
Study on zentor leadership training, April–September 2025

Research question: The study examines the effectiveness of the TK LevelUp leadership training program conducted by zentor – in particular with regard to its effects on leadership skills, stress experience and management, team dynamics and subjective well-being.

Purpose: The study provides valuable insights into the effectiveness of learning & development measures and supports companies in making evidence-based decisions in personnel development.

Procedure: The evaluation is based on a quasi-experimental design with a non-randomized sample across several cohorts. Data will be collected as part of a before and after survey. The sample comprises an extended intervention group (training participants and their team members) and a passive control group (non-participating managers). Validated psychometric instruments and qualitative feedback formats (self-assessments) are used. Optional follow-up surveys are planned in order to analyze possible long-term effects.

Data protection: Data collection is strictly anonymized. All personal information is processed pseudonymously and evaluated exclusively for scientific purposes. Compliance with the applicable data protection guidelines in accordance with the GDPR is guaranteed. Participation in the study is voluntary.

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