

THE KORN FERRY DE&I COMPASS

**Find out where and how to
optimize your DE&I approach.**

Fact Sheet



The promise of a truly diverse, equitable, and inclusive organization can be elusive. Find out where you are on your DE&I journey and get actionable insights that drive transformation across all areas of your business with the Korn Ferry DE&I Compass.

Why getting DE&I right matters

The pressure to build inclusive organizations is growing. Not just because it's the right thing to do but because it's the smart thing to do. Research shows that diverse, equitable, and inclusive organizations achieve:

- 70% higher growth
- 36% better profitability
- 75% faster time to market
- 19% better innovation

But, despite the strength of the business case, very few organizations can say they're truly inclusive. It's not that diversity, equity, and inclusion is suffering from a lack of attention (companies now spend over \$8 billion a year on diversity programs). But it is suffering from a lack of results. So, where are we going wrong?

All too often organizations rush into building a DE&I program that addresses the symptoms of the issue but not the root cause. It's critical to make decisions based on data and facts, not long-held biases.

Korn Ferry's DE&I Compass provides an instant snapshot of your company's DE&I maturity, so you can gauge whether you're getting diversity, equity and inclusion right. And if you're not? We help you identify potential problem areas and give you the guidance and insight you need to close the gaps.

With Korn Ferry's DE&I Compass, you're able to:

- Get a **clear view of how you are performing across five strategic DE&I dimensions** through analysis of a **research-backed employee listening survey**.
- Quickly **identify DE&I employee experience gaps** with AI-backed analytics and world-class benchmarks.
- Conduct a **deep-dive gap analysis for key demographics including gender, age, and ethnicity**, using our proprietary dashboards.
- **Close experience gaps with guidance from Korn Ferry DE&I experts** so you know where and how to navigate your organization to the next level.

What we measure

Our DE&I Compass takes the pulse of your organization via an online employee listening survey, measuring your maturity on five strategic dimensions: **Risk Management, Awareness, Talent Integration, Operations Integration, and Market Integration.**

And because driving real change requires both **behavioral inclusion** (mindsets, skillsets, relationships) and **structural inclusion** (structures, processes, practices), our approach incorporates both perspectives across each dimension.

What you get

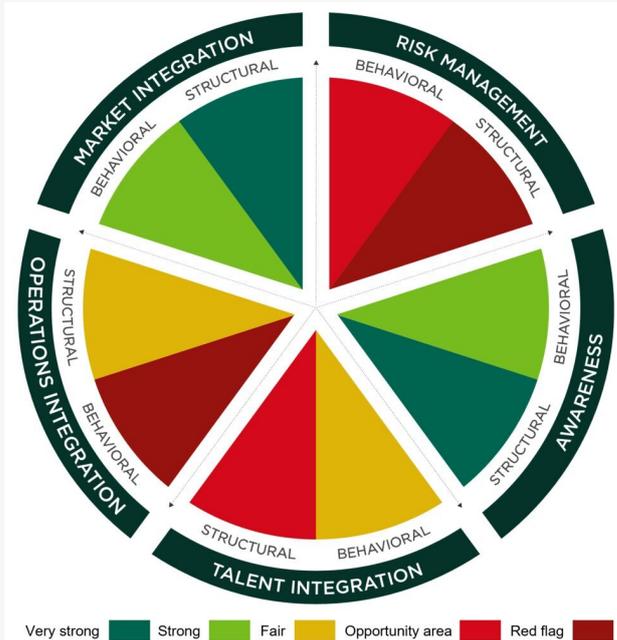
The Korn Ferry DE&I Compass solution is powered by Qualtrics, the world's most secure, scalable, and powerful employee listening platform, allowing you to access our research-backed insight through world-leading technology. This gives you:

- Scalable surveys with benchmarked questions from Korn Ferry's world-leading normative database.
- Real-time reporting with intuitive dashboards to accelerate program actions.
- Key trends and easy-to-use gap analysis reporting for different demographics, and analysis of open text comments so that you can understand what, in your employees' own words, matters most.
- Automated and advanced analytics to enable rapid and smart decisions.
- World-class program management ensuring seamless delivery.
- Analysis and recommendations from Korn Ferry DE&I experts.

Find out more

Korn Ferry is one of the world's leading employee experience and DE&I consultancies. [Contact us](#) to learn how we can help you on your DE&I journey.

The Korn Ferry DE&I Compass



Real-time reporting dashboards



About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.