

Leadership Principles

Strengthen your organization's leadership base.

Being a strong leader requires more than the right knowledge and experience. It takes self-awareness and confidence as well.

Leaders are dependent on others for results, and as such require an expanded perspective along with the tools, frameworks, and skills to prioritize, delegate, engage, and motivate team members.

Our *Leadership Principles* program is designed to develop strong leaders by building capability in three key areas. According to our research, these are areas that leaders tend to do least well in, despite them being critical to leadership success.

They are:

- Leading self: Increasing self-awareness and the ability to lead oneself.
- Leading others: Driving engagement and developing others.
- Leading the business: Translating and communicating day-to-day actions by cultivating innovation into organizational strategy.

Build an effective leadership and development culture that will drive positive change throughout the organization.

At a glance

Program summary:

- Three-day program that builds capabilities in three critical areas of leadership: leading self; leading others; and leading the business.

Who should attend:

- First-level leaders, middle managers, and others who are either newer to leading people or have received little or no prior leadership development training.

Program outcome:

- Participants develop a leader's mindset and the core leadership skills required for success. Organizations benefit by significantly reducing the need to fill leadership positions externally.



Session details

As a participant, you will...

1. Build understanding of the leadership behaviors that are critical to success.
2. Gain the ability to motivate and mobilize engagement and performance.
3. Learn how to contribute through and develop others most effectively.
4. Strengthen results consistently, creating high-quality performance by aligning to the organizations strategy.
5. Develop creativity and innovation in team problem-solving for today's tough challenges.

Program format:

- Three-day program involving online and facilitated group learning, assessment, and competency-based feedback.

Learning methodologies

- Personal reflection.
- Experiential exercises.
- Large, table, and paired discussions.
- Action planning.

Program outline:

Pre-program activities

Leadership Principles 360 multi-rater assessment:

Research-based and validated instrument that provides feedback on the 12 pre-chosen leadership competencies that are most critical for success.

Building Trusting Relationships: Fast-paced, interactive, online learning module to build trusting relationships across functions, levels, and other dimensions of diversity. Participants will learn and apply Korn Ferry's Familiarity, Comfort, and Trust model to real-life situations in the workplace.

Day one: Leading self

- Leading with trust and courage.
- What drives and motivates you?
- Know your leadership brand.
- How are you contributing to the organization: The Four Stages.
- Assessment feedback with coaching.

Day two: Leading others

- Engagement: What it is and how to create it.
- Coaching and developing people.
- Delegating effectively.
- Giving feedback for growth and impact.
- Handling difficult conversations.

Day three: Leading the business

- Translating strategy to daily work; aligning the team.
- Communicating inspiring messages.
- Building a culture for innovation.
- Post-program development planning and sustainability.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.