

# BUILD PROJECT SKILLS TO DRIVE **SUCCESSFUL** STRATEGIC INITIATIVES

Fact Sheet

## KORN FERRY **DIGITAL**

Project management has become a core skill set that is critical to execute on strategic priorities, not just a specialist IT role. How are you setting up your teams for success?

**Currently only 33% of organizations deliver projects that meet objectives. In an increasingly complex environment, organizations need to address both the technical and soft skills to drive successful project performance.**

### OUR SOLUTION

**Diagnose and close project execution skills gaps, at scale.**

We help you drive the performance of all project-based workers, from team member up to leader.

The solution starts with Korn Ferry Success Profiles. Leveraging decades of job analysis and research, they describe the traits and drivers that comprise “what good looks like” for stellar performers in project-based roles, and the behaviors that translate into business results.

Leverage our assessments to measure exactly how your talent stacks up against these profiles; gain an accurate and data-driven view of your people, and their specific development areas.

Assessment results are fully integrated into a learning journey for the individual which combines end-to-end certificate programs plus coaching and reinforcement to embed the learning and drive lasting mindset and behavior change.

All elements of the solution are delivered in an interconnected way, via one platform, for an engaging user experience and an easy and efficient way to roll out across the organization.

## BENEFITS

- Efficiently and scalably improve project management capability cross the breadth and depth of the organization.
- Stop over-relying on top performers plus quickly identify and act on under-performers.
- Enhance the ROI on talent development activities through more personalized learning journeys and ongoing reinforcement.
- Encourage a culture of learning and continuous improvement by enabling managers to be effective coaches through employee learning journeys.
- Drive employee engagement through a personalized learning platform and help employees move their careers forward with project management certificate paths offered through Duke Corporate Education.

# INTEGRATED ASSESSMENT, DEVELOPMENT, AND COACHING DELIVERED DIGITALLY, AT SCALE



Define desired behaviors via Korn Ferry Success Profiles



Assess gap between current and desired behaviors



Provide development and feedback to close behavior gaps



Provide individuals with ongoing coaching and reinforcement

## ANCHORED IN RESEARCH-BASED SUCCESS PROFILES

These define the competencies, traits, and drivers for over 30 project-based roles, refining exactly what success looks like. They enable you to replicate success by providing a benchmark standard to measure your talent against, and enable you to coach and develop individuals to this standard.

## LEVERAGE WORLD-LEADING KORN FERRY ASSESSMENTS

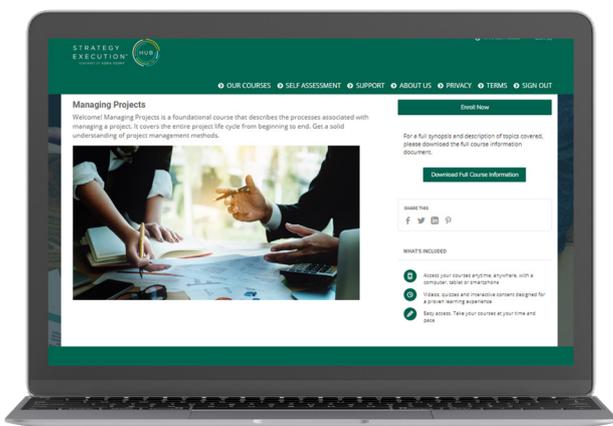
These measure the specific combination of capabilities outlined in the Success Profile and provide the data to build a tailored learning journey for the individual, focused precisely on the skills gaps and learning needs identified in the assessment.

## MAKE LEARNING STICK WITH PERSONALIZED JOURNEYS

Project execution training and certification are included in the solution, covering 56 courses in many modalities and across all levels of skills. Individuals gain a personalized learning path and managers gain training and tools to coach their teams, driving sustained performance improvement.

## BUILT FROM THE PERSPECTIVE OF THE EMPLOYEE

The easy-to-use platform and interconnected components of the solution, coupled with the personalized nature of the journeys and the self-guided learning, provide a leading-edge employee experience to drive higher levels of employee engagement.



### 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.