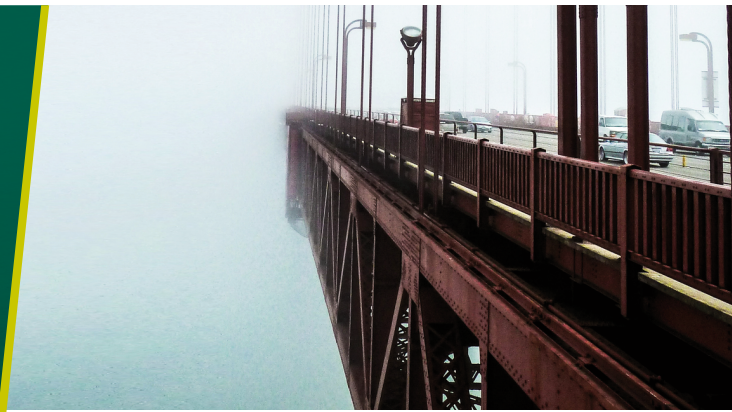


# TalentDevelopment

Building the capacity of individuals worldwide.



Organizations rely on high performance to achieve their goals, while employees seek career development opportunities and satisfaction. How can you achieve both? TalentDevelopment.

The TalentDevelopment program offers a fresh approach to development and careers, emphasizing immediate contribution, individual responsibility, professional growth, and long-term employability.

Based on more than 30 years of research on performance and development, TalentDevelopment incorporates our proprietary Four Stages® of Contribution model.

Participants are guided through the personal development process. They create an individual development plan that starts with self-awareness and leads to application. This becomes a tool for ongoing development discussions with their managers.

With TalentDevelopment you'll watch your business grow through engaged, passionate, and high-performing employees.

## Outcomes

Upon completion of the course, TalentDevelopment participants will be able to:

- Discover their dominant career values and match their talents and passions to the organization's needs.
- Utilize a contribution model for career growth that is relevant for today's organizational structures and expectations.
- Increase their value by understanding plateauing and how to stay fully engaged.
- Identify the projects and assignments that will have the greatest business impact while providing personal growth.

## At a glance:

- One-day classroom with a Korn Ferry Hay Group facilitator.
- Includes self-assessments, personal reflection, interactive discussion, exercises, case studies, peer and facilitator feedback.
- Optional pre-work: 360 assessment; post-program coaching online or via phone also available.
- Available in a 60-minute, self-paced eLearning program with eight interactive modules.
- Train-the-trainer certification: program licensing and trainer development is available.

- Utilize 360 feedback or other feedback to identify and leverage strengths while addressing key development areas.
- Build an individual development plan that produces greater contribution and satisfaction.
- Use peer-to-peer coaching to improve development plans and prepare for future development dialogues.

## TalentDevelopment Agenda

### What's in it for you and your company?

- Define "career best" experiences via the TOP Model: Talents, Organization, Passions.
- Explain the value of career best experiences for the organization and the individual.
- Introduce the TalentDevelopment Plan.

### Career orientations.

- Define the five career drivers that impact individual motivation and engagement.

### The Four Stages® of Contribution.

- Explain the research-based Four Stages® of Contribution model and the behaviors needed to achieve high contribution over time.
- Discuss critical career transitions and ways to navigate them successfully.
- Determine relevant strengths and weaknesses (option: 360 feedback).

### How to prevent career stagnation.

- Discuss the difference between position plateauing and contribution plateauing.
- Examine techniques to manage contribution plateauing using the Contribution Cycle self-assessment.

### Your TalentDevelopment Plan.

- Identify job assignment possibilities that align with career goals.

### Development discussions.

- Determine best practices for effective development discussions.
- Practice a development discussion using TalentDevelopment Plan.

## TalentDevelopment

### Who should attend.

Associates at all levels, across all functions.

### Methodologies

Interactive exercises, self-assessments, case studies, "real" plays, and action planning.

### Language

English with translation services available; classroom version available in multiple languages.

### Pre-work reinforcement tools:

- The Four Stages® of Contribution self-assessment.
- Career Orientations self-assessment.

## 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.