

# Lominger Tools and Services

## Research-based tools

Introducing the Lominger Tools and Services—comprehensive leadership development resources for individuals, teams and organizations.

## Does your organization have the tools, resources and services it needs to lead?

### Integrated development options

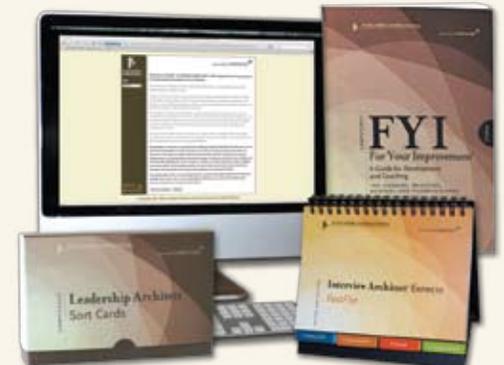
Research-based, experience-tested and completely integrated, Lominger Tools and Services can be used for everything from organizational development and job profiling to selection, training, individual and team development, succession planning and more.

### Our products

Lominger Tools and Services serve as the foundation of a global business of leadership development resources for individuals, teams and organizations. Our mission is to help organizations meet development challenges by offering the tools, applications and support that can make a difference in organizations and in the practice of developing leaders around the world.

Our tools are:

- ▶ Built upon 67 Competencies, 19 Career Stoppers and Stoppers, and 7 Global Focus Areas identified as critical to success (A competency is a measurable characteristic of a person related to success at work. It can be a skill, an attribute or an attitude. Since Lominger competencies drive the majority of job success, they are the universal



common denominator in creating effective HR systems)

- ▶ Customizable to fit any organization's culture or operating style
- ▶ Useful in a range of applications including creating competency models, job profiling and training, recruiting new hires, succession planning, giving feedback, performance management and designing a development plan
- ▶ Designed as integrated solutions that let people from different areas work together effectively because they share a common language

## Talent alignment, management and development

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

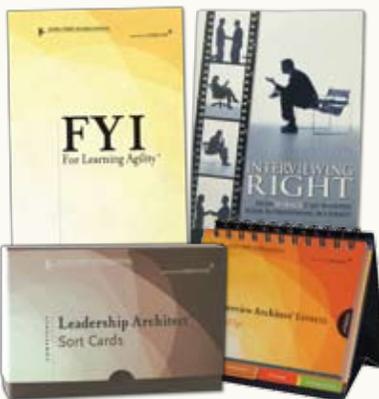
Does your talent strategy support your business objectives? Korn/Ferry offers tools and resources for aligning structure, organization and talent with business strategy. Strategic and organizational alignment tools and resources focus on:

- Engagement (*FYI for Talent Engagement*™)
- Strategic Alignment (Strategic Effectiveness Architect® and *FYI for Strategic Effectiveness*™)

### Leadership and Executive Development

Are your leaders equipped to achieve and sustain the business strategy? Korn/Ferry offers tools and resources for equipping leaders and optimizing leadership performance. Leadership and executive development tools and resources focus on:

- Coaching and Development (Voices®, *FYI For Your Improvement*™ 5<sup>th</sup> Edition, best practices books—*Leadership Machine*, *100 Things*, *50 More Things*, *YOU*)
- Team Effectiveness (Team Architect® and *FYI for Teams*™ 2<sup>nd</sup> Edition)



### Talent and Performance Management

Does your organization have a consistent, integrated and sustainable process for optimizing talent? Korn/Ferry offers tools and resources that can help you establish and implement a scalable talent management foundation. Talent and performance management tools and resources focus on:

- Competency Development and profiling (Leadership Architect® Suite and Success Profile Architect™ online)
- High Potential Management, Performance Management and Succession Planning (Choices Architect®, *FYI for Learning Agility*™, *FYI for Performance Management*™)
- Selection (Interview Architect®, *Learning From Experience*™ (LFE) Interview Guide, and *Interviewing Right: How Science can Sharpen Your Accuracy*)

## Our Services

### Licenses, surveys, certifications and implementation

In addition to all of our tools and resources, we offer a variety of services, programs, processes and relationships that can help make it easier to implement your organization's strategies. Here are a few of the ways we can work with you:



#### Intellectual Property Licenses

Many of our tools are available as intellectual property licenses for your organization's internal use. Purchasing a Lominger intellectual property (IP) license gives your organization the freedom to alter, copy, and modify Lominger content.

Organizations can use an intellectual property license to:

- ▶ Create a competency model for your organization
- ▶ Create competency-based job profiles and descriptions, modify Leadership Architect® Competency definitions to fit your corporate culture
- ▶ Load Leadership Architect® competencies into your performance or talent management systems
- ▶ Put competency-based interview questions into your own database or recruitment software

Call 952-345-3120 or email [licensing@kornferry.com](mailto:licensing@kornferry.com) for more information.

