LEADERSHIP
AND TALENT
CONSULTING

Aligning talent with business strategy
STRATEGIC FORCES DRIVING BUSINESS CHANGE

Poor organizational performance. Low employee engagement and high turnover. Corporate restructuring. Scarcity of talent. To be successful in today’s business environment, organizations must balance the demands of internal challenges with the external forces driving business change – forces that include globalization, industry consolidation, sustainability, demographic change, technology disruption and innovation.

At Korn/Ferry Leadership and Talent Consulting, we believe that talent is at the heart of all successful change efforts. We view leadership and talent development as an ongoing process that evolves with the organization’s business objectives and strategy, as well as with the demands and influences of an ever-changing marketplace.

Recruiting the right people is only the start of a talent management partnership with Korn/Ferry. Top-performing organizations know that ongoing talent development is critical to achieving and sustaining a high level of business performance.
Creating a long-term human capital competitive advantage rests on the ability to address three fundamental leadership and talent management needs – strategic and organizational alignment, leadership and executive development, and talent and performance management.
STRATEGIC AND ORGANIZATIONAL ALIGNMENT

Is your leadership team fully aligned around the company’s strategy? Do you have the capabilities to achieve your strategy? Does your talent strategy and organization structure support your business objectives? Korn/Ferry consultants offer solutions for aligning structure, organization and talent with business strategy.
Strategic Alignment
Aligning top executives, key talent, and organizational practices with your company’s strategy can be a daunting and time-consuming process. Using a research-based, rigorous methodology, Korn/Ferry will help you align your organization and talent strategy with your business strategy. We also help align executives around the company’s strategy and identify the right mix of leader, people and organizational capabilities that are mission-critical to the current and future success of your organization.

Culture Alignment
In any organization, culture defines how work is done, how decisions are made and how people relate to each other. A strong culture is aligned with the organization’s mission and values. Our consultants help companies align their culture to their business strategy. We assess all areas of organizational culture – lateral alignment with senior management, alignment of operational processes, and alignment of the organization’s vision and mission with culture change efforts.

Organization Structure and Design
Having an effective organization structure is critical to implementing your strategy. We will work with you to design the organization that will most effectively implement and sustain your business strategy and bring out the best in your leaders and workforce.

M&A and Post-merger Integration
Much of the science behind the role of talent in mergers and acquisitions involves addressing change readiness, strategic direction, organizational synergies, talent integration and cultural integration. Korn/Ferry works with organizations to increase the ROI of mergers and acquisitions by addressing these critical human capital issues.
LEADERSHIP AND EXECUTIVE DEVELOPMENT

How well equipped are your leaders to achieve and sustain the business strategy? How ready are they to operate at the next level? We offer several powerful solutions for equipping leaders and optimizing leadership performance.
Executive Development and Coaching
Leaders do not lead in a vacuum. They lead by relying on a combination of who they are, their relationships (inside and outside of the organization) and the prevailing marketplace dynamics. Our coaching and development programs help leaders understand what they need to know to optimize personal, team and organizational impact. Korn/Ferry programs are designed to balance the leadership contributions of people who are already successful.

Executive and Leadership Education
Ongoing professional education assists leaders in realizing their full potential by helping them develop the critical thinking and leadership capabilities needed to make real-world, real-time decisions. Korn/Ferry consultants work with organizations to create customized, experience-based education and learning programs that help develop global business leaders. We offer programs and workshops in more than 50 areas, including negotiation for senior executives, global account management and complex proposal development.

Executive Onboarding
Organizations use three key metrics to determine onboarding success: Time-to-contribution, engagement and retention. Korn/Ferry has a rich tradition of placing executives in new roles and providing successful integration into the new culture, shortening ramp-up time to peak performance and laying the groundwork for long-term development and success.

Senior Team/Board Effectiveness
We help organizations increase board and senior leadership team effectiveness by assessing and developing the characteristics of high-performing teams. With our understanding of individual, team and organizational effectiveness, we bring clarity to even the most complex dynamics.
TALENT AND PERFORMANCE MANAGEMENT

Does your organization have a consistent, integrated and sustainable process for optimizing talent? Korn/Ferry Leadership and Talent Consulting can help you establish and implement a scalable talent management foundation.
Succession Planning
Succession planning efforts that lead to quality leadership transitions depend on a system of meaningful employee comparisons and targeted development plans. Korn/Ferry consultants help organizations build a research-based, validated and repeatable process for succession planning. We use strategic, systematic and proprietary processes to make this happen.

Executive Compensation
External, objective compensation advice helps organizations align executive compensation with shareholder value, business strategy and sound governance practices. We help organizations address the key compensation principles of efficiency, pay-for-performance and attraction and retention of executive talent.

Competency Modeling
Mergers, acquisitions and divestitures. Reorganization and downsizing. All of the strategic changes your organization faces will directly impact your existing competency model. We work with clients to create a research-based, customized library of competencies that relate to success in their organization. Our work is based on deep industry research and expert assessments of best-in-class organizations and top performers.

High-potential Engagement
Managing and engaging high-potential talent takes a combination of planning, implementation and measurement. Korn/Ferry helps equip your organization to assess and develop high-potential talent and then build a development platform to ensure a sustainable path for growth.
MAXIMIZE YOUR TALENT INVESTMENT

Organizations go to great lengths to identify and recruit the best talent available but often stop short of maximizing their investment. Korn/Ferry offers a suite of solutions designed to unlock the full potential of individuals, teams and organizations.

Each of Korn/Ferry’s solutions is delivered by an experienced team of leadership consultants, a global network of top executive coaches and the intellectual property of research-based, time-tested leadership assessment and developmental tools.

As you look around your organization, do you have the capabilities you need to make your strategy a reality? We will help you answer that question and then determine how your talent lines up with those capabilities.

Where there are gaps, we can help you acquire or develop the talent you need. Core capabilities that form the foundation of our unique solutions include talent strategy, leadership and talent assessment, competency strategy, and change and program management – all of which combine to lead to organizational transformation.
Whether you are a fast-growth company in need of a dynamic CEO, a newly merged organization seeking to assess your management team, or a multinational corporation wanting to evaluate your governance and compensation practices, the Korn/Ferry family of companies extend across the entire employee life cycle and together offer a diversified, integrated suite of talent management services.

**Executive Recruitment**
Leads the industry in executive recruitment with worldwide reach, a specialized consultant base and cutting-edge tools and resources.

**Leadership and Talent Consulting**
Works in partnership with clients to strategically manage their people needs and create solutions that are aligned to strategy, scalable and customized to their organization.

**futurestep**
Offers services such as strategic recruitment process outsourcing (RPO), project-based recruitment, mid-level recruitment, interim professionals and consulting services.

**EXECUTIVE COMPENSATION ADVISORS**
Provides clients with guidance around management and executive pay programs and incentives.

**LOMIINGER**
Produces a suite of competency-based leadership development resources for individuals, teams and organizations.

**THE NEWMAN GROUP**
A Futurestep Company
Provides consulting services in the areas of talent acquisition and talent management.

**LORE**
Offers a range of executive coaching and custom education programs in leadership and business development effectiveness.