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# Corporate training improves stock market performance

***A McKinsey study shows the link between stock market performance and employee skill development programs.***

According to a study conducted by McKinsey, companies that initiate **stable employee skill development plans** perform on average 43% better on the stock market than similar companies in the same target market.

The study found that:

- companies that did not have any development plans had a stock market performance equal to the average;
- companies that had initiated development programs **involving 10 to 30% of their employees** had a **9% better benefit** than their competitors;
- groups that had involved **more than 30% of their employees** had average **benefits 43% higher** than competitors in similar markets.

The U.S. consulting firm's research is part of a larger body of work that focuses on the **organizational health of companies** and how much this factor directly impacts the success of business transformation.

The data collected shows that about **70% of corporate transformations fails** precisely because they don't include employee training programs.

McKinsey also developed the **OHI** (Organizational Health Index), an index that monitors the organizational health of companies at all levels (from managers to employees).

On a scale of 0 to 100 on the OHI index, companies in **Europe** are 10 points below the global average of 66. The companies in the Old Continent are mainly disadvantaged by shared vision, strategic clarity and information sharing.

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