

# Advancing Women Worldwide.



**Studies show that organizations with a proportionate number of female leaders across the enterprise lead to financial advantages.**

Women in leadership roles are critical to an organization's ability to connect with consumers, shareholders, and to drive a distinct competitive advantage for the enterprise.

Recruiting, retaining, developing, and advancing women as leaders has become a strategic priority worldwide. Yet to truly move the needle on gender diversity and to drive and sustain change, organizations need to both support the unique needs of women and foster a culture that enables them to thrive. Organizations need to work with both the women and the ecosystem—including the leaders, managers, and organizational policies and processes that affect women's careers. It is this "shared responsibility" that enables organizations to facilitate and leverage gender diversity to optimize business results.

Built on 30 years of experience and research, Korn Ferry's Advancing Women Worldwide suite of solutions enables organizations to develop a holistic, systemic, "shared responsibility" approach to better attract, develop, retain, and advance high-value female talent. Our solutions both empower women to navigate and excel in the organizational system, and equip company leaders, managers, and teams with the skills to understand, manage, and optimize the performance of women. Services include, but are not limited to, needs assessment and strategic roadmaps, targeted assessment and development for women at all career stages, relationship coaching (between women and key stakeholders), and broader education for managers and leaders.

**Having a critical mass of female executives and leaders at all levels across an organization drives revenue and creates a distinct competitive advantage.**



## Advancing Women Worldwide suite of solutions.

The following solutions may be deployed individually or combined as needed for a comprehensive Advancing Women initiative. They provide a holistic approach to maximize female leaders' development and enable organizations to reduce turnover, increase performance, and reap the benefits of a more robust talent pool and leadership pipeline.

**Culture Audit and Root Cause Analysis.**

Create successful women's initiatives with a clear picture of the strengths, weaknesses, and key levers of change to improve representation and performance. Our analytic services, including Data Analysis, Surveys, Focus Groups, Executive Interviews, and Policy and Process Audits pinpoint the most important challenges to tackle and levers of change to map out your most effective Advancing Women initiative.

**SuccessPath Onboarding Program.**

Help newly hired (or promoted) women understand the "unwritten rules for success" in your organization. Provide a framework to help women navigate, influence, and facilitate their success within a new role, function, level, or organization. Options are available for high-potential group or individual executive sessions.

**SuccessPath Pairs.**

Accelerate the alignment of goals, expectations, and understanding of similarities and differences via specialty coaching sessions with female employees and their bosses or key stakeholders. Help to transform the nature of the relationship to increase affinity, become more trusting, synergistic, and high performing, both as individuals and as a pair.

**Efficacy for Women.**

Provide women with strategies and insight to shape their lives and careers in ways that inspire and motivate them. Women create personal vision statements, identify career goals, learn to navigate corporate culture, increase relational and political confidence, build executive presence, develop strategic networking plans, and address issues that uniquely challenge them in the workplace.

**Reciprocal Value Mentor/Sponsorship Programs.**

Create high impact mentor and/or sponsor programs with this proven framework and tool kit. Insight to facilitate a strong mentor/sponsor relationship with women in the organization.

**Coaching for Women.**

Target and accelerate development with Korn Ferry executive coaches who focus on women's interpersonal and professional development, leadership skills, and strategies for navigating a male-oriented corporate structure.

**Gender Coaching for Managers.**

Target and accelerate development of those who manage or lead women with Korn Ferry executive coaches, who focus on inclusiveness and understand the gender-related challenges women peers and reports may face.

**Vectors Diagnostic and Problem Solving Tool.**

Identify and remove invisible barriers that hinder women from advancing in a male-dominated environment. Provide a clear framework for the leaders, managers, and women to share responsibility in constructively addressing these challenges, along with actionable strategies to discuss and eliminate or reduce them. Available as a part of coaching or a stand alone education program.

**High Performance Women's Business Resource Groups.**

Create, realign, and facilitate an effective business resource network of women to educate others. Connect with the market to contribute unique insights about women in order to enhance business results. Best practice framework, tool kit, and consultation are included.

**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.