

# Leadership Development Series

You don't have to be a manager to be a leader.

**The Korn Ferry Leadership Development Series is built around the skills and strategies necessary to effectively achieve “career best” experiences for team members, giving the organization the performance required to meet strategic goals.**

Based on the Four Stages® of Contribution model, the Leadership Development Series helps participants understand how to move away from independent contributor behavior and status to become someone who contributes through others, regardless of title or reporting relationships.

The Series is based upon current leadership research and learner demographics; the core content focuses on understanding the value of creating a capacity-building environment that leverages the diverse skills of the existing workforce.

The Leadership Development Series is module-based and highly customizable in length and content. Choose the skills and competencies that are most critical for the success of new managers and build the program around them.

## 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 with a one-day introduction plus half-day modules. One to three days total recommended.
- One Korn Ferry facilitator, or internal trainer, certified through our train-the-trainer program.
- Facilitated classroom session with optional pre-work, performance-centered learning, experiential learning, and classroom exercises.
- Follow-up options include one-on-one and group coaching using phone and online technology.
- 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 is a one- to three-day variable-length program built on the standard introduction module and the modules you choose from the Critical Management Situations menu. There are two versions of the introductory module, one for general audiences and one for executive-level participants. The introduction focuses on these key concepts:

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

### Critical Management Situation (CMS) menu:

- Communicating performance standards.
- Gaining commitment to goals.
- Coaching performance.
- Coaching a performance problem.
- Teaching a skill and delegating responsibility.
- Reducing resistance to change.
- Handling conflict situations.
- Conducting a performance appraisal.
- Coaching through others.
- Influencing internal resources.
- Managing priorities.
- Leading change.
- Managing a virtual team.

## 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. We suggest a two-day program for maximum impact; additional modules can be experienced over time.

**One day:** Introduction and one CMS Module.

**One and half day:** Introduction and two CMS Modules.

**Two day:** Introduction and three CMS Modules.

**Two and half day:** Introduction and four CMS Modules.

**Three day:** Introduction and five CMS Modules.

### 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.