



# Executive Success Profiles

Your talent blueprint: The difference between competence and success.

Understanding what competence looks like is no longer enough. Successfully delivering a business strategy requires an understanding of the critical leadership attributes each leader needs to drive the strategy forward. Translating strategy into organizational context, job demands, and leadership dimensions help leaders understand how to thrive. These essential qualities that are vital to success in each role and function improves organizations' ability to win against the competition.



However, defining success for pivotal roles in today's world isn't easy. Constant uncertainty and rapid change make it difficult to forecast and identify exactly which skills and attributes will be most useful in the future.

At Korn Ferry, we understand the complexities of preparing for the unknown. We begin by capturing your business strategy and cultural context to serve as the foundation for your critical talent needs and decisions. Next, our Executive Success Profiles clarify what strong talent looks like – by industry, business function, job level, business challenge, strategy, or geographic market – and create a roadmap for assigning the right talent to the right areas of the business.

## Executive Success Profiles offer a unique blueprint for success.

Creating a Korn Ferry Executive Success Profile starts with input from different stakeholder groups across your organization, both to capture their perspectives and build necessary buy-in. The resulting profile outlines what it will take for leaders to succeed against the future organizational strategy, and encompasses a synthesis of data obtained from each conversation, which is then aligned to Korn Ferry's world-class, research-based intellectual property and leadership expertise.

Each Korn Ferry Executive Success Profile includes:

- The strategic and cultural context that cultivate success requirements for the job or role.
- The demands of the job or role in terms of its accountabilities and unique job challenges.
- The dimensions of leadership that predict success through competencies, experiences, traits, and drivers.



## Broad applications

Korn Ferry's Executive Success Profiles define the talent that drives organizational success at the most senior levels. Because each profile aligns your strategy to specific leadership attributes, it can be leveraged for a broad range of talent supply chain needs and create scalability for your organization versus a single-purpose use.



As experts in organization design, strategy consultation, executive assessment, and leadership development, Korn Ferry understands how to maximize individual and organizational performance.

Developed over half a century, our unique approach, proven methodologies, and best-in-class analytics help organizations to develop talent and accelerate and sustain organizational success.

## PREDICTING SUCCESS

Our Executive Success Profiles leverage Korn Ferry's Four Dimensions of Leadership - anchored in the organizational and job/role context - to identify the qualities that drive impact in the workplace: competencies, experiences, traits, and drivers.

Research shows these four qualities are highly predictive of performance and other key talent outcomes, such as: engagement, retention, productivity, leadership effectiveness, and leadership potential.

## Fit matters

Not all leadership roles are created equal. Optimally matching leaders with jobs/roles in organizations is a complex process and best done while considering the unique challenges and success measures in those leadership positions and organizations. Our Fit Matters research shows that leaders who are a close fit with the traits and drivers in Korn Ferry's customized Executive Success Profiles are up to 13 times more likely to be highly engaged in their jobs - making them more likely to be highly satisfied, emotionally invested, and willing to expend considerable discretionary effort in their posts.

Unlike a job description, which is typically a list of accountabilities, the Executive Success Profile outlines a prioritized set of leadership competencies, experiences, traits, and drivers that is anchored in the specific strategic context for your organization and the demands of the job or role. The Executive Success Profile leverages our research-based process to maximize fit for increased job performance and other desirable individual- and organizational-level outcomes.

## About Korn Ferry

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations and societies succeed by releasing the full power and potential of people. Our more than 7,000 colleagues deliver services through our Executive Search, Hay Group and Futurestep divisions.