

Korn FerryLeadership Architect™

Global Competency Framework

Align talent, activate strategy, and build a solid foundation for a sustained talent advantage.

Vision you need to activate strategy — today and tomorrow.

In today's volatile business environment, having talent with the right skills at the right time is essential for success but difficult to guarantee. A majority of CEOs globally say they are concerned about the availability of key skills as a business threat,¹ and more than one-third report difficulty filling positions because skilled talent isn't available.²

And in the workforce today, only about 30 percent of high performers are also high potentials. The remaining 70 percent have what it takes to succeed now, but they lack at least one critical component necessary for future success.³



Korn Ferry Four Dimensions of Leadership and Talent can put your business in the best position to succeed and give you a whole-person view of your talent. By measuring four key dimensions that are the foundation of human behavior — competencies, experiences, dispositions, and motivators — you can get a complete picture of a person's individual qualities. It's easier to determine success requirements, candidate matches, and development gaps and strategies. You can identify leaders who are high performers, have the potential to perform in more-demanding roles, are ready for the next challenge, and are an immediate fit for a key

position. Based on decades of research and experience from the best in the talent business, you can take the guesswork out of your most important talent decisions.

The first step is identifying and implementing the right competencies. With the Korn Ferry Leadership Architect™ Global Competency Framework, it's easier for your organization to hire and develop the talent you need and strengthen your succession, development, selection, performance, diversity, and inclusion efforts.

¹ PWC 16th Annual Global CEO Survey. 2013.

² Manpower Group. 2013.

³ "How to Keep Your Top Talent." Harvard Business Review. 2010.

What is Korn Ferry Leadership Architect™?

Consulting Approach for Korn Ferry Leadership Architect™

Global Competency Framework

BUSINESS & TALENT STRATEGY ALIGNMENT

Competency Strategy Competency Modeling

Foundation of Competencies

Competency Implementation TALENT MANAGEMENT SOLUTIONS

The two- to three-day *Talent Strategy Workshop™* evaluates the strengths, weaknesses, and importance of your talent management ecosystem relative to your business strategies.

A resulting talent strategy road map helps you prioritize the key talent initiatives — such as competencies or succession — needed to optimize business results.

The two half-day

Competency Strategy
Sessions are a discovery
and decision process for
ensuring successful
implementation of the
structure, content,
management, and use of
leadership competencies.

They help identify and plan the desired impact on leadership culture, talent processes, and HR systems. We also review change management strategies/options.

With "fast-track",
Korn Ferry flagship
Competency Modeling
Approach, our
experienced consultants
use proprietary filters,
card sorts, and other
products to rapidly
create and tailor
competency models that
meet your organization's
unique industry and
business

Other flexible approaches are available based on your situation.

needs/challenges.

Competency

Implementation Services ensure the transfer of files/models into key HR systems that help gain enterprise-wide adoption of competencies via:

Awareness communications/ trainings

"Train-the-trainer" sessions/certifications

Other marketing, training, and change management collateral, such as iconography Korn Ferry can strengthen your succession, development, selection, performance, diversity, and inclusion efforts through world-class products, solutions, and intellectual property linked to competencies and the Korn Ferry Leadership ArchitectTM, such as:

Assessments:

360/multi-rater, self-, and simulation-based

Development: Training and development programs/products

We make it easy for you to:

Engage every user. Korn Ferry Leadership Architect™ uses clear and accessible language to drive global usability with highly relevant, high-impact content that's easy to understand and act on.

Get trusted guidance. With decades of research driving the Korn Ferry Leadership Architect™ framework, you get deep, trusted insights into what matters most at every leadership level.

Support your strategy. Our content is configurable to emphasize the unique skills and behaviors that drive performance in your organization and your industry.

Bring your strategy to life. When you activate your strategy with Korn Ferry Leadership Architect™, you align your talent strategy with your business strategy to meet your organization's needs and create a foundation for the future.

With Korn Ferry Leadership Architect™, you can address your talent challenges.

Aligning globally Innovating products **Building market** Responding to Transforming the share rapid change organization Address and expand a Target your specific Reach consensus quickly Empower employees to **Build** executive global view of your talent industry requirements to and reduce time to own their development confidence in the strategy that better ensure that your talent is assess, address, and and support executives in capabilities of existing values individual and prepared to succeed in close talent gaps key deployment and leaders to power the cultural differences your market promotion decisions organization into the future

About Korn Ferry

At Korn Ferry, we design, build, attract, and ignite talent. Since our inception, clients have trusted us to help recruit world-class leadership. Today, we are a single source for leadership and talent consulting services to empower businesses and leaders to reach their goals. Our solutions range from executive recruitment and leadership development programs, to enterprise learning, succession planning, and recruitment process outsourcing (RPO). Visit www.kornferry.com for more information on Korn Ferry, and www.kornferryinstitute.com for thought leadership, intellectual property, and research.

