The Korn Ferry Leadership Development Series is built around fundamental skills and strategies to help leaders effectively achieve ‘career best’ experiences; giving the organization the performance required to meet critical milestones and goals.

Based on the Four Stages® of Contribution model, the Leadership Development Series helps participants strengthen their ability to contribute through others and strengthen their core leadership skills.

The Series is based upon leadership research and learner demographics. The core content focuses on understanding the value of creating a capacity-building mindset helping leaders to understand how to leverage the diverse skills of the existing workforce.

The Leadership Development Series is module-based, allowing to choose the modules that best meets the needs of a particular audience.

Outcomes

Upon course completion, participants will be able to:

- Recognize how the environment they create for their team can directly impact the bottom line.
- Use a set of mobilizing skills in everyday interactions to encourage high performance through effective communication.
- Use strategies provided to handle critical management situations. Evaluate and reinforce their own changed behaviors on the job through use of continuous improvement tools.

At a glance:

- Professionals across all career stages may attend.
- Variable-length program comprised of half-day modules. Configurable for the traditional classroom or the Virtual Classroom Experience.
- Optional pre-work, performance-centered learning, experiential learning, and classroom exercises.
- Follow-up options include assessments, one-on-one and group coaching.
- Available in English; translation services available.
Program

The program is designed to enable stage three behavior—increasing influence, organizational understanding, coaching, networking, etc.—regardless of title or position.

**Stage one:** Contributing dependently.
**Stage two:** Contributing independently.
**Stage three:** Contributing through others.
**Stage four:** Contributing strategically.

Build the right leadership program for you.

The Leadership Development Series utilizes half-day modules to create learning journeys to best meet the needs of the organization’s participants. There is an introductory module that serves as the foundational component to the entire series. The introduction focuses on these key concepts:

- Capacity-building mindset.
- The Four Stages® of Contribution model.
- Leadership competencies.
- Mobilizing skills.

The Four Stages® of Contribution model.

The research-based Four Stages® of Contribution model describes the impact individuals have throughout their career stages. Having the maximum amount of people contributing at a high level, personally and through others, creates greater organizational success.

Customize with CMS modules.

Start with the introductory module,* then decide on the skill-building focus that’s best for you. Add the desired number of half-day modules to build your custom program.

*The introductory module is mandatory.

Critical Management Situation (CMS) menu:

- Communicating performance standards.
- Gaining commitment to goals.
- Coaching performance.
- Coaching a performance problem.
- Resolving conflict.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.