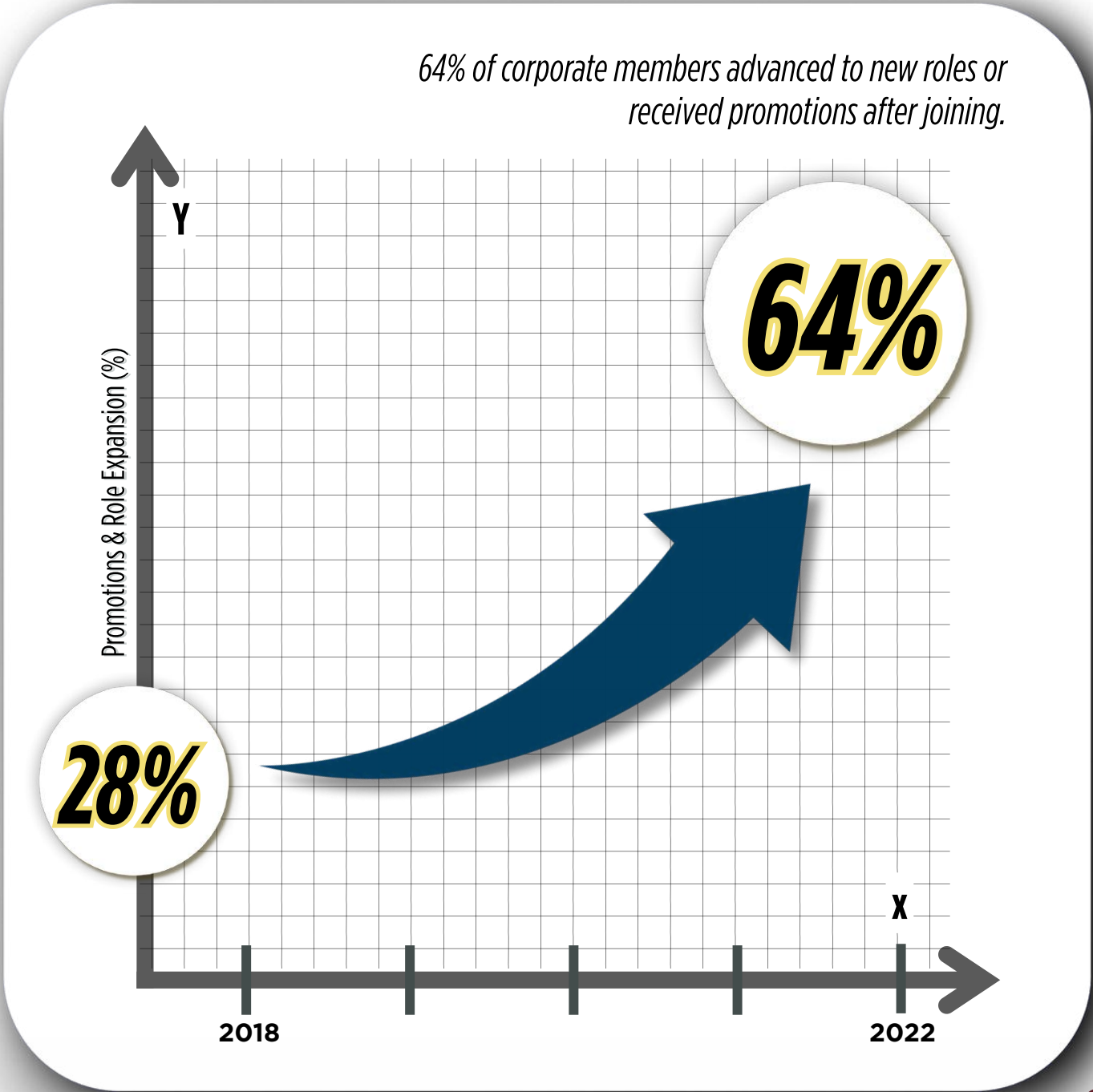


2.5× higher engagement ✓
42% more likely to stay ✓
Team Retention and Productivity ✓

IMPACT ON ENGAGEMENT & RETENTION*

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*Toastmasters International Comparative Studies (2023) | +55% Improvement in Engagement & Retention Across Corporate Clubs



Leadership Visibility +48%
Decision Confidence +42%
Communication Influence +55%

IMPACT ON PROMOTIONS & ROLE EXPANSION*



WORKPLACE LEADERSHIP

Transform your workplace potential into performance
Start your 4D Workplace journey now

Email us at : trio@district98.org

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