#### Global Survey Center

Our Global Survey Center has been specializing in accurate, confidential and timely administration and processing of a variety of online surveys for over a decade. Survey administration can be conducted inside your company or outsourced to the Global Survey Center. The Global Survey Center offers complete administration of these surveys:

- ▶ Voices® 360° Feedback Online and Development Tracker Surveys
- ▶ eSEA™ Online Survey
- ▶ eTeams™ Online Survey
- ▶ eChoices™ Online Survey
- ▶ Talent Engagement Online Survey

To find out more about our Global Survey Center process and pricing, call 952-345-3620 or e-mail [surveycenter@kornferry.com](mailto:surveycenter@kornferry.com).

#### Certifications and Events

Our Certifications and best practice survey courses, conferences, Client Enrichment Series (formerly called User Groups) and Webcasts provide Human Resource Practitioners and leaders in Human Capital the opportunity to network, connect and add to their portfolio of leadership and talent development best practices.

To ensure that users of our tools and solutions receive and in turn deliver best practice applications of our research-based and experience-tested tools, we require certification on several of our advanced product suite areas.

To find out more about our events call 952-345-3624 or email [LTC-events@kornferry.com](mailto:LTC-events@kornferry.com).

#### Implementation

Lominger offers many opportunities to access talent development and management experts and content. Associates in our global network can help guide you through implementation of our various product suites.

Strategic Alliance partners meet organization needs for automated talent management practices and broad-based talent management thought leadership.

- ▶ **Our Global Associates Network** helps provide guidance in implementing best practice solutions using our competency-based tools.
- ▶ **Our Strategic Alliances partners** allow us to offer relationships that let you use our content in a system you already have in place or plan to implement.
- ▶ **Our consultants with Korn/Ferry Leadership and Talent Consulting** can help guide you through creation of long-term human competitive advantage.

For more information, visit our Website at [www.lominger.com](http://www.lominger.com) or contact Customer Service toll free at: 1-877-345-3610 (US & Canada), 1-952-345-3610 (International), or e-mail us at [customerservice@kornferry.com](mailto:customerservice@kornferry.com).



## Our Research

### Competencies, Stallers and Stoppers, and Global Focus Areas

The Leadership Architect® Competencies, Career Stallers and Stoppers, and Global Focus Areas are based on competency work done across many years at the Center for Creative Leadership (CCL), Hay-McBer, Sears, Exxon, AT&T, and thousands of professional studies.

We have tested these competencies empirically since 1994 and found:

- ▶ Related proficiency at our competencies to bonus levels, stock options, profitability and exceeding sales targets for sales managers, and retention of key staff
- ▶ Leadership Architect® Competencies predict both promotion and performance years later
- ▶ Evidence from one company that used our competencies that showed turnover dropped from 30% to below 10%, acceptance of offers went from 40% to 70%, and a dramatic increase in employee satisfaction levels

Find out more about Korn/Ferry research by visiting our website at [www.lominger.com](http://www.lominger.com).

### Korn/Ferry Institute

The Korn/Ferry Institute commissions, originates and publishes groundbreaking research using Korn/Ferry's unparalleled expertise in executive recruitment and talent development, combined with our preeminent behavioral research library.

The website provides unrestricted access to the entire Korn/Ferry library of leadership literature, including whitepapers, studies, videos, podcasts, webcasts and books.

Download whitepapers, studies, podcasts, webcasts and more at [www.kornferryinstitute.com](http://www.kornferryinstitute.com).

### Our history

The Leadership Architect® Competencies were first introduced in 1991 by Michael M. Lombardo, Ed.D. and Robert W. Eichinger, Ph.D. under the company name Lominger. The Suite quickly became an internationally recognized set of tools known to fit any organization's culture or operating style.

In 2006 Lominger joined the Korn/Ferry International family of companies. Since its founding in 1969, Korn/Ferry International has been the executive recruitment industry's leader and innovator. The company has evolved as the world's premier provider of executive talent management solutions.

### For more information:

For more information about our tools and resources visit our website at [www.lominger.com](http://www.lominger.com), our online store at <http://store.lominger.com>, contact Customer Service toll free at 1-877-345-3610 (US & Canada), 1-952-345-3610 (International), or e-mail us at [customerservice@kornferry.com](mailto:customerservice@kornferry.com).

Korn/Ferry International with 89 offices in 40 countries, is a premier global provider of talent management solutions. Based in Los Angeles, the firm delivers an array of solutions that help clients to attract, develop, retain and sustain their best talent.

For more information on the Korn/Ferry International family of companies, visit [www.kornferry.com](http://www.kornferry.com).